

Our success starts and ends with our green apron partners.



That's why making Starbucks the **unrivaled best job in retail** is core to our Back to Starbucks plan.

Whether it's career, college or family – we want to make sure you have the opportunities you need as you grow with Starbucks, or wherever your journey takes you next.

And no other retailer does it like Starbucks.



### Grow your career with us.

With a new goal to **fill 90% of retail leadership roles internally**, we're creating a way for our hourly partners to build a career at Starbucks.



### Get a college degree, on us.

Our Starbucks College Achievement Plan **covers 100% of tuition upfront**, which would otherwise cost, on average, \$75,000 for an online degree from Arizona State University. Nearly 15,000 partners have graduated and another 25,000 are currently enrolled. Partners can start this journey from day one – no strings attached.



### Be there for family when they need you most.

Our parental leave benefits are unmatched. While most retailers require working an average of 30 hours or more per week to qualify, Starbucks partners become eligible at 20 hours. In March 2025, we plan to **more than double our U.S. parental leave benefit to up to 18 weeks of paid leave**.



### Grow your savings as you plan for your future.

Through the Bean Stock program, **eligible partners can earn Starbucks stock**. In 2024, over 230,000 partners received a grant. More than 1.5 million partners have received \$2.4 billion in Starbucks shares since the program began in 1991.



### Take care of yourself and your family.

As the first major retailer to offer comprehensive healthcare benefits to partners working part-time, we continue to provide **some of the best medical, dental, vision and mental health benefits in the industry** to support our partners' diverse needs.