

Additional Information

Health

Program	What is it?	Who Is Eligible
Medical, Dental and Vision	Comprehensive medical, dental & vision coverage with choices for you, your spouse/domestic partner & children.	Benefits Eligible partners*
Short & Long Term Disability	Partial income replacement if you are unable to work due to disability.	Benefits Eligible partners*
Life Insurance	Financial protection for yourself and your family.	Benefits Eligible partners*

Stock and Savings

Program	What is it?	Who Is Eligible
Bean Stock Grants	Yearly grant of restricted stock units, which vest over 2 years.	Eligible if employed as of May 1
Stock Investment Plan (S.I.P)	Allows partners to buy Starbucks stock at a 5% discount via payroll deductions.	Partners must have 90 days of employment
Future Roast 401K	Starbucks will match 100% of the first 5% you contribute each pay period regardless of whether the contribution is 401(k) pre-tax, Roth after-tax, or a combination of both.	All partners over the age of 18 with 90 days of service

Partner & Family Support

Program	What is it?	Who Is Eligible
Partner & Family Sick Time	Time off to take care of yourself and your family.	All partners
Paid Parental Leave	For birth and non-birth parents.	Benefits Eligible partners*
Lyra (Mental Health Benefit)	Mental health therapy and coaching.	All U.S. Partners
Care@Work	Subsidized backup care for kids and adults, senior care planning services and a premium membership to Care.com.	All Partners
Vacation & Other Time Off	Time & a half pay for holidays, and paid vacation that accrues over time.	Eligibility depends on position with Starbucks
Caring Unites Partners (CUP) Fund	Financial assistance program funded by partners for partners to help in times of special need.	All partners
Family Expansion Reimbursement	Financial assistance to partners who have chosen to grow their family through adoption, surrogacy or Intrauterine Insemination (IUI). Up to \$10,000 per attempt.	Benefits eligible partners*
Headspace Premium Membership	Free access to hundreds of easy-to-follow guided meditations.	All partners

*Benefits eligible — partners who work at least 20 hours a week after meeting eligibility requirements.

Additional Information

Education & Opportunity

Program	What is it?	Who Is Eligible
Starbucks College Achievement Plan	Earn or finish a bachelor's degree online with 100% tuition reimbursement through Arizona State University.	Benefits eligible* partners who do not yet have a bachelor's degree
Greener Apron	Learn how to become a sustainability champion in your store and at home through an online course.	All partners

Company Perks

Program	What is it?	Who Is Eligible
Food and Beverage Benefit	Free beverages and one food item while on break at work, 30 minutes before/after shift at home store.	All store partners are eligible
Weekly Coffee Markout & In-Store Merchandise Discount	Weekly free pound of coffee or other specified products. 30% off goods at company-owned Starbucks stores	All Partners
Spotify Premium Membership	Free membership to Spotify Premium.	All Partners
Coffeegear	Your source for branded apparel, dress code approved items, gifts and more.	All Partners
Commuter Benefits	Pay for work-related commuter expenses through pre-tax payroll deductions.	All partners are eligible except partners at the Seattle Support Center and Kent Flexible Plant
Discounts at various retailers	Discounts at various local and national retailers as well as auto, home & pet insurance, and more.	All Partners
Partner Matching Gifts	Starbucks will match your eligible gifts to charitable organizations, up to \$1,500 per year.	All Partners
DACA Reimbursement	Reimbursement for DACA filing fees.	Partners must have 90 days of employment

*Benefits eligible — partners who work at least 20 hours a week after meeting eligibility requirements.

Looking for information about Starbucks Dress Code?

Scan Here →



Explore Starbucks Benefits!



Explore Starbucks Benefits

Also available on starbucksbenefits.com



Starbucks is proud to provide partners with choice and value in benefit programs. Many are available to everyone, and some are available to those working 20 hours per week.

For more information about any of the benefits below, visit the *Benefits* page on Partner Hub.

HEALTH

Medical, Dental and Vision

Multiple options for coverage levels and insurance carriers

Short and Long Term Disability

Partial income replacement if you are unable to work due to disability

Life Insurance

Financial protection for yourself and your family

STOCK & SAVINGS

Bean Stock grants

Share in the financial success of the company through Starbucks stock

Stock Investment Plan (S.I.P.)

Purchase shares of Starbucks stock at a discount

Future Roast 401(k)

Starbucks matches up to 5% of your pre-tax and/or Roth after-tax contributions

EDUCATION & OPPORTUNITY

Starbucks College Achievement Plan

100% tuition coverage for a bachelor's degree with Arizona State University

Pathway to Admission

Personalized plan to earn admission to ASU for partners who do not meet admission requirements

Greener Apron*

Learn how to become a sustainability champion in your store and at home through an online course

PARTNER & FAMILY SUPPORT

Partner and Family Sick Time*

Time off to take care of yourself and your family

Paid parental leave

For birth and non-birth parents

Lyra (Mental Health Benefit)*

Effective mental health care, matched to you

Care@Work*

Subsidized backup care for kids and adults

Vacation and other time off

Caring Unites Partners (CUP) Fund*

Financial assistance for partners in times of special need

Family expansion reimbursement

Headspace Premium Membership*

COMPANY PERKS

Food and beverage benefit*

Weekly coffee markout*

In-store merchandise discount*

Spotify Premium Membership*

Coffeegear*

Commuter benefits*

Discounts at various retailers*

Partner Matching Gifts*

Partner of the Quarter bonus

Barista Trainer bonus pay*