U.S. TOTAL PAY

YOUR SPECIAL BLEND

A look at Compensation, Benefits, Savings, Stock and other rewards of your partner experience.
A Look at Total Pay

United States, Effective March 5, 2009

Starbucks culture and success are driven by our partners and their achievements. Starbucks Total Pay—Compensation, Benefits, Savings, Stock and Partner Perks—rewards partners for their contributions, adds to a great work environment and promotes the shared responsibility between Starbucks and each partner for individual and company success.

Starbucks Total Pay package includes a variety of programs in which partners may participate—all embracing diversity as an essential component of the way we do business. The choices a partner makes can be based on individual needs and interests, job and location. We offer comprehensive benefits to both full- and part-time partners, and we make coverage available to eligible dependents, including same- and opposite-sex domestic partners.

This brochure is designed to help new and future partners better understand Starbucks Total Pay package, which is driven by:

**You**—Your skills, performance and personal choices  
**The market**—Comparing our Total Pay package to other companies with whom we compete for talent  
**Starbucks**—Our mission, values and company direction

In keeping with the business of coffee, our theme for your Total Pay package at Starbucks is Your Special Blend. Depending on your job and personal situation, Your Special Blend may include some or all of the Total Pay components shown below.

A Look at Total Pay

**Base Pay**—Determined by the competitive market pay rate for your job, your skills, experience and job performance  
**Bonuses**—Rewards achievement of specific business goals (for eligible jobs)  
**Benefits**—Includes health coverage, income protection, reimbursement accounts and other programs such as Tuition Reimbursement, Employee Assistance Program and Adoption Assistance  
**Savings**—Future Roast, our 401(k) savings plan, helps you save for the future  
**Stock**—Discounted stock purchase plan and **Bean Stock** options to share in the company’s success  
**Partner Perks**—“Extra” benefits that include programs designed exclusively for partners
Benefits includes health coverage, income protection, reimbursement accounts and other programs such as Tuition Reimbursement, Employee Assistance Program and Adoption Assistance. When we refer to health coverage, we mean medical, dental and vision coverage. When we refer to income protection, we mean life, accidental death and dismemberment (AD&D) and disability insurance. Salaried and nonretail hourly partners may also participate in the health care and dependent care reimbursement accounts.

Eligibility

On the last Friday of each month, we check new partners’ eligibility for benefits by reviewing the number of each partner’s paid hours. Partners become eligible for benefits on the first day of the second month after they have been paid for at least 160 hours by the last Friday of a two-month period. For example, if you receive paychecks in July and August totaling at least 160 hours, you become eligible for benefits on October 1.

To continue eligibility for benefits coverage, a partner must be paid a minimum of 240 hours in each calendar quarter. “Paid hours” are all hours for which a partner has been paid on pay dates that fall between the first and last day of the quarter.

Partners may cover themselves and their dependents. Eligible dependents include a spouse, same- or opposite-sex domestic partner and eligible dependent children.

Partners working in Hawaii become and remain eligible for benefits in accordance with Hawaii state regulations.

Enrollment

Once it has been determined that a partner is eligible for benefits, an enrollment kit is mailed to the partner’s home address. The partner has about two weeks to read the benefits information and enroll via the Internet or by speaking with a Benefits Center representative. Coverage begins on the date outlined in the enrollment kit. Starbucks pays approximately 60% to 82% of the cost of health coverage for partners and approximately 50% to 60% of the cost for dependent health coverage, depending on the plan you select.

Medical

Starbucks has a variety of medical plans. Availability of these plans is based on where a partner lives and the proximity of health care providers in each plan’s network.

Routine Care PPO—Partners receive the higher level of benefits when they obtain care through Aetna’s network of providers. It offers the lowest contributions for coverage.

Your Care PPO—Partners may obtain care through Aetna’s network of providers or use doctors outside the network. Partner contributions are moderate compared to the other plans.

Out-of-Area—Offered where Aetna networks are not available. This plan provides coverage of 80% for most services after the partner has satisfied a $100 annual deductible.

York Medical—Available to partners who work in the York, Pennsylvania, roasting plant and the York and Lancaster, Pennsylvania, retail stores. This plan is administered by Keystone Health Plan Central/Capital BlueCross.

Kaiser California HMO—Available to most California partners. This plan offers low out-of-pocket costs when care is received at Kaiser Permanente facilities.

Kaiser Hawaii HMO—Available to partners in Hawaii, this plan offers low out-of-pocket costs, but care must be received through the HMO’s providers and facilities.

HMSA Preferred Provider Plan—Available to partners in Hawaii, this plan offers a higher level of benefits when care is received from HMSA network providers.
Dental
Starbucks Dental plan covers preventive, basic and major services, as well as orthodontia. Partner out-of-pocket expenses are lower when services are received from a preferred dentist.

Vision
Starbucks Vision plan covers eye exams, lenses, frames and contacts. Care is offered through a national network of eye-care professionals managed by VSP.

Reimbursement Accounts
Salaried and nonretail hourly benefits eligible partners may participate in health care and dependent care reimbursement accounts. With these accounts, partners set aside before-tax dollars to pay for qualifying health and dependent care expenses.

Dependent Care Reimbursement Account (DCRA) allows annual contributions of up to $2,500 (if married filing separate tax return) or $5,000 (if single, or married filing joint tax return) to pay for qualifying dependent day care expenses.

Health Care Reimbursement Account (HCRA) allows contributions of $100 to $5,000 each year to pay for qualifying out-of-pocket health care costs.

Employee Assistance Program (EAP)
This program provides short-term counseling for stress related issues, emotional difficulties, critical incidents in the workplace and other personal concerns, including financial, legal and daily living (a resource on child care, elder care, school information and more).

EAP services are available to all U.S. partners and their eligible dependents, 24 hours per day, seven days per week.

Disability
Benefits eligible partners are eligible for disability coverage. Disability coverage provides partial replacement of lost wages when a partner is unable to work due to an illness or injury.

Short-term disability (STD) provides partners with continued partial income for up to 26 weeks if unable to work due to a non-occupational total medical disability. Benefits start after a short waiting period. (Partners working in Hawaii are eligible for Temporary Disability Insurance in lieu of short-term disability.)

Long-term disability (LTD) provides partial income replacement after short-term disability ends. Salaried and nonretail hourly partners receive this coverage automatically, with Starbucks paying 100% of the premium. Retail hourly partners may purchase LTD insurance.

Life Insurance
Starbucks provides basic life insurance coverage for benefits eligible salaried and nonretail hourly partners equal to one times annual base pay. Supplemental coverage, up to four times base pay (subject to plan maximums), may be purchased through automatic payroll deductions. Retail hourly partners may purchase life insurance in flat dollar amounts of $10,000, $25,000 and $50,000. Partners may also purchase life insurance coverage for their spouse or domestic partner and dependent children at competitive group rates.

Accidental Death & Dismemberment (AD&D)
Benefits-eligible partners may purchase accidental death and dismemberment (AD&D) insurance.
Tuition Reimbursement

Starbucks Tuition Reimbursement program is available for partners who have at least one year of continuous service from the date of most recent hire, are eligible for Starbucks benefits at the time the course begins, earn at least a “C-” grade or “Pass” in “Pass/Fail” classes and are actively employed with Starbucks when reimbursement is processed by payroll. Accredited courses relating to Starbucks business that are part of a GED, undergraduate, post-baccalaureate or eligible certificate program will be considered for approval. The maximum calendar year reimbursement, based on a partner’s position and length of continuous service at the beginning of each calendar year, is outlined below:

<table>
<thead>
<tr>
<th>Partner Position</th>
<th>Continuous length of service</th>
<th>Maximum reimbursement per year</th>
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</thead>
<tbody>
<tr>
<td>Below Director</td>
<td>Less than 36 months</td>
<td>$500</td>
</tr>
<tr>
<td></td>
<td>36-60 months</td>
<td>$750</td>
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<tr>
<td></td>
<td>61+ months</td>
<td>$1,000</td>
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<tr>
<td>Director &amp; higher</td>
<td>All lengths of service</td>
<td>$500</td>
</tr>
</tbody>
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Adoption Assistance

Starbucks provides financial assistance to partners who have chosen to adopt. Partners eligible for Starbucks benefits may receive reimbursement of up to $4,000 to help pay for qualified expenses related to the adoption of an eligible child. Partners are also eligible for the Adoption Allowance benefit, which replaces up to two weeks of pay for time off needed to travel to pick up an adopted child and/or to settle the child in the partner’s home.

CUP (Caring Unites Partners) Fund

CUP Fund is a financial assistance program that helps Starbucks partners who experience a financial crisis resulting from an illness, the death of a partner or family member, or being a victim of natural disaster or other extreme circumstances. All Starbucks partners are eligible to apply for assistance.

Sick Pay

Salaried and nonretail hourly partners are eligible for sick pay after 90 days of employment. Sick pay replaces income when work is missed due to an illness, injury or doctor’s appointment. Full-time partners accrue up to 40 hours of sick pay per year. Retail hourly partners are not eligible for sick pay.

Disability

Starbucks recognizes that time away from work is essential to our partners’ health and productivity, whether it’s time spent with family or friends, or contributing to our communities or favorite causes.

Holidays

Starbucks observes New Year’s Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. Retail hourly partners are paid 1 ½ times their base hourly rate of pay for any hours worked on these holidays.

Personal Days

Personal days are available to salaried and non-retail hourly partners only. Retail hourly non-exempt partners are not eligible for personal days. One paid personal day is awarded each July 1 and January 1 and must be taken within the following six-month period. Partners are awarded a personal day if they have been continuously employed at Starbucks in the 90 days preceding each award date. Pay for a personal day is prorated for partners working part-time.

Vacation

Starbucks vacation benefit is based on position and length of service. Vacation hours are pro-rated for part-time partners.

<table>
<thead>
<tr>
<th>Salaried and Non-Retail Hourly</th>
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<tr>
<td>Months of Service</td>
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<tr>
<td>Hours of Annual Vacation Accrual</td>
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</table>

<table>
<thead>
<tr>
<th>Retail Hourly</th>
<th>Months of Service</th>
<th>0-12</th>
<th>12-36</th>
<th>36-60</th>
<th>60+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hours of Annual Vacation Accrual</td>
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Future Roast 401(k) Savings Plan

Future Roast 401(k), Starbucks 401(k) plan, is an easy way to grow your savings through pre-tax payroll deductions.

Eligibility and Participation
U.S. partners age 18 or older with 90 days of service are generally eligible to participate in Future Roast 401(k). Shortly before a partner becomes eligible an enrollment kit containing plan information and enrollment instructions is mailed to the partner’s home address.

In general, eligible partners may contribute from 1% to 75% of their pay each pay period, up to the annual IRS dollar limit ($16,500 for 2009). Partners age 50 and older may contribute additional pay (up to $5,500 in 2009). U.S. partners may also roll over funds from another qualified retirement plan at any time following hire. A variety of investment choices are available to partners to invest in.

Starbucks Discretionary Matching Contributions
As of January 1, 2009, Starbucks matching contributions are discretionary. This means that 401(k) contributions that you make to your Future Roast 401(k) account may or may not receive matching contributions from the company. The decision of whether to make matching contributions, the match rate, and any additional conditions that may apply, will be made by Starbucks after the end of each calendar year. Partners will be notified as soon as administratively possible after this decision has been made.

You must contribute to Future Roast 401(k), and meet the match eligibility requirements, to share in the discretionary match for any year in which a match is made.

Vesting
Partners are 100% vested in their entire account balance under the Future Roast 401(k). This includes employer matching and 401(k) contributions, any rollover amounts and associated earnings on all accounts.
Stock and Stock Option Plans

Stock Investment Plan (S.I.P.)
Through S.I.P. (Starbucks Corporation Employee Stock Purchase Plan—1995), Starbucks partners have an opportunity to purchase company stock each quarter at a discounted price through regular payroll deductions.

Eligibility and Enrollment
Partners become eligible after 90 days of employment and after being paid for an average of 20 hours per week during the three months preceding the quarterly offering. Shortly before the quarterly open enrollment period, an enrollment kit is mailed to the partner’s home address.

Eligible partners may enroll in S.I.P. during an open enrollment period and may contribute 1% to 10% of their base pay each pay period.

Discounted Stock Purchase
After the end of each calendar quarter, each participant’s contributions are used to buy Starbucks stock at a 5% discount. The 5% discount is applied to the fair market value of Starbucks stock on the last business day of the quarterly offering.

Bean Stock
Bean Stock (Starbucks Corporation 2005 Company-Wide Sub-plan to the 2005 Long-Term Equity Incentive Plan) gives a broad base of partners the opportunity to own Starbucks stock. With Bean Stock, partners have a personal connection to Starbucks growth and a means of sharing in the benefits of the company’s success.

Eligibility
To be eligible for Bean Stock, partners must be:
• Employed by Starbucks as of April 1 of the fiscal year preceding the grant date, and
• Paid for at least 500 hours from either the beginning of the fiscal year (generally around October 1) through March 31, or from April 1 through the end of the fiscal year.

Partners in a director position or above are not eligible for Bean Stock, but instead are eligible for stock options under the Key Employee Stock Plan.

Stock Option Award
Each year, our Board of Directors considers the company’s performance and may grant stock options to eligible partners. The number of stock options a partner may receive depends on three main factors:

• Starbucks success and profitability for the fiscal year
• A partner’s fiscal-year base wages
• The exercise (or grant) price

A stock option is the right to buy a share of company stock at a set price for a specified period of time. Bean Stock options vest at a rate of 25% per year, over a period of four years. Once a portion of stock options is vested, it becomes exercisable, allowing partners to purchase and hold or purchase and sell the shares.
Partner Perks, those special programs that come only with being a Starbucks partner, include:

**Thrive—Make Wellness Your Own**
Helps our partners in their efforts to lead a healthy and productive life.

**Partner Recognition Program**
Includes more than 18 recognition programs at Starbucks—from Mug Awards to the Howard Behar Award—that promote the achievements of our partners.

**Partner Connection Program**
Links groups or teams of three or more partners who share common interests, from reading to sports to other activities. This program helps support teamwork, fun and the importance of a well-balanced life by connecting partners and helping with some of the associated costs.

**In-Store Merchandise Discount**
Coffee, tea or milk-based beverages consumed by partners while on a work break are free of charge. Starbucks partners also enjoy a 30% discount on purchases of beverages, merchandise and food. Items excluded from the merchandise discount include, but aren’t limited to, Starbucks Cards and newspapers.

**Partner Coffee and Tea Markout**
While employed, partners are eligible for a partner “mark-out,” a term used for coffee and tea products that partners may receive free of charge each week. Partners may select one pound of whole bean coffee, with certain exceptions. Partners may also substitute one box of 12 pods, one box of Tazo®, one container of Tazo® concentrate or one tin of loose-leaf Tazo® tea each week.

**PerksCard Program**
Helps our partners in their efforts to lead a healthy and productive life.

**Starbucks Cofeegear™**
Includes more than 18 recognition programs at Starbucks—from Mug Awards to the Howard Behar Award—that promote the achievements of our partners.

**Elite Athlete Program**
Links groups or teams of three or more partners who share common interests, from reading to sports to other activities. This program helps support teamwork, fun and the importance of a well-balanced life by connecting partners and helping with some of the associated costs.

**Total Pay**
This Total Pay summary describes certain highlights of some of Starbucks Total Pay plans. Keep in mind that the Total Pay information summarized here is governed by the plan documents in all cases, which are the final authority. In general, it has been assumed that Starbucks Corporation’s Total Pay programs will remain in effect without changes. However, nothing in this summary should be interpreted as creating contractual rights or obligations or restrict in any way the rights of Starbucks Corporation and its subsidiaries and affiliates. This summary is not a contract and cannot create a contract. Starbucks partners and partners of participating affiliated companies do not have the authority to verbally amend the terms of the plan document. Starbucks Corporation continues to reserve the right to amend, change or terminate company-provided coverages and/or subsidies at any time. The company’s decisions in this regard may be due to any changes in federal or state laws governing Total Pay programs, the provisions of a contract or a policy involving an insurance company or any other reasons in the company’s sole discretion.

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