



MENU

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GIFT CARDS



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CAREERS 



BENEFITS AND PERKS

Investing in you

Empowered to live life well

Starbucks succeeds when our partners do, and we believe that success is best when shared. Our world-class benefits and programs for eligible part- and full-time partners are tailored to your needs. Your Total Rewards package includes base pay and bonus, benefits, retirement savings, stock and perks.

BENEFITS



Health Coverage

Starbucks offers partners the choice of multiple coverage levels for medical, dental and vision plans, as well as Health Care and Dependent Care reimbursement accounts, life insurance, disability and accident coverage.



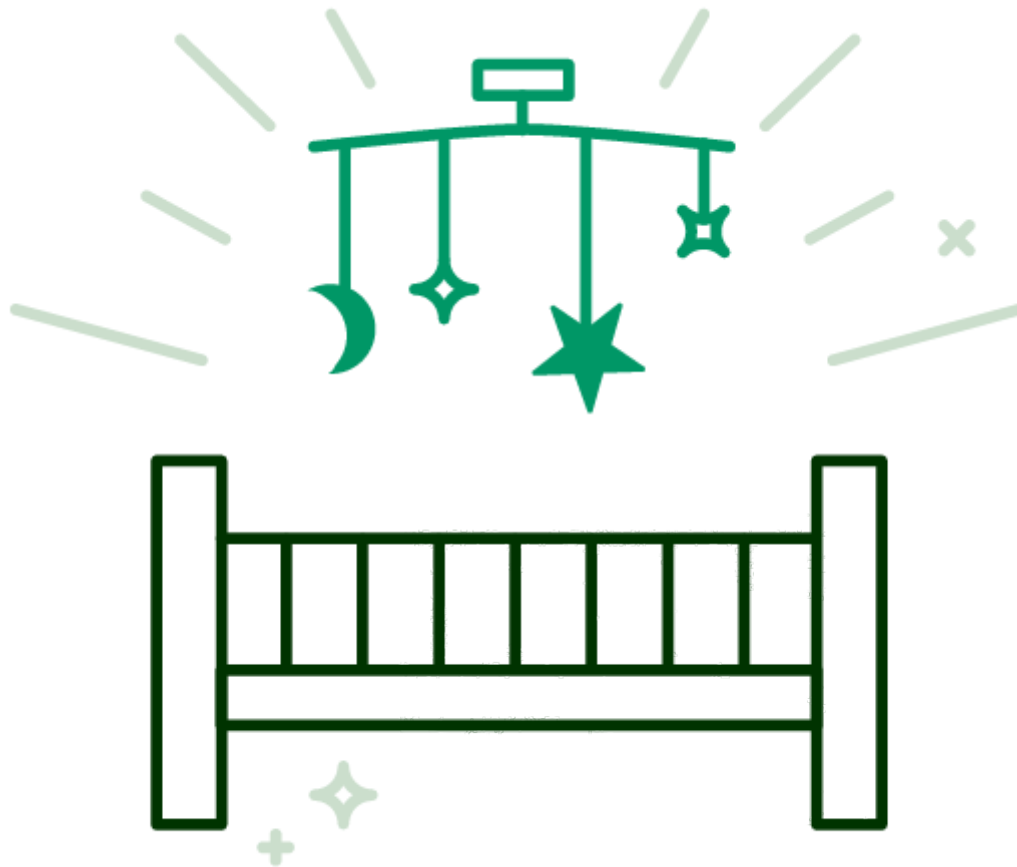
Stock and Savings

Our competitive 401(k) retirement plan includes a generous company match, and we offer partners discounted company stock (S.I.P.) as well as participation in our equity reward program, Bean Stock.



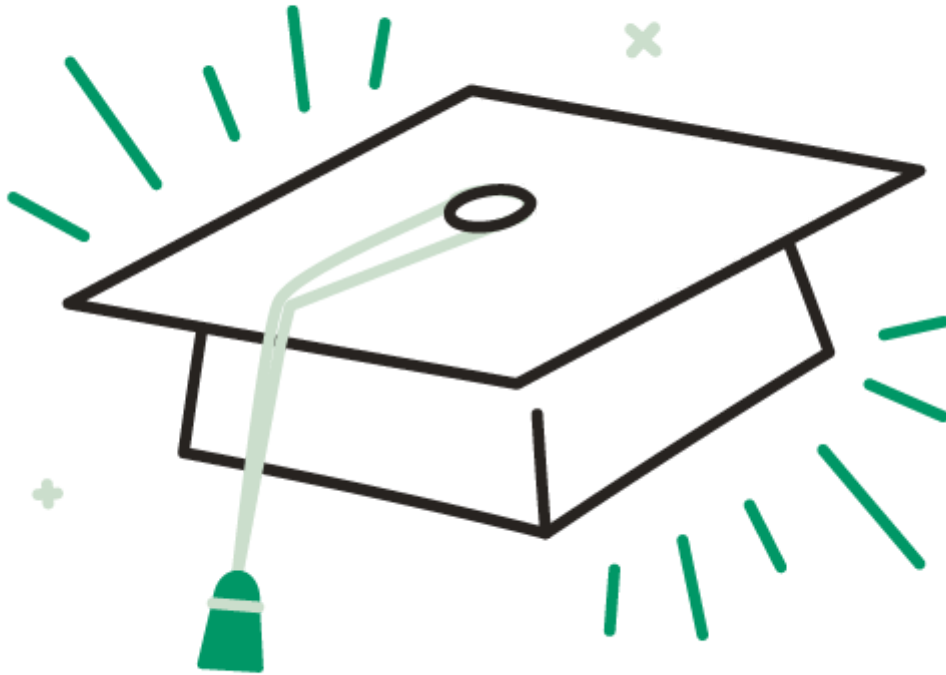
Paid Time Off

Both non-retail and retail partners are eligible for paid vacation days and partner and family sick time, while salaried / non-retail partners also receive two personal days per year. Starbucks observes seven paid holidays, during which retail hourly partners are paid 1½ times their base hourly rate of pay for any hours worked on these holidays.



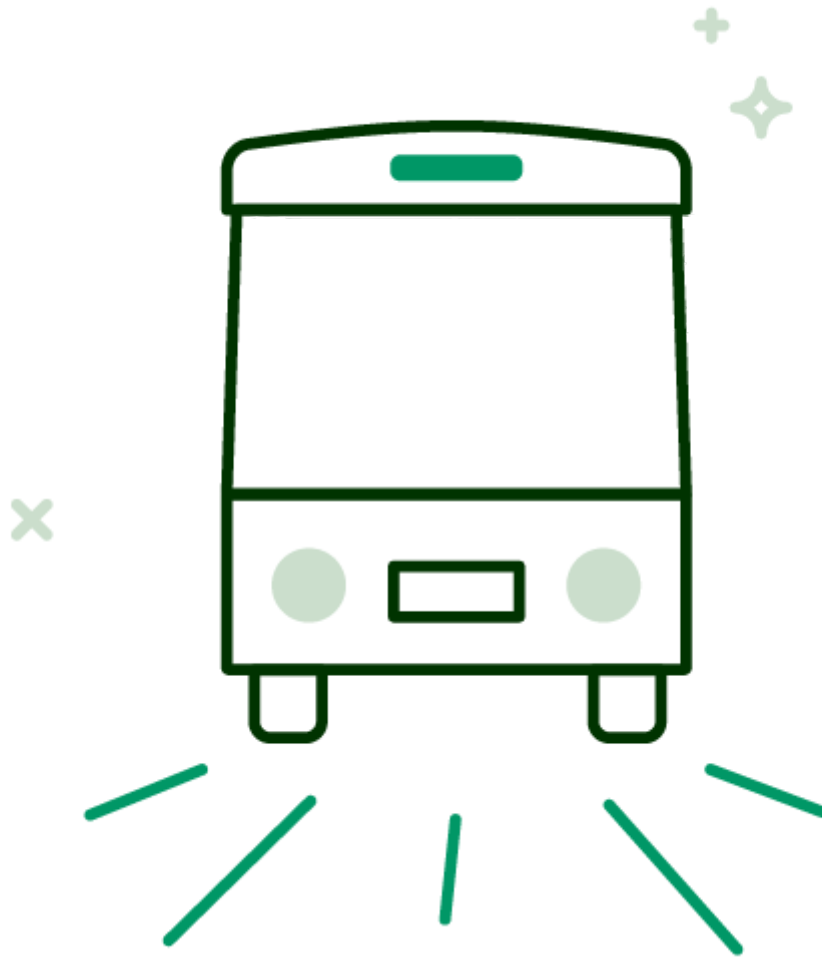
Parental Leave

Eligible partners welcoming a new child may receive time off and pay replacement through parental leave. Starbucks also provides Family Expansion Reimbursement of up to \$10,000 per adoption, surrogacy or Intrauterine Insemination for eligible partners.



Education

Starbucks offers eligible partners the opportunity to earn a bachelor's degree with 100% tuition coverage, coaching, counseling and advising through Arizona State University's top-ranked online degree programs. Learn more at starbucks.asu.edu.



Commuter Benefit

We offer our partners easy ways to take care of work-related commuter expenses, like transit passes funded by pretax payroll deductions.



Partner Assistance

Our Caring Unites Partners (CUP) Fund helps Starbucks partners in financial crisis resulting from illness, death in the family, natural disasters or other extreme circumstances.

PERKS

Coffee and Tea Markout

Partners are eligible to receive a free pound of coffee or box of tea every week.

In-Store Discount

Partners receive a 30% discount on purchases of beverages, merchandise and food.

Recognition Programs

Starbucks recognizes partner contributions at all levels of achievement through formal and informal programs.

Partner Networks

These employee resource groups bring together partners with common interests, helping connect them to growth opportunities and ways to serve communities.

Affiliate Discounts

Partners enjoy discounts at local and national retailers as well as select providers of benefits like auto, home and pet insurance.

Care@Work by Care.com

All U.S. partners have access to up to 10 backup care days for kids and adults per year, plus senior care planning and a premium membership to Care.com.

Spotify Premium Subscription

All U.S. partners enjoy full-service Spotify, choosing what to listen to, creating radio stations and accessing Starbucks® in-store playlists.

Elite Athlete Program

Starbucks supports partners participating in athletics at a world-class level.

Matching Gifts Program

We match partners' individual contributions of financial gifts or time to eligible nonprofits; up to \$1,500 per fiscal year.

On-Site Gym, Daycare and Dry Cleaning

Partners working in the Starbucks Support Center enjoy multiple services under one roof, designed to enhance work-life balance.

Starbucks Total Rewards

From free coffee to pay bonuses, Starbucks partners enjoy some of the most competitive and comprehensive benefits available. Click below to view our complete U.S. employee benefits package guide.

[Learn more](#)

Every effort has been made to communicate this benefit information clearly and in easily understandable terms. If there is any discrepancy between the information set forth above and the legal plan and trust documents, the terms of the legal plan and trust documents always govern. Starbucks must also reserve the right to amend or terminate any benefit Plan referred to herein in accordance with its terms.

ACCESSIBILITY SUPPORT


Starbucks Corporation is committed to offering reasonable accommodation to job applicants with disabilities. If you need assistance or an accommodation due to disability, please contact us at: 206-318-0660 or applicantaccommodation@starbucks.com

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STARBUCKS IS AN EQUAL OPPORTUNITY EMPLOYER

All partners and applicants will be treated fairly, without regard to race, color, religion, sex, national origin, age, physical or mental disability, sexual orientation, marital status, military or veteran status, gender identity and expression, genetic information, or any other factor protected by law.

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Careers



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For Business Partners



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