

# OPPORTUNITY FOR ALL

OUR MISSION  
To inspire  
and nurture  
the human spirit  
– one person,  
one cup and  
one neighborhood  
at a time.



OPPORTUNITY YOUTH



PAY EQUITY



STARBUCKS  
COLLEGE  
ACHIEVEMENT  
PLAN



COMMUNITY STORES



OPPORTUNITY  
FOR ALL GRANTS



BAN THE BOX



DEFERRED  
ACTION FOR  
CHILDHOOD  
ARRIVALS



VETERANS AND  
MILITARY SPOUSES



REFUGEES

Kim Winston ,director, State and Local Government Affairs Policy,Starbucks Coffee Company



# OPPORTUNITY YOUTH AND OPPORTUNITY FOR ALL HIRING EVENTS



Opportunity Youth are 16- to 24-year-olds who are out of work not in school and face systemic barriers to resources that can help them succeed. In March 2015, Starbucks committed to hire 10,000 Opportunity Youth by 2018. We exceeded this goal one year ahead of schedule and established a new goal to hire 100,000 Opportunity Youth by 2020. We are halfway to reaching this milestone with more than 50,000 hires to date.



**Training, Jobs & Exceptional Benefits**

# Equal Pay/Equal Opportunity



## STARBUCKS PRINCIPLES TO PAY EQUITY

### EQUAL FOOTING

Do not ask candidates about their **salary history**.

Remove any caps on **promotional increases**.

Provide a **position's pay range** upon a candidate's request.

### TRANSPARENCY

Publish **pay equity progress** annually.

Use an offer standards calculator to **determine starting pay range** for roles.

**Do not retaliate or discriminate** against employees for asking about or discussing wages.

### ACCOUNTABILITY

Set a goal to **achieve and maintain 100% gender pay equity globally and maintain 100% pay equity in the United States**.

Conduct **comprehensive compensation** analyses.

Analyze **compensation decisions** before they are final.

**Address any unexplained difference** in pay between men and women performing similar duties.

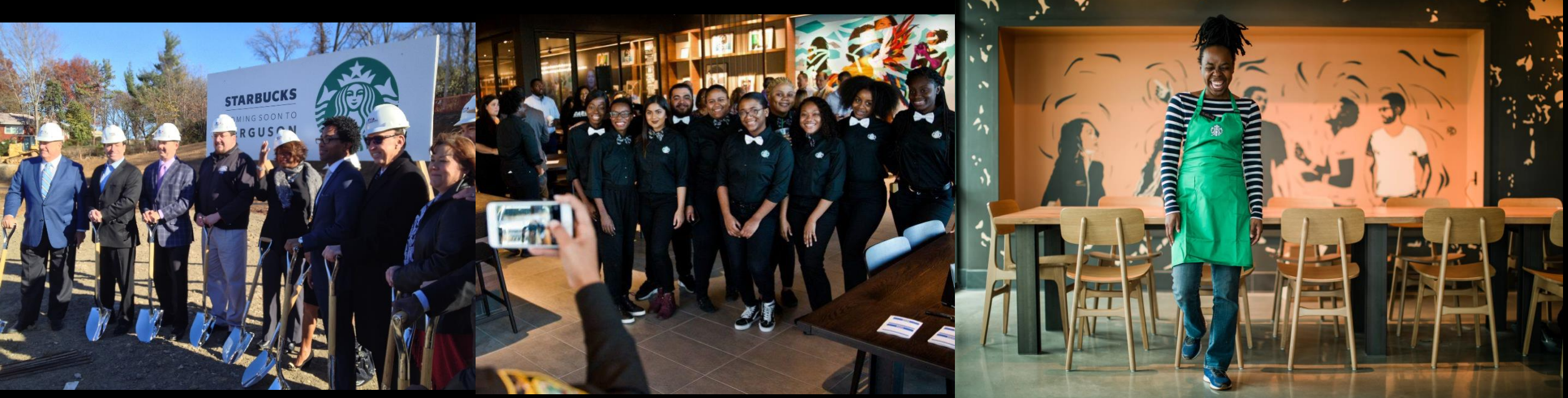
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# COMMUNITY STORES

Community stores are part of a special Starbucks initiative to support youth and economic development in diverse, underserved areas of the country. Each community store seeks to hire from the neighborhood and partner with local women- and minority-owned businesses. Community stores also feature classroom space to provide in-store job training for young people ages 16 to 24 who aren't in school or working. These stores work with local non-profits to provide multi-week training programs to young people. The company also supports existing programs aimed at helping connect young people with internships, apprenticeships and jobs.

Since announcing the Community Store initiative in 2015, Starbucks has opened stores in Baltimore, Birmingham, Brooklyn, Chicago (Englewood), Dallas, Ferguson, Jamaica Queens, Long Beach, Miami Gardens, Phoenix, Seattle and Trenton. The company will open new stores soon, in Jonesboro, New Orleans, Philadelphia, and Washington DC.



**Training, Jobs, and Comprehensive Benefits**

# Starbucks: a different kind of company



<https://stories.starbucks.com/stories/2019/different-kind-of-company/>