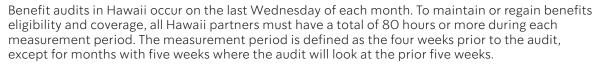


HAWAII PARTNERS

What You Need to Know to Maintain Your Benefits



The monthly benefits audit will review total hours worked within the measurement period. You can monitor your weekly hours worked using Starbucks Partner hours. Partners on approved, eligible Leave of Absence (LOA) may also receive up to 20 hours per week in LOA credit hours towards ongoing eligibility. If a partner has less than 80 total hours in the measurement period, benefits eligibility and coverage will end on the last day of that month. A partner can re–establish their eligibility and coverage as long as the partner has remained an active Starbucks partner and has a total of 80 hours or more in a subsequent measurement period; in that scenario, coverage would then be re–established effective the first day of the following month.

| ELIGIBILITY AUDIT DATE | MEASURING HOURS WORKED BETWEEN | FOR ELIGIBILITY EFFECTIVE |
|------------------------|--------------------------------------|---------------------------|
| January 25, 2023 | December 26, 2022 – January 22, 2023 | February 1, 2023 |
| February 22, 2023 | January 23 — February 19, 2023 | March 1, 2023 |
| March 29, 2023 | February 20 — March 26, 2023 | April 1, 2023 |
| April 26, 2023 | March 27 — April 23, 2023 | May 1, 2023 |
| May 31, 2023 | April 24 — May 28, 2023 | June 1, 2023 |
| June 28, 2023 | May 29 — June 25, 2023 | July 1, 2023 |
| July 26, 2023 | June 26 — July 23, 2023 | August 1, 2023 |
| August 30, 2023 | July 24 — August 27, 2023 | September 1, 2023 |
| September 27, 2023 | August 28 — September 24, 2023 | October 1, 2023 |
| October 25, 2023 | September 25 – October 22, 2023 | November 1, 2023 |
| November 29, 2023 | October 23 — November 26, 2023 | December 1, 2023 |
| December 27, 2023 | November 27 — December 26, 2023 | January 1 , 2024 |

Questions?

Partners with questions about their eligibility should contact Starbucks Benefits Center at 877-SBUXBEN.

Partners with questions about their hours worked should call the Partner Contact Center at (888) SBUX-411.

