

BENEFITS ELIGIBILITY AUDIT DATES

B1 PAY CYCLE – U.S. MAINLAND PARTNERS

To remain eligible for benefits, you must have at least **520 total hours** for each audit.

- Total Hours – Benefit (BEN) hours + Leave of Absence (LOA) hours
- BEN hours includes any paid time off (vacation, sick, etc.)
- Monitor your total hours on your pay statements on My Partner Info

2021 ELIGIBILITY AUDITS	PAYCHECKS RECEIVED BETWEEN	HOURS MUST BE WORKED BY ... (Any paid time off must be requested by this date)	... TO BE PAID ON THIS LAST PAYCHECK BEFORE THE AUDIT
JANUARY 6	JULY 6, 2020 – JANUARY 5, 2021	DECEMBER 20, 2020 Hours worked after this date will not count in the January 6 audit	DECEMBER 24, 2020
JULY 6	JANUARY 6, 2021 – JULY 5, 2021	JUNE 20, 2021 Hours worked after this date will not count in the July 6 audit	JUNE 25, 2021

Questions? Call Starbucks Benefits Center at (877) SBUXBEN.

For more information, refer to the *U.S. Benefits Plan Description*. In all cases, the plan document will govern.