

Starbucks Statement

Starbucks views our 150,000 partners (employees) as the heart of the company and we are committed to providing a positive, welcoming and safe work environment. We are constantly reviewing our policies and working to meet the needs of our workforce.

Starbucks workplace policies provide for equal employment opportunities and strictly prohibit unlawful discrimination or harassment of any kind against any of our partners. Starbucks has a longstanding commitment to not only follow the law, but to act ethically in all situations.

Detailed guidelines are contained in the company's Standards of Business Conduct (http://www.starbucks.com/aboutus/SoBC_FY09_eng.pdf). Additionally, all employees, at all levels, are required to read, acknowledge and adhere to Starbucks policies prohibiting discrimination and harassment.

This is a civil lawsuit initiated in 2007 by the plaintiff, Jane Doe, seeking monetary damages from Starbucks for harm she says she suffered as a result of her personal relationship with another former Starbucks employee. These two employees concealed their relationship from Starbucks, which violated company policy.

We are confident that the case will ultimately be resolved finding that Starbucks is not at fault. At this time, we believe it to be inappropriate to comment further on the details of the case given that it is still in litigation.