

January 20, 2017



Dear Mr. Schultz,

As you prepare to transition from CEO to Executive Chairman, I send you this letter both to share my admiration for you and the company you've built, and to ask that you consider one more initiative during your tenure.

You and the Starbucks business model have long inspired me. Visiting Starbucks for the first time in Seattle years ago, I witnessed the origins of its wild success: two locations, just across the street from one another, both bustling! And later, as a graduate student, I was moved when reading *Pour Your Heart Into It*. I admired your decision to provide benefits to part-time partners and institute the Starbucks U program, and applauded your vocal support of same-sex marriage.

Simply put, it is the way Starbucks, through your leadership, has consistently aimed to do right by its customers, partners, and suppliers, that has affected so many of us beyond the experience of sipping coffee at your tables.

And so I thank you, and ask that in your final days heading up operations you might continue, as the leader of this trailblazing company and as a father, to stand up for what's right. Would you implement six weeks of paid leave for the other dads in your company?

A recent report compiled by PL+US* suggests Starbucks provides no paid leave to new dads in the U.S. Yet there are countless benefits to doing so, including:

- Dads who take an early hands-on role in their children's lives are more likely to be involved for years to come.
- New moms whose partners take leave have decreased rates of post-partum depression and increased earning potential.
- It is inclusive of same-sex couples.
- It recognizes the importance of dads and supports egalitarian gender roles.
- It boosts the bottom line through recruitment, retention, and worker motivation.

Most dads cannot afford to take sufficient paternity leave – meaning leave that is more than vacation and other paid time off cobbled together – without a formal paid leave policy and management culture that supports it. Paid parental leave is a major issue nationwide, and the public would notice if Starbucks changed its policy. Won't you and Starbucks take the lead on leave?

Most sincerely,

A handwritten signature in black ink that reads 'Rachel Loftspring'. The signature is written in a cursive, flowing style.

Rachel Loftspring
Founder and CEO, The Breeding Ground

* The Breeding Ground was not involved in the creation of this report.