

Starbucks Coffee Company
Data Retention Policy

In Utah, Starbucks complies with the Employment Selection Procedures Act.

Retention of Information: Except to the extent required by law, Starbucks will not retain certain information, including social security number, date of birth, and drivers license number, if collected during the initial selection process, more than two years after the day on which the applicant provides the information to Starbucks, if Starbucks does not hire the applicant within that two-year period.

Disposition of Information: Starbucks will not use information obtained through the selection process for any purpose other than to determine whether or not Starbucks will hire the applicant as an employee.

Access to Information: Information collected during the selection process will be shared only with individuals within Starbucks who have a business need to receive that information.

Confidentiality of Information: Starbucks may provide certain information collected during the selection process, including social security number, date of birth, and drivers license number, to an outside company for purposes of securing a criminal background check, credit history or driving history, with the applicant's consent. In all other circumstances, information collected during the selection process is confidential and is not disclosed to any entities or individuals outside Starbucks unless disclosure is required by statute, subpoena or court order.