

# Notice of Separation

## U.S. Retail

Partner Name:	Vincent Schlegal	Date Delivered:	2/27/2023
Partner Number:	36903306	Store Number:	08754
Manager's Name:	Natalie Smith		

### Statement of Situation

**Manager's Statement:** Describe the circumstances that led to the decision to separate the partner from employment.

This document is Vincent's notice of separation for continued violation of the Starbucks Mission and Values and Code of Conduct.

On 1/30/2023, Vincent was coached by the SM surrounding cursing on the floor with customers present. The first time, he had cursed loudly after dropping a cup on the floor with a customer standing at the handoff plane. Both SM and the SSV on shift overheard this. SM coached the behavior, explaining to Vincent that it was an inappropriate behavior and needed to stop immediately. The same day after SM had left, Vincent cursed again while customers were present, to which the SSV responded and asked him to please be mindful of the language he uses while at work. The customer who had overheard complained to SM the following day, 1/31/2023, claiming that the inappropriate language was offensive. SSV let SM know that they'd had multiple conversations with Vincent regarding this behavior before this specific incident.

### Signatures

_____ Manager Signature	_____ Date delivered	_____ Name (please print)	_____ Partner #
_____ Witness Signature (if applicable)	_____ Date delivered	_____ Name (please print)	_____ Partner #

*Partner: The above has been discussed with me by my manager. I understand my signature does not necessarily imply agreement, but acknowledges receipt of this form.*

_____ Partner Signature	_____ Date delivered	_____ Name (please print)	_____ Partner #
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*Partner: For information regarding the impact of your separation on your benefits and other aspects of your employment, please refer to the Partner Separation FAQ – US Retail (available from your manager).*

## Starbucks Corporation

d/b/a in CA (Starbucks Coffee Company®, Evolution Fresh™, etc.)

### Notice to Employee as to Change in Relationship (Issued pursuant to provisions of Section 1089 of the California Unemployment Insurance Code)

Partner Name: Vincent Schlegal SSN# \_\_\_\_\_

Effective Date: 2/27/2023 Partner# \_\_\_\_\_

This notification is to inform you that your Employment Status has changed as a result of:

\_\_\_\_\_ Voluntary separation

X \_\_\_\_\_ Involuntary separation

\_\_\_\_\_ Leave of absence

#### Unemployment Insurance

You may be eligible for unemployment benefits and employment assistance under state law. Information about programs offered by the Employment Development Department for the benefit of unemployed Californians is contained in *For your Benefit; California's Programs for the Unemployed* (de2320m), which can be found at [http://www.edd.ca.gov/pdf\\_pub\\_ctr/de2320m.pdf](http://www.edd.ca.gov/pdf_pub_ctr/de2320m.pdf) or ask your manager to print a copy for you. You can also inquire about your eligibility for unemployment by contacting one of the state unemployment offices listed in the telephone directory or [www.edd.ca.gov](http://www.edd.ca.gov).

#### How to File

- **Online**

File online with **eApply4UI**. This is the fastest way to file an UI claim! The application is available in English and Spanish, you can file a new claim, reactivate an existing claim, or file for extended benefits (when these benefits are available) using the **eApply4UI** application. It is secure, reliable, and available 24 hours a day. Access **eApply4UI** on the EDD website at <https://eapply4ui.edd.ca.gov>.

- **Telephone**

File by contacting a customer service representative at one of the numbers listed below:

**EDD UI Toll-Free Telephone Numbers:**

English 1-800-300-5616

Mandarin 1-866-303-0706

Spanish 1-800-326-8937

Vietnamese 1-800-815-9387

Cantonese 1-800-547-3506

TTY (Non-Voice) 1-800-815-9387