



4511 North Himes Ave., Suite 250
Tampa, FL 33614

(800) 717-3117
(813) 872-7835
Fax: (813) 873-7838

info@obesityaction.org
www.ObesityAction.org

August 21, 2026

Brian Niccol
Chief Executive Officer

Cathy Smith
Chief Financial Officer

Starbucks Center
2401 Utah Ave S
Seattle, WA 98134

Dear Mr. Niccol & Ms. Smith,

I am contacting you today on behalf of the more than 100,000 members of the Obesity Action Coalition (OAC) and the 100 million people with obesity across the United States, to express my concerns regarding the decision to end health plan coverage of GLP-1 medications prescribed for weight loss beginning in October.

The OAC is the leading national non-profit dedicated to serving people living with obesity through awareness, support, education and advocacy. Our vision is to create a society where all individuals are treated with respect and without discrimination or bias regardless of their size or weight.

Recent reports that Starbucks health plans will no longer cover GLP-1 medications prescribed for weight loss for benefits-eligible employees, while maintaining coverage for other medical conditions are deeply concerning. Obesity is a chronic disease, and FDA-approved medications are among the recognized treatment options available to people living with obesity. OAC believes excluding obesity treatment creates an inequitable standard of care and contributes to the weight bias people with obesity already experience.

Starbucks has long been recognized as a leader in employee benefits, including extending access to benefits to eligible part-time employees working as few as 20 hours per week. Most recently, Starbucks was ranked No. 1 in overall hourly benefits value among more than 60 U.S. retailers. You have also announced menu changes designed to meet the evolving needs of customers using GLP-1 medications.

As Starbucks adapts its business to serve the growing number of customers using these medications, we urge the company to bring that same spirit of responsiveness and leadership to the health coverage offered to its own employees. This is an opportunity for Starbucks to lead conversations about sustainable, equitable access to care, not a return to unequal treatment of obesity rooted in outdated beliefs, stigma and bias.



4511 North Himes Ave., Suite 250
Tampa, FL 33614

(800) 717-3117
(813) 872-7835
Fax: (813) 873-7838

info@obesityaction.org
www.ObesityAction.org

People living with obesity deserve the same consideration and access to appropriate treatment as people managing any other chronic disease. We're calling on our membership and the public to share their concerns about your decision and impact of cuts to coverage. Additionally, I would like to schedule a time to meet with you to offer OAC's expertise to help Starbucks understand obesity treatments and understand the overall coverage landscape including evolving options and pricing.

Sincerely,

A handwritten signature in black ink, appearing to read "Joe Nadglowski".

Joe Nadglowski
President and Chief Executive Officer