

## Thank you for your interest in joining the Dutch Bros Team!

You may think you are applying to work for a company that is in the "coffee business," but at our core, Dutch Bros is in the relationship business. So, if you have a servant heart and desire to make someone's day, read on, fill in the blanks and turn in your application. The experience may be life changing!

All of our employees learn our three core values - Speed, Quality and Customer Service - no matter what their position. Smiles are given away freely every day, and supplies are limitless.

## HOW TO COMPLETE THIS APPLICATION:

1. Print neatly; use an ink pen, so your answers are easy to read. If you need more space - no problem - just attach an additional sheet of paper.
2. Answer all the questions completely. If you have questions regarding the application or the job you are applying for, feel free to ask the hiring manager.
3. Sign and date the application after you have answered the questions and read all of the information.
4. Return the completed application to the location at which you are applying. We will review it, and contact you if further action is required.





**Position applying for:**

PERSONAL INFORMATION \_\_\_\_\_

**Name** (First Middle Last)

**Preferred Name**

**Telephone Number**

**Email Address**

**Street Address**

**City, State, Zip Code**

**YES NO**

Have you ever worked for Dutch Bros or any of its franchisees?

If "yes" please explain: \_\_\_\_\_

Are you under the age of 18?

If "yes" can you, after employment, show proof of age?

If hired, are you able to submit proof that you are legally eligible for employment in the United States?

Do you have reliable transportation to and from work?

AVAILABILITY \_\_\_\_\_

**SUNDAY**

**MONDAY**

**TUESDAY**

**WEDNESDAY**

**THURSDAY**

**FRIDAY**

**SATURDAY**

FROM TO FROM TO FROM TO FROM TO FROM TO FROM TO FROM TO

If hired, when could you begin work?

MONTH / DAY / YEAR

EDUCATION \_\_\_\_\_

**Name** **City, State** **# Of Years Completed** **GPA** **Degree/Diploma**

**High School**

**College Or Trade School**

**Other**



WORK EXPERIENCE

Check this box if you have chosen to attach a resume [ ]

Company (Name, City, State)	Position; Duties	Supervisor (Name & Telephone)	Dates Employed (MM/YY)	Reason(s) for Leaving
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May We Contact? Y [ ] N [ ]

May We Contact? Y [ ] N [ ]

May We Contact? Y [ ] N [ ]

REFERENCES

List 3 school, work or personal references who we may contact. Do not list people who are related to you.

Name	Telephone Number	How Long Have You Known This Person?	Relationship To You	Type of Reference
				[ ] School [ ] Work [ ] Personal
				[ ] School [ ] Work [ ] Personal
				[ ] School [ ] Work [ ] Personal

**PLEASE READ CAREFULLY, INITIAL EACH PARAGRAPH AND SIGN BELOW.  
ONLY APPLICATIONS THAT ARE SIGNED AND DATED ARE CONSIDERED VALID.**

\_\_\_\_\_  
(initials) I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment and that the answers given by me are true and correct to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed (or used a preparer to complete) this application. I understand that any omission or misstatement of material fact on this application or on any document used to secure employment shall be grounds for rejection of this application or for immediate discharge if I am employed, regardless of the time elapsed before discovery.

\_\_\_\_\_  
(initials) I understand that nothing contained in the application, or conveyed during any interview which may be granted or during my employment, if hired, is intended to create an employment contract between me and the Company. In addition, I understand and agree that if I am employed, my employment is for no definite or determinable period and may be terminated at any time, with or without prior notice, at the option of either myself or the Company, and that no promises or representations contrary to the foregoing are binding on the Company unless made in writing and signed by me and the Company's designated representative.

\_\_\_\_\_  
(initials) I understand that in compliance with federal law, if hired, I will be required to verify identity and eligibility to work in the United States and to complete the required I-9 form.

\_\_\_\_\_  
Applicant's Signature

\_\_\_\_\_  
Date