

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.





Employment Application

Position applying for:

PERSONAL INFORMATION

Name (First Middle Last)

Preferred Name

Telephone Number

Social Security Number (Optional)

Email Address

Street Address

City, State, Zip Code

How long have you lived at your current address?

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 get to and from work?

The U.S. Secretary of Health and Human Services has determined that certain diseases, including hepatitis A, salmonella, shigella, staphylococcus, giardia, and campylobacter, may prevent you from serving food or handling food equipment in a sanitary or healthy fashion. An essential function of this job involves serving food or handling food equipment in a sanitary and healthy fashion. Can you, with or without reasonable accommodation, perform this essential function of this job?

YES NO

☐☐☐☐☐☐

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



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
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
May We Contact? Y <input type="checkbox"/> N <input type="checkbox"/>			Ending Wage \$_____	
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
May We Contact? Y <input type="checkbox"/> N <input type="checkbox"/>			Ending Wage \$_____	
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
May We Contact? Y <input type="checkbox"/> N <input type="checkbox"/>			Ending Wage \$_____	

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
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/> School <input type="checkbox"/> Work <input type="checkbox"/> Personal
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/> School <input type="checkbox"/> Work <input type="checkbox"/> Personal
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/> School <input type="checkbox"/> Work <input type="checkbox"/> Personal

**READ THE FOLLOWING STATEMENTS CAREFULLY BEFORE SIGNING THIS APPLICATION.
ONLY APPLICATIONS THAT ARE SIGNED AND DATED ARE CONSIDERED VALID.**

- The information I am presenting in this application (and attached resume, if applicable) is complete, true and correct to the best of my knowledge. I understand that any falsification, misrepresentation or omission could result in the denial of my application, withdrawal of any employment offers or immediate discharge.
- I authorize Dutch Bros to solicit information regarding my character, general reputation, credit, previous employment, and similar background information, as well as to contact any and all references I have provided on my application and resume. I hereby release all parties and persons connected with any such request for information from all claims, liabilities and damages for any reason arising out of the furnishing of such information. If employed, I release Dutch Bros from any liability for future references it may provide regarding my work history with Dutch Bros.
- If employed, I agree to conform to the rules and regulations of Dutch Bros and understand that I will be an employee at-will, and my employment may be terminated at any time, by me or Dutch Bros, with or without notice, for any reason.
- In consideration of my employment, I agree that my employment and compensation is at-will and can be terminated with or without cause, and with or without notice at any time, at the option of either Dutch Bros or myself. I understand that no representative of Dutch Bros has any authority to enter into any agreement for employment for any specified period of time or to make any agreement contrary to my status as an at-will employee.
- For information about my rights under the Family Medical Leave Act, I understand that I can go to www.dutchbros.com/Employment and select "Employees Rights under FMLA"

Applicant's Signature

Date