

## HOW TO COMPLETE THIS APPLICATION:

1. 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.
2. Return the completed application to the location at which you are applying. We will review it, and contact you if further action is required.



### PRIVACY RIGHTS NOTICE

This notice applies to employees of Dutch Bros., LLC, DB Franchising USA, LLC, Boersma Bros. LLC, and DB Management Co. (collectively referred to herein as "Dutch Bros").

In 2019, California passed the Consumer Protection Privacy Act ("CCPA"), which requires that employers provide all employees residing or working in California with a summary of the types of personal information that the employer collects on the employee and the purposes for which that information is or will be used.

Dutch Bros collects certain information from its employees so that it can pay wages, enroll employees in benefits, remit payroll taxes, contact loved ones in case of an emergency, and other uses as discussed below.

#### TYPES OF PERSONAL INFORMATION COLLECTED:

**Demographic Information:** Name, date of birth, social security number, drivers' license number, sex, age, family details (dependents, ages, marital status), home address (current, past), home telephone number, cell phone number, and email addresses (personal and business).

**Professional, Education, and Employment Information:** Education history, past employment information, employment history, employment references, salary history with Dutch Bros, criminal history, and employment performance records.

**Health and Benefit Information:** insurance policy and plans, enrolled family member information, bank account information, benefit elections, enrollment information for health plans, enrollment information for 401K, IRS elections for participation in equity plans, and FSA and HSA account set asides.

#### USES OF INFORMATION:

Dutch Bros stores, administers, and uses the above types of personal information solely for purposes pertaining to an employee's employment with the company. Specific uses include:

- processing employment applications,
- processing background and credit checks,
- preparing payroll and depositing wages into employee bank accounts,
- processing for scheduling and timecard data collection and leave management,
- processing data for participation in performance, engagement, and wellness programs,
- enrolling employees in health benefits and other benefit programs,
- managing benefit programs such as health care and retirement plans,
- making disclosures as required by applicable legislation or regulations,
- responding to garnishment requests,
- compliance with garnishment procedures,
- responding to reference requests,
- responding to verification of employment requests,
- compliance with valid court orders, and
- in an emergency to protect the physical safety of an employee or to notify emergency contacts.

Dutch Bros does not sell any of the personal information it collects for employment purposes to third parties, but it does provide de-identified aggregate data, such as job titles, salaries, years of experience, and tenure to third-party service providers for the purposes of benchmarking and analysis of its workforce.

#### RIGHTS OF EMPLOYEE ACCESS AND CORRECTION

Employees may apply for access to employee personal information by emailing Human Resources at [hr@dutchbros.com](mailto:hr@dutchbros.com), by calling 541-955-4700 and asking to speak with Sarah Hansen, or by delivering a written request to Sarah Hansen in Human Resources at 110 SW 4th Street, Grants Pass, OR 97526. All requests for access to or correction of employee information must be made in writing. The Company may require reasonable adequate proof to confirm the identity of the individual making the request. Within 45 days of making the request, an individual will be provided with a copy of all available information that is described in this Privacy Rights Notice.

An employee that suspects an error exists in their Personal Information may request that this error be corrected by submitting a request in writing as described above. Dutch Bros may require the employee to provide reasonable substantiation of the error. Dutch Bros will make all reasonable efforts to address the request for correction.

**Dutch Bros is a proud equal opportunity employer. Our policy is to provide a respectful work environment where equal employment opportunities are available to all applicants and employees without regard to race, color, religion, gender, pregnancy, sexual orientation, gender identity or expression, age, national origin, physical or mental disability, veteran status, or any other characteristic protected by federal, state or local law.**



Position applying for:

[Redacted]

PERSONAL INFORMATION

Name (First Middle Last)

[Redacted]

Preferred Name

[Redacted]

Telephone Number

[Redacted]

Email Address

[Redacted]

Street Address

City, State, Zip Code

[Redacted]

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?

YES NO

<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>

AVAILABILITY

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
FROM	TO	FROM	TO	FROM	TO	FROM	TO	FROM	TO	FROM	TO	FROM	TO

If hired, when could you begin work?

[Redacted]

MONTH / DAY / YEAR

EDUCATION

Name

[Redacted]

City, State

[Redacted]

# Of Years Completed

[Redacted]

GPA

[Redacted]

Degree/Diploma

[Redacted]

High School

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

College Or Trade School

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

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
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
May We Contact? Y [ ] N [ ]				
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
May We Contact? Y [ ] N [ ]				
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	[ ] School [ ] Work [ ] Personal
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	[ ] School [ ] Work [ ] Personal
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	[ ] 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.

\_\_\_\_\_  
(initials) By initialing here, I acknowledge that I have received the Dutch Bros Coffee Employee Privacy Rights Notice and I accept the terms of this Privacy Rights Notice.

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

\_\_\_\_\_  
Date