

APPLICATION FOR EMPLOYMENT



Starbucks Coffee Company is an equal opportunity employer, dedicated to a policy of non-discrimination in employment on any basis including race, color, age, sex, religion, national origin, the presence of mental, physical, or sensory disability, sexual orientation, or any other basis prohibited by federal, state, or provincial law.

Please complete entire application to ensure processing.

| PERSONAL INFORMATION (Please print) | | | | | |
|---|---------|---------|---|---|----------------------|
| Name | Last | First | Middle | Social Security/Social Insurance Number | Date (M/D/Y) |
| Other names you are known by _____ Are you less than 18 years of age? Yes _____ No _____ (Starbucks is required to comply with federal, state, or provincial law.) | | | | | |
| U.S. Applicant Only: Are you legally eligible for employment in the U.S.? Yes _____ No _____ (All new hires will be required to provide proof of eligibility to work in the U.S.) | | | Have you been convicted of a crime in the last seven (7) years? Yes _____ No _____ If Yes, list convictions that are a matter of public record (arrests are not convictions). A conviction will not necessarily disqualify you for employment. | | |
| Present Address | Street | | City | State/Province | Zip Code/Postal Code |
| Permanent Address | Street | | City | State/Province | Zip Code/Postal Code |
| Phone Number | Daytime | Evening | Referred By | | |

| EMPLOYMENT DESIRED (if you are applying for a retail hourly position, please keep in mind that the availability of hours may vary.) | | | | | | | |
|--|---------------------|----------------|--------------------|-----------|----------|--------|----------|
| Position | Location/Department | Salary Desired | Date You Can Start | | | | |
| Specify hours available for each day of the week | Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
| Are you able to work overtime? _____ Have you ever worked for Starbucks Coffee Company? _____ If yes, when? _____ Which store/department? _____ | | | | | | | |

| EDUCATION | | Circle Last | Did You | Subjects Studied and |
|---|----------------------------|-----------------|------------|----------------------|
| | Name and Address of School | Years Completed | Graduate ? | Degrees Received |
| High School | | 1 2 3 4 | Y N | |
| College | | 1 2 3 4 | Y N | |
| Post College | | 1 2 3 4 | Y N | |
| Trade, Business, or Correspondence School | | 1 2 3 4 | Y N | |

List skills relevant to the position applied for _____

SKILLS For Office/Administrative positions only Typing WPM: _____ 10-Key: Yes No

Computer Proficiency: Word for Windows Excel Others: _____

Have you ever visited a Starbucks Coffee location? Where? Describe your experience. _____

What do you like about coffee? _____

Why would you like to work for Starbucks Coffee Company? _____

Describe a specific situation where you have provided excellent customer service in your most recent position. Why was this effective? _____

FORMER EMPLOYERS

List below current and last three employers, starting with most recent one first. Please include any non-paid/volunteer experience which is related to the job for which you are applying. Please complete even if you attach a resume.

Date (M/D/Y)

| | | | | | |
|---|------|--|--|----------|--------------------|
| 1 | From | Current Employer (Name and Address of Employer - Type of Business) | Salary Or Hourly | Position | Reason For Leaving |
| | To | | Starting _____ Ending _____ If hourly, average # of hours per week _____ | | |

Duties Performed

Supervisor's Name _____ Phone Number _____ May We Contact? _____

| | | | | | |
|---|------|---|--|----------|--------------------|
| 2 | From | Previous Employer (Name and Address of Employer - Type of Business) | Salary Or Hourly | Position | Reason For Leaving |
| | To | | Starting _____ Ending _____ If hourly, average # of hours per week _____ | | |

Duties Performed

Supervisor's Name _____ Phone Number _____ May We Contact? _____

| | | | | | |
|---|------|---|--|----------|--------------------|
| 3 | From | Previous Employer (Name and Address of Employer - Type of Business) | Salary Or Hourly | Position | Reason For Leaving |
| | To | | Starting _____ Ending _____ If hourly, average # of hours per week _____ | | |

Duties Performed

Supervisor's Name _____ Phone Number _____ May We Contact? _____

| | | | | | |
|---|------|---|--|----------|--------------------|
| 4 | From | Previous Employer (Name and Address of Employer - Type of Business) | Salary Or Hourly | Position | Reason For Leaving |
| | To | | Starting _____ Ending _____ If hourly, average # of hours per week _____ | | |

Duties Performed

Supervisor's Name _____ Phone Number _____ May We Contact? _____

REFERENCES

Give below the names of three professional references, whom you have known at least one year.

| | Name | Address & Phone Number | Business | Years Acquainted How Do You Know This Person? |
|---|------|------------------------|----------|---|
| 1 | | | | |
| 2 | | | | |
| 3 | | | | |

I hereby authorize Starbucks to thoroughly investigate my background, references, employment record and other matters related to my suitability for employment. I authorize persons, schools, my current employer (if applicable), and previous employers and organizations contacted by Starbucks to provide any relevant information regarding my current and/or previous employment and I release all persons, schools, employers of any and all claims for providing such information. I understand that misrepresentation or omission of facts may result in rejection of this application, or if hired, discipline up to and including dismissal. I understand that I may be required to sign a confidentiality and/or non-compete agreement, should I become an employee of Starbucks Coffee Company. I understand that nothing contained in this application, or conveyed during any interview which may be granted, is intended to create an employment contract. I understand that filling out this form does not indicate there is a position open and does not obligate Starbucks to hire me. **(U.S. APPLICANTS ONLY: I understand and agree that my employment is at will, which means that it is for no specified period and may be terminated by me or Starbucks at any time without prior notice for any reason. MARYLAND APPLICANTS ONLY: Under Maryland law, an employer may not require or demand, as a condition of employment, prospective employment, or continued employment, that an individual submit to or take, a lie detector or similar test. An employer who violates this law is guilty of misdemeanor and subject to a fine not exceeding \$100. MASSACHUSETTS APPLICANTS ONLY: It is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability. CALIFORNIA APPLICANTS ONLY: Applicant may omit any convictions for the possession of marijuana (except for convictions for the possessions of marijuana on school grounds or possession of concentrated cannabis) that are more than two(2) years old, and any information concerning a referral to, and participation in, any pretrial or post trial diversion program.**

Date _____ Signature _____

For Retail positions please submit this application at your nearest store location. For non-retail openings, please visit our website at www.starbucks.com to apply for any posted position.

**WE ARE AN EQUAL OPPORTUNITY EMPLOYER
COMMITTED TO HIRING A DIVERSE WORKFORCE.**



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