



VirginiaBeerCo.com · ColdDrinking.Beer · 757.378.2903 · careers@virginiabeerco.com

## **Virginia Beer Co. Expectations**

- *Responsible Consumption:*
  - As a representative of the Brewery you may find yourself with a drink in hand. Know your limits, and exercise caution & restraint when consuming alcohol.
  - Part of this role will include tasting beer for educational and quality control purposes. That said, never risk your safety or the safety of others with regards to alcohol consumption.
  - All members of the team must follow ABC guidelines.
  - Always err on the side of caution on this topic.
- *Beer · People · Purpose:*
  - We like to say that our beers are only as good as the people with whom we share them, and that starts with the Virginia Beer Co. team.
  - The company has a **zero tolerance policy** when it comes to negativity, hate speech, or lack of acceptance within our team or community.
  - We expect everyone joining our team to be committed to working to be a beacon that highlights the best of the craft beer world (both in person and online).
- Demonstrate intimate knowledge of the Brewery story, beers, & culture.
- Communicate effectively with supervisors, teammates, guests, & industry peers.
- Be outgoing, conversational, & social (beer is fun!) but show the ability to stay professional (brewing is work and ABC laws are no joke).