



Brown's SHOE FIT CO.

MISSION STATEMENT

Our purpose is to be a **value** to our team and our community in the most **honest** way possible. Not just believing, but **doing** this will lead us to success! We will be respectful and honest in our dealings with each member of the **Brown's Shoe Fit Company** team and each of our **customers**. We will focus on developing and nurturing **long-term relationships** with each other and our customers.



EARN. LEARN. LEAD.

Ready to Lead? Lets Talk Shoes.
Apply in-store or online at
brownsshoefitco.com

Want more information?
Check us out at:
earnandlearniowa.gov



What is a Registered Apprenticeship Program?

It's a paid, nationally recognized training program approved by the U.S. Department of Labor. You earn while you learn, get raises as you go, gain essential experience and walk away with a credential that can even count toward college credit.

Why Brown's Shoe Fit?

We've been rocking great shoes and great service since 1911. At Brown's, we blend financial success with a family vibe and we're experts at making customers (and teammates) feel right at home.

Our BSFC Trainee Program sets you up for business ownership with hands-on experience, online learning, and mentorship from not one, but two seasoned managers. It can be done at any of our store locations across 12 states. You'll learn the ropes, sharpen your skills, and get ready to run the show.

What do we look for in a BSFC Apprentice?

What we're looking for:

- Ambitious self-starters
- Sharp problem-solvers
- Future leaders (bonus points if you're financially savvy)
- Willing to relocate

Brown's Shoe Fit Company is looking for driven, leadership-minded go-getters ready to build a career—not just land a job.

Our Registered Apprenticeship Program (recognized by the United States Department of Labor) lets you earn full-time pay while learning the ropes. In just 0–4 years, you'll go from trainee to management—with zero student debt.

Ready to Lead?

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OWNERSHIP EQUALS OPPORTUNITY

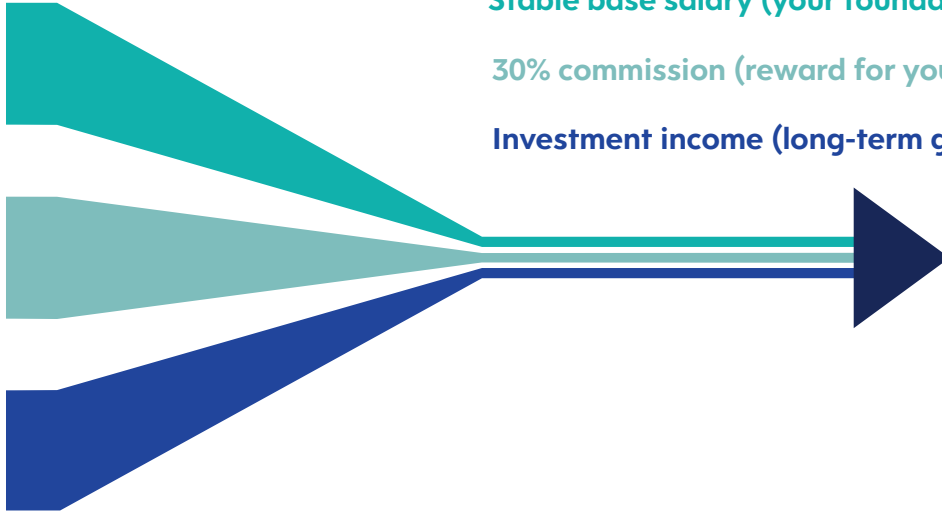
Multiple Income Streams

Three Ways You Earn:

Stable base salary (your foundation from day one)

30% commission (reward for your hustle)

Investment income (long-term growth opportunity)



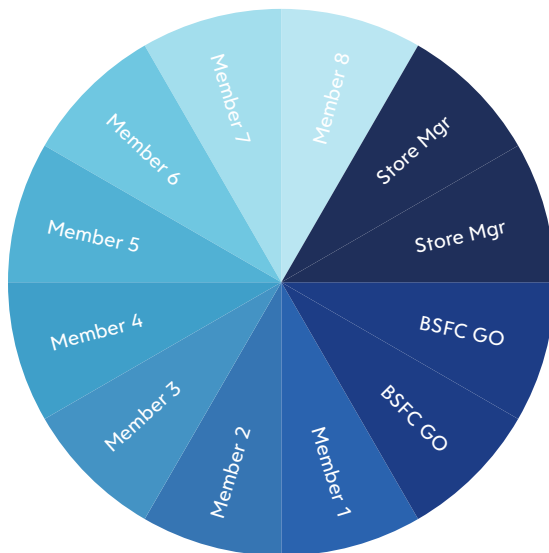
Success Has No Ceiling

Build the future (and income) you imagine.

"Don't tell me the sky's the limit when there are footprints on the moon."

— Paul Brandt

Store LLC Ownership Model



"Pizza Example"

Store Manager = 2 Slices

General Office = 2 Slices

Members (8) = 1 Slice Each

Total = 12 Slices

Member

Another BSFC Store Manager

Retired BSFC Store Manager

General Office Manager

Retired General Office Manager

Store Member Income Model

At the end of each quarter, the store's new profit is divided equally among the 12 slices.

Example:

Quarter 1 Net Profit = \$12,000

Each Slice = \$1,000

Store LLCs are sold 2x per year.

Retirement

Store members keep their LLC membership for 15 years after retirement date. At the end of 15 years, store memberships are purchased back from retiree at current value.

A DAY IN THE LIFE OF A BFSC STORE OWNER

I started my career with Brown's 37 years ago at 19 years old. My journey took me from Iowa to Wyoming to Oklahoma and then back to Iowa. We got the opportunity to open the Fort Dodge store in 1996. We have raised our family, been part of an amazing community and have worked with so many incredible people. My favorite part of being with Brown's is introducing people to the shoe business and seeing them fall in love with the company and making their own career.

—Craig, BSFC Ft. Dodge

A typical day will most likely start off preparing for customers to enter the store. Vacuuming, unloading freight, and making sure the floor looks good. Keeping the shoe racks filled and handling window displays. Everything that goes into making sure the customers have a great experience.

Handling these items before the store opens helps a manager stay present for the most important aspect of their job: interacting with customers. Holding conversations and meeting the needs of each person that walks through the door is the central duty of a BSFC manager. A lot of managers say it is also their favorite part of the work. Interacting with people and having fun helping them makes the hours more meaningful.

Staying flexible and managing time wisely are skills that BSFC Store Owners integrate into

every aspect of their day. Whether they are handling special orders, working with their team members, or brightening someone's day with that perfect pair of shoes, managers approach each task with creativity and a problem solving attitude. The wide variety of new requests and duties each day require an adaptable, positive person to lead the charge.

A typical day will likely end with wrapping up some bookkeeping, cleaning, and preparing the store for another day of helping customers. However, it is important to remember that a BSFC manager's typical day is often different from the one that came before. Every day is unique and rewarding in its own way. That is what makes another day at Brown's Shoe Fit Company so exciting.

Brown's SHOE FIT CO.

APPLICATION FOR EMPLOYMENT

Brown's Shoe Fit Company is an Equal Opportunity employer. We do not discriminate against qualified applicants in hiring of employment on the basis of race, color, religion, creed, national origin, ancestry, gender, marital status with regard to public assistance, age, disability, affectional preference or status as a disabled or Vietnam-era veteran, or any other status protected by any federal, state, or local statute or ordinance. No question on this application is intended to secure information to be used for such discrimination. The use of this form does not mean that there are positions available and does not obligate Brown's Shoe Fit Company in any way.

When completing this application, do not leave any questions blank. Do not substitute "see resume" for any requested information. Once signed, this application will remain active for three (3) months. Complete one application for every job for which you are applying.

PERSONAL DATA

Name: (Last) _____ (First) _____ (Middle Initial) _____

Address: (Street) _____ (City) _____

State/ZIP: _____ Phone: _____

POSITION YOU ARE APPLYING TO: _____ E-MAIL: _____

Are you 18 years of age: () YES () NO

Are you available for work: () Full-time () Part-time () Temporary/Seasonal

Please indicate the highest level of education you have achieved:

() High school/GED () Two-year Degree () Bachelor/4 yr. degree () Post Graduate

WORK HISTORY:

Employer: _____ Address: _____

Phone: _____ Supervisor: _____

Dates of Employment: _____ Reason for Leaving: _____

Employer: _____ Address: _____

Phone: _____ Supervisor: _____

Dates of Employment: _____ Reason for Leaving: _____

Employer: _____ Address: _____

Phone: _____ Supervisor: _____

Dates of Employment: _____ Reason for Leaving: _____

Were you referred to this opportunity by a friend, family member, or Brown's employee? If so, who?

Are you related to anyone who works for Brown's Shoe Fit Company? () yes () no

Please describe any background, experience, or training which you consider applicable to the position for which you have applied: _____

Please list 3 Supervisory/work-related references:

Name: _____

Company: _____

Title: _____

Phone: _____

E-Mail: _____

Name: _____

Company: _____

Title: _____

Phone: _____

E-Mail: _____

Name: _____

Company: _____

Title: _____

Phone: _____

E-Mail: _____

Brown's SHOE FIT CO.

Willingness Checklist

Part of the activities required to maintain and operate a retail store involve duties or tasks that are often overlooked when describing a specific job. Please indicate your feelings regarding these tasks and duties by placing an "X" on the appropriate line.

Would you be willing to:	NO	MAYBE	YES
1. Stock and organize inventory?	_____	_____	_____
2. Dress to our standard every day?	_____	_____	_____
3. Refresh displays throughout the day?	_____	_____	_____
4. Approach all customers with a positive attitude?	_____	_____	_____
5. Maintain a clean work environment?	_____	_____	_____
6. Uphold strict security policies?	_____	_____	_____
7. Smoke in a designated area?	_____	_____	_____
8. Stand on your feet for long periods of time?	_____	_____	_____
9. Operate a calculator and computerized register?	_____	_____	_____
10. Work seasonal, weekend, and evening hours?	_____	_____	_____

Applicant Statement

I certify that all information I have provided in order to apply for and secure work with this employer is true, complete, and correct.

I expressly authorize, without reservation, the employer, its representatives, employees or agents to contact and obtain information from all references, (personal and professional), employers, public agencies, licensing authorities and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, resume, or job interview. I hereby waive any and all rights and claims I may have regarding the employer, its agents, employees or representatives, for seeking, gathering and using truthful and non-defamatory information, in a lawful manner, in the employment process and all other persons, corporations or organization for furnishing such information about me.

If I am hired, I understand that I am free to resign at any time, with or without cause and with or without prior notice, and the employer reserves that same right to terminate my employment at any time, with or without cause and with or without prior notice, except as may be required by law. This application does not constitute an agreement or contract for employment for any specified period or definite duration.

If hired, I understand that I will be required to provide proof of identity and legal authorization to work in the United States and that federal immigration laws require me to complete an I-9 Form in this regard. I also understand that if I am offered full time employment, I must successfully complete an alcohol/drug screen prior to my hire date.

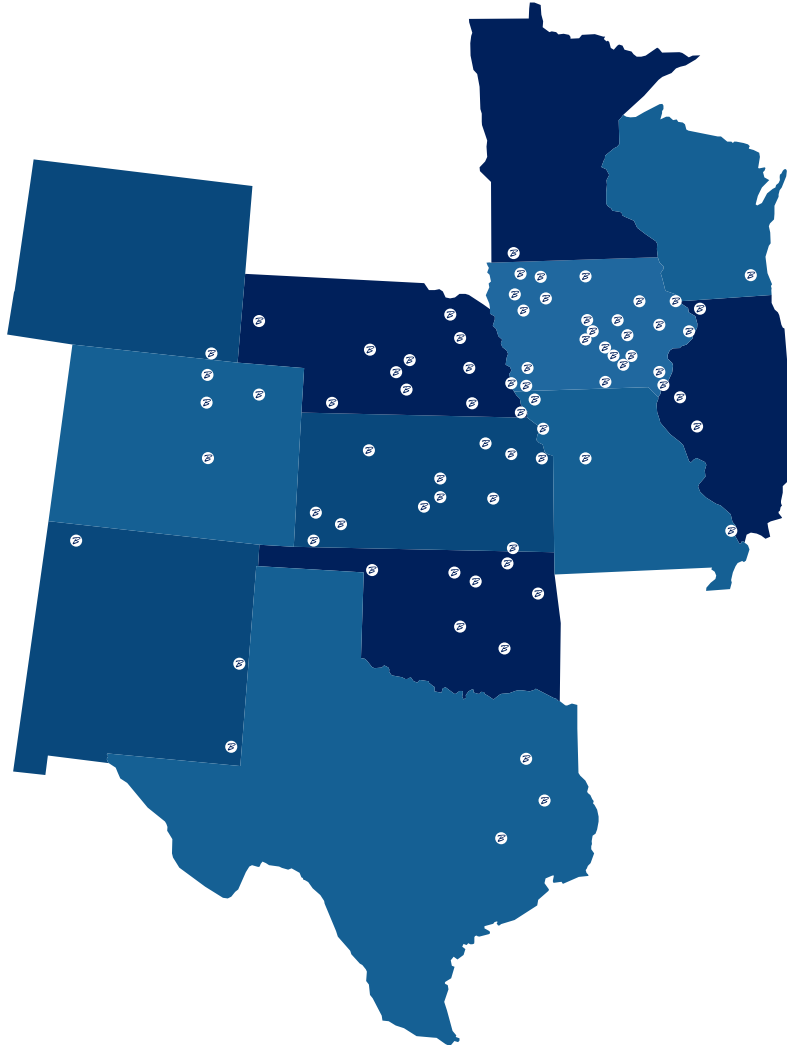
I understand that any information provided by me that is found to be false, incomplete or misrepresented in any respect, will be sufficient cause to 1) eliminate me from further consideration for employment, or 2) may result in my immediate discharge from the employer's service, whenever it is discovered.

DO NOT SIGN UNTIL YOU HAVE READ THE ABOVE APPLICANT STATEMENT

I certify that I have read, fully understand, and accept all terms of the foregoing Applicant Statement.

Signature of Applicant: _____ Date: _____

VISIT OUR LOCATIONS



COLORADO

Colorado Springs, CO
Ft. Collins, CO
Ft. Morgan, CO
Longmont, CO

ILLINOIS

Freeport, IL
Jacksonville, IL
Macomb, IL

IOWA

Algona, IA
Ames, IA
Ankeny, IA

Atlantic, IA
Burlington, IA
Carroll, IA
Cedar Falls, IA
Centerville, IA
Clinton, IA
Dubuque, IA
Fairfield, IA
Ft. Dodge, IA
Grinnell, IA
Marion, IA
Marshalltown, IA
Mason City, IA
Mt. Pleasant, IA

Oskaloosa, IA
Pella, IA
Shenandoah, IA
Spencer, IA
Storm Lake, IA
Washington, IA
West Des Moines, IA

KANSAS

Coffeyville, KS
Dodge City, KS
Emporia, KS
Garden City, KS
Hays, KS

Hutchinson, KS
Lawrence, KS
Liberal, KS
Manhattan, KS
McPherson, KS
Salina, KS
Topeka, KS

MINNESOTA

Worthington, MN

MISSOURI

Cape Girardeau, MO
St. Joseph, MO
Warrensburg, MO

NEBRASKA

Beatrice, NE
Columbus, NE
Falls City, NE
Grand Island, NE
Hastings, NE
Kearney, NE
Lincoln, NE
McCook, NE
Nebraska City, NE
Norfolk, NE
North Platte, NE
Scottsbluff, NE

NEW MEXICO

Clovis, NM
Farmington, NM
Hobbs, NM

OKLAHOMA

Ada, OK
Bartlesville, OK
Enid, OK
Muskogee, OK
Norman, OK
Stillwater, OK
Woodward, OK

TEXAS

College Station, TX
Longview, TX
Lufkin, TX

WISCONSIN

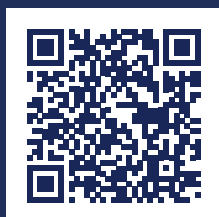
Watertown, WI

WYOMING

Cheyenne, WY

NOTES:

Brown's
SHOEFIT CO.



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