

# APPLICATION FOR EMPLOYMENT

All fields must be completed for application to be valid and for further consideration for employment at Eddie Bauer, Inc.

## PERSONAL INFORMATION

Last Name	First Name	MI	Social Security Number
Present Street Address		City	State Zip
Home Phone (w/area code)	Cellular Phone (w/area code)	Work Phone (w/area code)	Email Address
Emergency Contact Name		Relationship	Phone Number (w/area code)
Are you eligible to work in the U.S.? Yes <input type="checkbox"/> No <input type="checkbox"/>		Are you at least age 18? (Proof of age and work permits may be required prior to hiring) Yes <input type="checkbox"/> No <input type="checkbox"/>	
Have you served in the U.S. Military Service? Yes <input type="checkbox"/> No <input type="checkbox"/>	Dates of service	Rank at Discharge	
Have you been convicted of a crime in the last seven years from the date of this application? Yes <input type="checkbox"/> No <input type="checkbox"/> If "yes", please briefly describe the crime, date, place of conviction(s), and the legal disposition of the case(s). _____			
You are not obligated to disclose any convictions that by state law are exempt from disclosure when applying for a job; which have been sealed, expunged, or statutorily eradicated; or which were judicially dismissed. You may omit any convictions for the possession of marijuana 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. Convictions will not necessarily disqualify you from obtaining employment.			

## PLACEMENT INFORMATION

Have you previously applied for employment at Eddie Bauer? Yes <input type="checkbox"/> No <input type="checkbox"/> If "yes", when and what positions? _____						
Have you previously been employed at Eddie Bauer? Yes <input type="checkbox"/> No <input type="checkbox"/> If "yes", when and what positions? _____						
How did you learn about this employment opportunity? _____ <small>If employee referral, include associate's name and location</small>						
Do you have relative(s) and/or friend(s) at Eddie Bauer? _____						
	Name	Relationship	Job Title	Location		
Position Desired: _____ Date Available _____ Salary Desired _____ Hourly / Annual						
Full Time <input type="checkbox"/>	Part Time <input type="checkbox"/>	Swing Shift <input type="checkbox"/>	Management <input type="checkbox"/>	Temporary <input type="checkbox"/>	Seasonal <input type="checkbox"/>	
Specify the hours you are able to work each day of the week. Please keep in mind the availability of schedulable hours may fluctuate.						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
From _____ To _____						
Why do you want to work for Eddie Bauer? _____						

## EDUCATION HISTORY

Name of School <small>*Applicants may be asked to provide a copy of diploma, GED, certificate, or school transcripts.</small>	Degree / Certificate	Total yrs Completed	Major / Type of Course(s) Name of Degree / Certificate (if applicable)
High School City, State	<input type="checkbox"/> Diploma <input type="checkbox"/> GED <input type="checkbox"/> In Process		
College / University City, State	<input type="checkbox"/> Degree <input type="checkbox"/> Certification <input type="checkbox"/> Other <input type="checkbox"/> In Process		
College / University / Technical School City, State	<input type="checkbox"/> Degree <input type="checkbox"/> Certification <input type="checkbox"/> Other <input type="checkbox"/> In Process		



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## EMPLOYMENT/WORK EXPERIENCE

<b>Complete this portion even if attaching your resume.</b> Please list your employment history starting with your current / most recent employer. Include Military service and self-employment. Please account for the last ten years of employment. If additional pages are needed, please attach.				
Employer Name	Position(s) Held	Phone Number (w/area code)		May we contact these employers? Yes <input type="checkbox"/> No <input type="checkbox"/> If "no" please be prepared to provide a copy of last W2 or paystub upon request.
Street Address	City	State	Zip	
Dates Employed From _____ To _____	Rate of Pay Starting _____	Hourly / Salary	Ending _____ Hourly / Salary	
Supervisor's Name and Position		Reason for leaving		
What did you like about the position?				
Employer Name	Position(s) Held	Phone Number (w/area code)		
Street Address	City	State	Zip	
Dates Employed From _____ To _____	Rate of Pay Starting _____	Hourly / Salary	Ending _____ Hourly / Salary	
Supervisor's Name and Position		Reason for leaving		
What did you like about the position?				
Employer Name	Position(s) Held	Phone Number (w/area code)		
Street Address	City	State	Zip	
Dates Employed From _____ To _____	Rate of Pay Starting _____	Hourly / Salary	Ending _____ Hourly / Salary	
Supervisor's Name and Position		Reason for leaving		
What did you like about the position?				

<b>Have you been dismissed or asked to resign from any position? Yes <input type="checkbox"/> No <input type="checkbox"/> If "yes" please explain</b> _____ _____
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Please identify and explain gaps in employment greater than 90 days:		
From _____	To _____	Reason for Unemployment _____
_____	_____	_____

## PROFESSIONAL REFERENCES

List name and telephone number of three business / work / school references that are not related to you and are not <b>current</b> supervisors.			
Name	Phone Number (w/ area code)	Job Title	Relationship to you

## APPLICANT STATEMENT

1. I have read and fully understand the questions in this application and I certify the answers I have given in this application are true and complete to the best of my knowledge, and I understand that any false or misleading answers, omissions or concealment of facts will disqualify me from consideration of employment or, if hired, will be grounds for my immediate separation of employment.
2. I hereby authorize Eddie Bauer, Inc., (the Company) and its agents (including any investigative agencies retained by the Company) to request and receive any information and records concerning me, including but not limited to my character, general reputation, background, consumer credit, criminal record, education and prior employment. I grant permission to any person, educational institution, firm, partnership, corporation, governmental or law enforcement agency authority to provide the Company any information pursuant to this authorization, and I hereby release the Company, its employees, representatives and agents and the above-listed entities from any and all liability, claims or damages in connection with obtaining or releasing such information. I understand that should employment be denied based on information obtained from a consumer reporting agency, the Company will comply with the requirements of the Fair Credit Reporting Act.
3. If hired, I agree to abide by the policies and expectations of the Company and understand that my employment is "at will" and can be terminated by me or by the Company at any time without cause subject only to applicable requirements of law and I will be paid only for services rendered to the time of my termination. In the event the Company advances me money or other items of value, or I otherwise become indebted financially to the company, I agree to repay the Company and also agree any wages due me upon termination may be offset by payroll deductions against such monies due the Company, except where prohibited by applicable law.
4. Nothing herein or during my employment shall be considered an employment contract and I understand no party has the authority to vary the foregoing conditions, with the sole exception of written variances signed by the president of the Company.
5. By signing below, I certify and acknowledge that I have read the statements and that I understand them.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

# EDDIE BAUER AUTHORIZATION FOR EMPLOYMENT

## PLEASE READ CAREFULLY

We truly welcome your application with Eddie Bauer. We're proud that our success is the result of the quality and caliber of our employees. You are applying for a position whose acceptance will place you in a category of recognized professionals. In pursuit of that excellence we require, as a condition of employment, that all applicants consent to and authorize a pre-employment and/or continued employment verification of their background, including information submitted on their application or resume.

## APPLICANT AUTHORIZATION AND CONSENT FOR RELEASE OF INFORMATION

Eddie Bauer, Inc. (the Company) may obtain, for employment purposes only, a consumer credit report and/or investigative consumer report about you from a consumer reporting agency including, but not limited to, information related to your credit record, character, general reputation, personal characteristics, and mode of living, as applicable. Such reports may involve personal interviews with sources such as your friends, neighbors, or associates, and may be obtained during the pre-employment screening process and/or during employment.

You have a right, upon reasonable written request, to obtain a complete and accurate disclosure of the nature and scope of the investigation requested.

I hereby authorize the Company and its agents (including any investigative agencies retained by the Company) to request and receive any information and records concerning me, including but not limited to my character, general reputation, background, consumer credit, criminal record, driving record, education and prior employment. I grant permission to any person, educational institution, firm, partnership, corporation, governmental or law enforcement agency authority to provide the Company any information pursuant to this authorization, and I hereby release the Company, its employees, representatives and agents and the above-listed entities from any and all liability, claims or damages in connection with obtaining or releasing such information. I understand that should employment be denied based on information obtained from a consumer reporting agency, the Company will comply with the requirements of the Fair Credit Reporting Act. In addition, I understand that a consumer reporting agency shall supply files and information, available for my inspection, during normal business hours and on reasonable notice. This authorization will remain in effect throughout my employment with Eddie Bauer, Inc. if I am hired.

## CONFIDENTIAL INFORMATION FOR POSITIVE IDENTIFICATION PURPOSES ONLY

\_\_\_\_\_  
Applicant Name (Please Print)

\_\_\_\_\_  
Social Security Number

\_\_\_\_\_  
Street Address

\_\_\_\_\_  
Drivers License Number

\_\_\_\_\_  
City, State, Zip

\_\_\_\_\_  
Issuing State

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Today's Date

This form is not part of the official application for employment. It is considered confidential information and required for identification purposes only in connection with a background investigation. Eddie Bauer, Inc. considers applicants for all positions without regard to any basis or condition protected by applicable law.



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# EDDIE BAUER EMPLOYMENT VERIFICATION

## For Eddie Bauer use only: Applicant should not fill out this form

Eddie Bauer Management should refer to the EBNet Stores Reference section titled "Interviewing/Hiring" under Hiring/Employment for complete instructions on performing employment verification checks.

### EMPLOYMENT OFFER EXTENDED AFTER POSITIVE EMPLOYMENT VERIFICATION CHECKS

Applicant's Name	Position Applying For
Offer Date	Start Date
Was the applicant recently in school? Yes <input type="checkbox"/> No <input type="checkbox"/> (If yes, attached copy of transcript)	Was the applicant recently in Military service? Yes <input type="checkbox"/> No <input type="checkbox"/> (If yes, attach copy of discharge paper)
LP Approval Required for Criminal Convictions (If applicant has conviction, fax all pages of the application with release to Corporate Loss Prevention)	
NA <input type="checkbox"/> Approved <input type="checkbox"/> Declined <input type="checkbox"/> Other <input type="checkbox"/>	

### PROFESSIONAL REFERENCES

Name of Company	Name of Reference	Phone
Reference's Position	Relationship to Applicant	
Dates Employed	Position(s) Held	Rate of Pay
From _____ To _____		Ending _____ Hourly / Salary
Reason for leaving		
Would you re-hire? Yes <input type="checkbox"/> No <input type="checkbox"/>		
If no, why not?		
<b>If unable to verify employment, attach copy of:</b> W2 <input type="checkbox"/> or Current pay stub <input type="checkbox"/>		
Name of Company	Name of Reference	Phone
Reference's Position	Relationship to Applicant	
Dates Employed	Position(s) Held	Rate of Pay
From _____ To _____		Ending _____ Hourly / Salary
Reason for leaving		
Would you re-hire? Yes <input type="checkbox"/> No <input type="checkbox"/>		
If no, why not?		
<b>If unable to verify employment, attach copy of:</b> W2 <input type="checkbox"/> or Current pay stub <input type="checkbox"/>		
Name of Company	Name of Reference	Phone
Reference's Position	Relationship to Applicant	
Dates Employed	Position(s) Held	Rate of Pay
From _____ To _____		Ending _____ Hourly / Salary
Reason for leaving		
Would you re-hire? Yes <input type="checkbox"/> No <input type="checkbox"/>		
If no, why not?		
<b>If unable to verify employment, attach copy of:</b> W2 <input type="checkbox"/> or Current pay stub <input type="checkbox"/>		

\_\_\_\_\_  
Name of Person Completing Form

\_\_\_\_\_  
Date