

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

Complete this portion even if attaching your resume. 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?				

Have you been dismissed or asked to resign from any position? Yes No If "yes" please explain

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 current 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?		
If unable to verify employment, attach copy of: 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?		
If unable to verify employment, attach copy of: 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?		
If unable to verify employment, attach copy of: W2 <input type="checkbox"/> or Current pay stub <input type="checkbox"/>		

Name of Person Completing Form

Date

A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) is designed to promote accuracy, fairness, and privacy of information in the files of every "consumer reporting agency" (CRA). Most CRAs are credit bureaus that gather and sell information about you -- such as if you pay your bills on time or have filed bankruptcy -- to creditors, employers, landlords, and other businesses. You can find the complete text of the FCRA, 15 U.S.C. 1681-1681u, at the Federal Trade Commission's web site (<http://www.ftc.gov>). The FCRA gives you specific rights, as outlined below. You may have additional rights under state law. You may contact a state or local consumer protection agency or a state attorney general to learn those rights.

- **You must be told if information in your file has been used against you.** Anyone who uses information from a CRA to take action against you -- such as denying an application for credit, insurance, or employment -- must tell you, and give you the name, address, and phone number of the CRA that provided the consumer report.
- **You can find out what is in your file.** At your request, a CRA must give you the information in your file, and a list of everyone who has requested it recently. There is no charge for the report if a person has taken action against you because of information supplied by the CRA, if you request the report within 60 days of receiving notice of the action. You also are entitled to one free report every twelve months upon request if you certify that (1) you are unemployed and plan to seek employment within 60 days, (2) you are on welfare, or (3) your report is inaccurate due to fraud. Otherwise, a CRA may charge you up to eight dollars.
- **You can dispute inaccurate information with the CRA.** If you tell a CRA that your file contains inaccurate information, the CRA must investigate the items (usually within 30 days) by presenting to its information source all relevant evidence you submit, unless your dispute is frivolous. The source must review your evidence and report its findings to the CRA. (The source also must advise national CRAs -- to which it has provided the data -- of any error.) The CRA must give you a written report of the investigation, and a copy of your report if the investigation results in any change. If the CRA's investigation does not resolve the dispute, you may add a brief statement to your file. The CRA must normally include a summary of your statement in future reports. If an item is deleted or a dispute statement is filed, you may ask that anyone who has recently received your report be notified of the change.
- **Inaccurate information must be corrected or deleted.** A CRA must remove or correct inaccurate or unverified information from its files, usually within 30 days after you dispute it. **However, the CRA is not required to remove accurate data from your file unless it is outdated (as described below) or cannot be verified.** If your dispute results in any change to your report, the CRA cannot reinsert into your file a disputed item unless the information source verifies its accuracy and completeness. In addition, the CRA must give you a written notice telling you it has reinserted the item. The notice must include the name, address and phone number of the information source.
- **You can dispute inaccurate items with the source of the information.** If you tell anyone -- such as a creditor who reports to a CRA -- that you dispute an item, they may not then report the information to a CRA without including a notice of your dispute. In addition, once you've notified the source of the error in writing, it may not continue to report the information if it is, in fact, an error.
- **Outdated information may not be reported.** In most cases, a CRA may not report negative information that is more than seven years old; ten years for bankruptcies.
- **Access to your file is limited.** A CRA may provide information about you only to people with a need recognized by the FCRA -- usually to consider an application with a creditor, insurer, employer, landlord, or other business.
- **Your consent is required for reports that are provided to employers, or reports that contain medical information.** A CRA may not give out information about you to your employer, or prospective employer, without your written consent. A CRA may not report medical information about you to creditors, insurers, or employers without your permission.
- **You may choose to exclude your name from CRA lists for unsolicited credit and insurance offers.** Creditors and insurers may use file information as the basis for sending you unsolicited offers of credit or insurance. Such offers must include a toll-free phone number for you to call if you want your name and address removed from future lists. If you call, you must be kept off the lists for two years. If you request, complete, and return the CRA form provided for this purpose, you must be taken off the lists indefinitely.
- **You may seek damages from violators.** If a CRA, a user or (in some cases) a provider of CRA data, violates the FCRA, you may sue them in state or federal court.

The FCRA gives several different federal agencies authority to enforce the FCRA:

FOR QUESTIONS OR CONCERNS REGARDING:	PLEASE CONTACT:
CRAs, creditors and others not listed below	Federal Trade Commission Consumer Response Center - FCRA Washington, DC 20580 1-877-382-4367 (Toll-Free)
National banks, federal branches/agencies of foreign banks (word "National" or initials "N.A." appear in or after bank's name)	Office of the Comptroller of the Currency Compliance Management, Mail Stop 6-6 Washington, DC 20219 800-613-6743
Federal Reserve System member banks (except national banks, and federal branches/agencies of foreign banks)	Federal Reserve Board Division of Consumer & Community Affairs Washington, DC 20551 202-452-3693
Savings associations and federally chartered savings banks (word "Federal" or initials "F.S.B." appear in federal institution's name)	Office of Thrift Supervision Consumer Programs Washington, DC 20552 800-842-6929
Federal credit unions (words "Federal Credit Union" appear in institution's name)	National Credit Union Administration 1775 Duke Street Alexandria, VA 22314 703-518-6360
State-chartered banks that are not members of the Federal Reserve System	Federal Deposit Insurance Corporation Division of Compliance & Consumer Affairs Washington, DC 20429 800-934-FDIC
Air, surface, or rail common carriers regulated by former Civil Aeronautics Board or Interstate Commerce Commission	Department of Transportation Office of Financial Management Washington, DC 20590 202-366-1306
Activities subject to the Packers and Stockyards Act, 1921	Department of Agriculture Office of Deputy Administrator - GIPSA Washington, DC 20250 202-720-7051