

AMERICAN EAGLE OUTFITTERS

American Eagle Outfitters, Inc. is an equal opportunity employer. All applicants and employees are considered for employment, advancement, and compensation based upon their skills and performance without regard to race, sex, national origin, religion, sexual orientation, alienage or citizenship status, age, disability, marital status, military status, color, creed, or ethnicity. American Eagle is subject to the workers' compensation laws of the state of Rhode Island.

Please complete all requested information. (Please print in ink.)

PLEASE NOTE: When applying for a stores hourly position, please complete FRONT SIDE ONLY and sign back; all other positions, please complete both FRONT/BACK of the application.

GENERAL INFORMATION

Location/Store # _____

Today's Date _____

Social Security # _____

Name (Last)	First	Middle	Telephone - Home	Telephone - Work
Street Address			Position Desired	Date you can start work
City	State	Zip Code	Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> Temporary <input type="checkbox"/> Seasonal <input type="checkbox"/>	Days <input type="checkbox"/> Evenings <input type="checkbox"/> Weekends <input type="checkbox"/> All <input type="checkbox"/>
Have you ever worked for American Eagle Outfitters before? If yes, state where, when, final position, and reason for leaving:		Yes <input type="checkbox"/> No <input type="checkbox"/>	Please indicate the hours you are available to work for each day.	
Have you ever applied to American Eagle Outfitters before? If yes, where and when?		Yes <input type="checkbox"/> No <input type="checkbox"/>	Shift	Sun Mon Tues Wed Thurs Fri Sat
			From	
			To	
Note: Should your availability change, it is your responsibility to notify your manager. (Any changes to availability are subject to manager approval based on business need.)				

For the purposes of verifying information on this application, have you ever worked or attended school using a different name?

Yes No If yes, please provide additional name(s): _____

ADDITIONAL EMPLOYMENT HISTORY INQUIRIES

Have you ever been discharged or asked to resign from any employment? Yes No If yes, please explain: _____

CALIFORNIA APPLICANTS ONLY:

Have you ever been convicted (pled or found guilty) of a criminal offense for which you have not been pardoned? Yes No

If yes, state details (When/for what/final disposition?): (California applicants: You need not list any marijuana convictions that are more than two years old. In addition you need not provide any information regarding a referral to or participation in any pre-trial or post-trial diversion program.): _____

Note: Depending on the nature of the offense, a conviction record will not necessarily bar individuals from employment.

ALL APPLICANTS, EXCLUDING CALIFORNIA: (Connecticut, Hawaii, Massachusetts and Washington applicants - see notice below before answering)

See State Addendum below for clarification.

Have you ever been convicted of a felony which has not been expunged or sealed by a court? Yes No Record

You may answer "No Record" if a conviction has been sealed or expunged or otherwise statutorily eradicated. If you check yes, please explain below.

To help us evaluate your application, please describe the nature of the crime and your subsequent rehabilitation. _____

Notice to HAWAII APPLICANTS: Do not respond to this inquiry until you have been given a conditional offer of employment.

Notice to CONNECTICUT APPLICANTS: Do not answer question above, see state addendum.

Notice to MASSACHUSETTS APPLICANTS: An applicant for employment with a sealed record on file with the commissioner of probation may answer "No Record" with respect to any inquiry herein relative to prior arrests, criminal court appearances or convictions. An applicant for employment may answer "No Record" with respect to any inquiry relative to prior arrests, court appearances and adjudications in all cases of delinquency or as a child in need of services which did not result in a complaint transferred to the superior court of criminal prosecution.

Notice to WASHINGTON APPLICANTS: Answer "yes" only if the felony was within the last ten (10) years, or relative to the functions of the position for which you are applying and has not been annulled, pardoned, expunged, sealed or statutorily eradicated.

PERMISSION TO WORK

Are you a U.S. citizen or legally authorized to work in the United States?

Yes No

Are you under the age of 18? Yes No If under the age of 18, please state your age: _____ (The primary reason for this question is to address any child labor laws.)

EMPLOYMENT HISTORY

List all current and former employers, beginning with present or most current employer first. Include any periods of unemployment, self employment, etc.

Information provided is subject to verification. (Please provide additional employment history and any gaps in employment in the general comment space provided on the back of this application.)

Company Name	Starting Position	Starting Salary
Street	City	State
	Zip Code	Last Position
		Final Salary
Phone	Supervisor's Full Name	Title
Duties:		
Reason for leaving:		
May be contacted now?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Dates of employment
		Start: (Month/Year)
		End: (Month/Year)
Company Name		
Starting Position		
Starting Salary		
Street	City	State
	Zip Code	Last Position
		Final Salary
Phone	Supervisor's Full Name	Title
Duties:		
Reason for leaving:		
May be contacted now?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Dates of employment
		Start: (Month/Year)
		End: (Month/Year)

PROFESSIONAL REFERENCES

Professional References can include current or former Supervisors, Counselors, Teachers, Professors, and/or Coaches.

Professional Reference (Not related to you)				Professional Reference (Not related to you)			
Name	(Last)	First	Middle	Name	(Last)	First	Middle
Street	City	State	Zip Code	Street	City	State	Zip Code
Phone				Job Title			
How acquainted and for how long?				How acquainted and for how long?			

EDUCATION AND TRAINING

Type of School	Name of School	Address	City	State	Zip	# of years completed	Diploma or Degree	Type	Type of Course/Major
High School							Yes <input type="checkbox"/> No <input type="checkbox"/>		
College							Yes <input type="checkbox"/> No <input type="checkbox"/>		
Post Grad							Yes <input type="checkbox"/> No <input type="checkbox"/>		
Additional Training							Yes <input type="checkbox"/> No <input type="checkbox"/>		

Please list any skills that you have that are related to the position you are applying for. _____

CAREER OBJECTIVES

Why are you interested in working for American Eagle Outfitters and what are your career objectives?

APPLICANTS GENERAL COMMENTS

Applicant only: Please use this section to define gaps in employment or additional employment history information.

IMPORTANT-READ CAREFULLY BEFORE SIGNING

I understand that any false and/or incomplete statements on the application and/or in any interview will be grounds for American Eagle Outfitters, Inc., not to employ me, or if I am employed, to terminate my employment, no matter when the falsification or incomplete statement is discovered.

I authorize an investigation to be conducted concerning all information I have provided in this application and all other information which American Eagle Outfitters, Inc. deems to be relevant to my qualifications for employment. I further authorize my present employer, during the application process and at any time during my subsequent employment, my former employers, and any law enforcement organization or educational institution to provide all information that is requested in connection with such investigation. I understand that the investigation may include a request for an investigative report from a consumer reporting agency and that if such a report is requested, I have the right to make a written request within a reasonable period of time for a complete and accurate disclosure of the nature and scope of the investigation requested.

I understand, where permissible under applicable state and local law, I may be subject to a pre-employment drug test after receiving a conditional offer of employment and must receive a negative result before being permitted to commence work with American Eagle Outfitters, Inc. I agree to take any lawful examination or test required by American Eagle Outfitters, Inc. as a condition of being hired, or if I am hired, as a condition of continued employment. I further agree that my refusal to take such lawful examination or test will be grounds for American Eagle Outfitters, Inc. not to employ me, or if I am employed, to terminate my employment. I release American Eagle Outfitters, Inc. and all others for any liability for any damage that may result from any lawful examinations or tests.

I understand that this application will be kept active for a period of 90 days.

For applicants in the **STATE OF MARYLAND** only, under Maryland law an employer may not require or demand any applicant for employment or prospective employment or any employee to submit to or take polygraph, lie detector or similar test or examination as a condition of employment or continued employment. Any employer who violates this law shall be subject to criminal penalties and civil liability. For applicants in the **STATE OF MASSACHUSETTS** 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. For applicants in the **STATE OF CONNECTICUT** only, I agree to be scheduled for less than (4) hours of work on any given date at American Eagle Outfitters, Inc. provided the minimum daily pay in every instance shall be at least twice the applicable minimum hourly rate.

I expressly understand and agree that, if employed, my employment, having no specified term, is based upon mutual consent and may be terminated at will, with or without cause, by either party (the employer or me) without prior notice to the other, unless otherwise prohibited by law.

I understand that no representation, whether oral or written, by any representative or agent of American Eagle Outfitters, Inc. at any time, can constitute an implied or expressed contract of employment. I further understand no representative or agent of American Eagle Outfitters, Inc. has the authority to enter into an agreement for employment for any specified period of time or to make any change in any policy, procedure, benefit or other terms or condition of employment other than in a document signed by the Director of Human Resources or his/ her authorized representative.

I certify, under penalty of perjury, that all of the above information is true and complete, and I understand that any falsification or omission of information may result in denial of employment or, if hired, may result in termination regardless of the time lapse before discovery.

Signature _____

Date _____

MY SIGNATURE IS EVIDENCE THAT I HAVE READ AND AGREE WITH THE ABOVE STATEMENTS.