

Applicant's Rights

We are very pleased that you are interested in exploring career opportunities at The Gymboree Corporation ("Gymboree"). We are very proud of our team and always look for the most qualified applicants to join us. **Please review this document carefully before you to complete the attached Employment Application.**

A complete and signed Employment Application is the first step in considering you as a qualified applicant. Please carefully answer each question, or if you have no response or the question does not apply to you, please indicate by writing "N/A" in the space provided.

The Gymboree Corporation will conduct a background check on applicants, which will include a criminal history search. Therefore, potential job offers, continued employment and promotions are contingent upon the successful completion of such verification.

Before you answer the questions in the Criminal History section on the second page of the Employment Application, please review the special instructions below for the state in which you are applying to work. If your state is not listed, there are no special instructions for the Criminal History section – please answer the questions asked.

Alaska applicants: Do not disclose any information related to sealed records of conviction or arrest.

Arkansas applicants: Do not disclose any information related to expunged criminal records. In addition, **by signing the Employment Application, I authorize any and all of my current or prior employers to provide information to Gymboree regarding such employment.**

California applicants: Do not disclose any information related to (1) an arrest, detention, or disposition regarding any violation of law in which no conviction resulted; and (2) any convictions which have been sealed, expunged, or statutorily eradicated. Do not disclose any information related to convictions under Health and Safety Code Sections 11357(b) or (c), 11360(c), 11364, or 11550 related to marijuana which occurred two or more years ago and to any pre-trial or post-trial diversion program.

Colorado applicants: Do not disclose any information related to sealed criminal records or misdemeanor traffic offenses.

Connecticut applicants: The applicant is not required to disclose the existence of any arrest, criminal charge or conviction, the records of which have been erased pursuant to CGSA section 46b-146, 54-76o or 54-142a. The criminal records subject to erasure pursuant to CGSA section 46b-146, 54-76o or 54-142a are records pertaining to a finding of delinquency or that a child was a member of a family with service needs, an adjudication as a youthful offender, a criminal charge that has been dismissed or nolle, a criminal charge for which the person has been found not guilty or a conviction for which the person received an absolute pardon. Any person whose criminal records have been erased pursuant to section 46b-146, 54-76o or 54-142a shall be deemed to have never been arrested within the meaning of the general statutes with respect to the proceedings so erased and may so swear under oath.

Delaware applicants: Do not disclose any information related to expunged criminal records.

District of Columbia applicants: Do not disclose any information related to expunged criminal records relating to illegal drugs.

Florida applicants: Do not disclose any information related to criminal history records that have been expunged or sealed.

Georgia applicants: Do not disclose any information related to criminal records for first-time felony offenses that have been discharged after probation. Do not disclose any information related to sealed or expunged criminal records.

Hawaii applicants: Do not answer the criminal history questions or provide any information regarding criminal history.

Illinois applicants: Do not disclose any information related to sealed or expunged records of conviction or arrest.

Kansas applicants: Do not disclose any information related to expunged records of arrest.

Kentucky applicants: Do not disclose any information related to expunged criminal records.

Maryland applicants: Do not disclose any information related to criminal charges or convictions that have been expunged or pardoned. Also, please note that **UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT, OR CONTINUED EMPLOYMENT, THAT AN INDIVIDUAL SUBMIT TO OR TAKE A LIE DETECTOR OR SIMILAR TEST. AN EMPLOYER WHO VIOLATES THIS LAW IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT EXCEEDING \$100.**

Massachusetts applicants: Do not answer the criminal history questions or provide any information regarding criminal history. Also, please note that Gymboree does not require applicants to submit to a lie detector test. 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.

Mississippi applicants: Do not disclose any information related to misdemeanor convictions that have been expunged.

Nevada applicants: Do not disclose any information related to sealed records of conviction or arrest.

New Jersey applicants: Do not disclose any information related to expunged criminal records.

New York applicants: Do not disclose any information related to a youthful offender adjudication, as defined in subdivision one of section 720.35 of the criminal procedure law, or a conviction for a violation sealed pursuant to section 160.55 of the criminal procedure law.

North Dakota applicants: Do not disclose any information related to sealed or expunged criminal records.

Ohio applicants: Do not disclose any information related to sealed or expunged criminal records.

Oklahoma applicants: Do not disclose any information related to sealed or expunged criminal records.

Oregon applicants: Do not disclose any information related to expunged juvenile records.

Pennsylvania applicants: **Philadelphia applicants should not answer the criminal history questions or provide any information regarding criminal history.**

Rhode Island applicants: Do not disclose any information related to sealed or expunged criminal records.

Texas applicants: Do not disclose any information related to sealed juvenile records. Do not disclose any information related to sealed or expunged criminal records.

Utah applicants: Do not disclose any information related to expunged criminal records.

Virginia applicants: Do not disclose any information related to expunged criminal arrests or charges.

Washington applicants: Do not disclose any information related to convictions or arrests over ten years old.

West Virginia applicants: Do not disclose any information related to expunged or sealed criminal convictions.

Wisconsin applicants: Convictions include both misdemeanors and felonies. A conviction or pending criminal charge will not necessarily disqualify you from employment. A conviction or pending criminal charge will be considered only as it may relate to the job you are seeking.

Wyoming applicants: Do not disclose any information related to expunged records of arrest or conviction.

A criminal conviction is not an automatic bar to employment. Consideration will be given to the nature of any conviction, the circumstances, and its date. A conditional job offer may be withdrawn or rescinded based on your criminal conviction record. In addition, if you already have started work, Gymboree may subsequently terminate your employment based on information discovered concerning your criminal conviction record.

If you have any questions whether or not you are required to disclose certain information, please take this application home with you to conduct your research and/or contact legal counsel. Unfortunately, the management team at Gymboree is unable to answer any questions about these legal requirements.

Once again, we greatly appreciate your interest in joining our team, and we look forward to considering your application. Once your Employment Application is returned to the work location, we will be able to assess your qualifications compared to our current or future open positions. If we do not have any current openings, we will retain your application for future consideration.



An Equal Opportunity Employer

Employment Application

Today's Date: _____ Location desired: _____

Position desired: _____

LAST NAME _____ FIRST _____ MIDDLE INITIAL _____

Minimum salary desired: _____

STREET ADDRESS _____

Date available for work: _____

CITY _____ STATE _____ ZIP _____

FULL TIME PART TIME TEMPORARY

(_____) (_____)
HOME PHONE CELL PHONE

Are you at least 18 years old? YES NO

E-MAIL: _____

Please indicate the number of hours you are available to work during both day and evening shifts for each day.

If you have worked for any of the Gymboree brands before, state where, when, final position and reason for leaving*:

SHIFT	SUN	MON	TUES	WED	THURS	FRI	SAT
DAY							
EVENING							

NOTE: Should your availability change, it is your responsibility to notify your supervisor.

Have you ever applied to any of the Gymboree brands before? If yes, when?*: _____

In order to permit a check of your work and education, have you ever used another name, nickname or alias? Yes No If yes, identify name(s) and relevant date(s): _____

Do you have any relatives that currently work for the company? If so, what division or store are they working in?* _____

*Please see note on reverse side of this application

WORK EXPERIENCE List your previous work experience beginning with your most recent position. You may also list verifiable volunteer work.

EMPLOYER _____

STARTING POSITION _____ STARTING SALARY _____

STREET ADDRESS _____ CITY _____ STATE _____ ZIP _____

LAST POSITION _____ LAST SALARY _____

PHONE _____ SUPERVISOR _____ TITLE _____

DUTIES _____

REASON FOR LEAVING _____

DATES OF EMPLOYMENT _____ START _____ END _____

EMPLOYER _____

STARTING POSITION _____ STARTING SALARY _____

STREET ADDRESS _____ CITY _____ STATE _____ ZIP _____

LAST POSITION _____ LAST SALARY _____

PHONE _____ SUPERVISOR _____ TITLE _____

DUTIES _____

REASON FOR LEAVING _____

DATES OF EMPLOYMENT _____ START _____ END _____

EMPLOYER _____

STARTING POSITION _____ STARTING SALARY _____

STREET ADDRESS _____ CITY _____ STATE _____ ZIP _____

LAST POSITION _____ LAST SALARY _____

PHONE _____ SUPERVISOR _____ TITLE _____

DUTIES _____

REASON FOR LEAVING _____

DATES OF EMPLOYMENT _____ START _____ END _____

REFERENCES

1. _____
 NAME ADDRESS PHONE TITLE

 HOW ACQUAINTED AND FOR HOW LONG

2. _____
 NAME ADDRESS PHONE TITLE

 HOW ACQUAINTED AND FOR HOW LONG

EDUCATION AND TRAINING

HIGH SCHOOL CITY STATE YEARS COMPLETED MAJOR

COLLEGE CITY STATE YEARS COMPLETED MAJOR

ADDITIONAL TRAINING CITY STATE YEARS COMPLETED MAJOR

ADDITIONAL EMPLOYMENT HISTORY INQUIRIES

Have you ever been terminated or forced to resign from any employment?*

Yes No If yes, please explain: _____

REFERRAL SOURCE

How did you hear of this position? _____ Walk-in-applicant

Employment Agency Name _____
 School/College Name _____
 Employee Referral Name _____
 Web Site Name _____
 Other Name _____

EMERGENCY NOTIFICATION DESIGNATION

Give the name of a person to contact in case of accident or emergency:
 NAME _____

 RELATIONSHIP PHONE

APPLICANT CERTIFICATION AND RELEASE

I hereby certify that I have been informed of the duties of the position for which I am applying and that the information in this application is true and complete to the best of my knowledge.

I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment. I further certify that I, the undersigned applicant, have personally completed this application. I understand that misleading, false, or omitted information on this application (or on any document used to secure employment with Gymboree) shall be grounds for rejection of this application or for immediate termination if I am employed, regardless of the time elapsed before discovery.

I understand that The Gymboree Corporation checks information provided in this application. I hereby authorize The Gymboree Corporation to thoroughly investigate my references, work record, education, and criminal record, and other matters related to my suitability for employment, and I further authorize the references I listed to disclose any and all letters, reports, and other information related to my work records, without giving me prior notice of such disclosure. In addition, I hereby release The Gymboree Corporation, my former employers, and all other persons, corporations, partnerships and associations, from any and all claims, demands, or liabilities arising out of or in any way related to such investigation or disclosure.

CRIMINAL HISTORY

PLEASE MAKE SURE TO REVIEW THE STATE-SPECIFIC INSTRUCTIONS IN THE APPLICANT'S RIGHTS NOTICE BEFORE ANSWERING THESE QUESTIONS.

Have you ever been convicted of a misdemeanor or felony? YES NO
 Have you ever initiated an act of violence in the workplace? YES NO
 If you answered yes to any of these questions, please list and explain: _____

CAREER OBJECTIVE

Why are you interested in working for our company, and what are your career objectives? _____

 What are some things you didn't like about jobs you've had? _____

*NOTE: Responding accurately to any of these questions will not result in an immediate disqualification from consideration for employment with The Gymboree Corporation. We will assess the information provided and relate it to the position for which you are being considered and take into account all legal obligations and requirements.

I understand that The Gymboree Corporation will hire only those individuals who are legally authorized to work in the United States and who present acceptable proof of their employment eligibility status. I understand that any employment is conditioned upon my satisfactory completion of this verification process. I understand that as a condition of my employment, I may also be requested to undergo a pre-employment drug test and/or physical exam.

I further understand that nothing conveyed in the application, any interview which may be granted, or during my employment, if hired, is intended to create an employment contract between me and The Gymboree Corporation. I understand that employment with The Gymboree Corporation is not for any specified duration and constitutes at-will employment. Accordingly, I agree that the employment relationship may be terminated by either The Gymboree Corporation or me at any time, with or without notice, and with or without cause. I also agree that the at-will relationship constitutes the entire and sole agreement between The Gymboree Corporation and me concerning my employment, and that this agreement supersedes any and all prior agreements concerning my employment. Finally, I agree that this agreement can only be modified, or amended in writing, as executed by the CEO of The Gymboree Corporation and me.

DATE _____ SIGNATURE _____