

## CERTIFICATION

I authorize investigation of all statements contained herein and the references listed within to give you any and all information concerning my previous employment and pertinent information they may have personal and otherwise, and release all parties from all liability for any damage that may result from furnishing same to you.

I understand that my employment may be terminated at the will of either myself or the Company with or without cause and with or without notice by either party. I also understand that no one at Peebles can change my employment at will unless Peebles and I enter into an express written employment agreement signed by the President. Upon termination from employment with the Company, if I owe the Company money including, without limitation, for any vacation taken before it is earned, I authorize the Company to deduct the entire balance due and owing to the Company from any amounts owed to me by the Company (as allowed by law).

I also understand that my employment is conditional upon, among other things, proving eligibility to work in the United States.

I agree to submit to an alcohol or drug screening test as required by the Company, and understand that refusal to do so, or positive results, may result in either the withdrawal of any employment offer or termination of employment.

I certify that the facts contained in this application are true and complete to the best of my knowledge and understand that, if employed, falsified statements or omissions on this application shall be grounds for dismissal with no liability on the part of the Company.

I understand that any employment offer and my continued employment with Peebles is contingent upon the completion of a satisfactory criminal background check. I understand and agree that my refusal to authorize a criminal background check or the existence of a criminal record may result in either the withdrawal of any employment offer or the termination of my employment with Peebles.

I understand Peebles will provide accommodations to help qualified applicants and associates with a disability to perform the essential functions of their jobs.

The Stage Dispute Resolution Program requires that any dispute between me and Peebles, a division of Stage Stores Inc., Specialty Retailers Inc., or employment-related claim by either of us against the other, must be resolved through internal company procedures or through mediation or final and binding arbitration. No such dispute or claim can be taken to court or heard by a jury. This includes, but is not limited to, any claim or dispute I might have involving a Company officer, director, owner, associate, representative, or agent that relates to my employment with Peebles. It also includes, but is not limited to, any claim based upon a failure or refusal to hire. I acknowledge that a copy of the complete Dispute Resolution Program has been provided to me or will be provided to me prior to beginning work for the Company. If I fail to comply with the Dispute Resolution Program or any policy or procedure described in the Associate Handbook, my employment may be terminated. Even if my employment is terminated (voluntarily or involuntarily, for any reason), the Dispute Resolution Program will continue to apply. If not hired by the Company, I understand that a copy of the Stage Dispute Resolution Program will be provided to me upon my request.

I understand that smoking of any tobacco products is not permitted at any time in any of our facilities.

I understand that Peebles' employment applications will remain active for 90 days. Applicants who wish to be considered after that time must reapply for employment.

X

Applicant's Signature

Date

## OUR CREED

Peebles will maintain a consistently high standard of business conduct and ethics. Individual associates are expected to demonstrate the highest levels of integrity and professionalism in all actions and decisions affecting the Company.

## OUR MISSION

Peebles will strive to be the specialty department store that its target customers think of and shop at first for popular brands of fashionable apparel, accessories, shoes and home fashions at popular to moderate price points in a conveniently located store and experience superior customer service, typified by its friendly and helpful sales associates, in a fresh, updated shopping environment.

## EQUAL OPPORTUNITY

Peebles grants equal employment opportunity to all qualified persons without regard to race, creed, color, sex, age, national origin, religion, or disability. Equal Employment opportunities are provided in recruitment, promotions, wages, benefits, and all other privileges, terms, and conditions of employment.

# EMPLOYMENT APPLICATION

Great Fashions.  
Great Prices.  
Great People.

Join Us.

Peebles

We are an equal opportunity and drug screening employer by choice.

Item # 50154 Revised: December, 2007

## WELCOME TO PEEBLES

### ASSOCIATE EMPLOYMENT PREVIEW

We are pleased that you are interested in employment with Peebles. Before you complete the employment application, we want to preview what you can expect as either a Sales Associate or a Sales Support Associate.

Acknowledging that superior customer service is the company's chief goal, Peebles' associates must promise to deliver service that exceeds our customer's expectations.

We expect all customers and fellow associates to be treated with dignity, respect and an exceptionally friendly attitude, at all times, and under all circumstances. We also expect associates to be alert and interested in helping customers and other associates.

Sales Associates deal with customers directly and must strive to maintain positive, helpful attitudes and a pleasant, comfortable shopping environment.

Sales Support Associates service customers indirectly and must strive to perform their jobs in such a manner that those who do serve customers directly are able to provide the highest level of service.

### SPECIAL NOTE FOR SALES ASSOCIATES

A sales associate position can be very rewarding if you like selling and helping people. However, selling is hard work. Meeting sales, customer service and credit goals is challenging. Selling is more than ringing a sale. It involves making sure that merchandise is priced, presented properly, and easy for the customer to shop. It involves dusting racks, folding and straightening merchandise, restocking and moving merchandise, and changing ticket prices. Often, you will work alone in an area without immediate supervision. And of course, this job requires that you are on your feet all the time.

## SALES ASSOCIATES WORK WHEN CUSTOMERS SHOP

Most of our stores are open seven days a week. Customers do a lot of their shopping during evenings and on weekends. So work schedules for stores associates involve nights, Saturdays and Sundays. At busy times, we open early and close late.

### Full Time Work Involves

- 30+ hours per week For store associates:
- Most Saturdays
- Few Sundays
- Some nights

### Part Time Work Involves

- Some weekdays or weeknights
- Weekend time (Saturday, Saturday night, Sunday)

We expect all associates to be at work on time, when scheduled.

## BENEFITS

*Peebles offers all associates:*

- Purchase Discounts
  - Up to 2 years of service – 20% Off
  - 2 to 5 years of service – 25% Off
  - Over 5 years of service – 30% Off
- 401(k) Savings Plan (50% match up to first 6% of your contributions to the plan)
- Family and Medical Leave
- Incentive Plan

*Full-time associates are eligible for:*

- Group Rates on Medical & Dental Insurance
- Paid Life Insurance (1x Salary)
- Paid Holidays (6 per year)
- Paid Vacation (Starts at 2 weeks per year)
- Paid Sick Days (Up to 10 days per year)
- Paid Personal Day (1 per year)
- Bereavement Pay
- Educational Reimbursement (Up to \$1,000 per year)
- Paid Short-Term Disability Insurance
- Flexible Spending Accounts

*If a job as a Peebles Associate interests you, please complete the Employment Application on the next page. Thank you.*

## GENERAL INFORMATION

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

Name \_\_\_\_\_  
Last First M.I.

Home Address \_\_\_\_\_

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

Home Phone No. [ ] \_\_\_\_\_

Cellular Phone No. [ ] \_\_\_\_\_

E-mail Address \_\_\_\_\_

Social Security No. \_\_\_\_\_

How long at this address \_\_\_\_\_ yrs. \_\_\_\_\_ mos.(s)

Type work desired \_\_\_\_\_

Do you prefer: Full-time  Part-time Day  Part-time Evening   
 Weekends  On Call  Temporary

Date available to start work \_\_\_/\_\_\_/\_\_\_ Pay Desired \$ \_\_\_\_\_

Available to work:

	SUN	MON	TUE	WED	THU	FRI	SAT
From (Start Time)	:	:	:	:	:	:	:
To (End Time)	:	:	:	:	:	:	:

Are you 21 years of age or older? Yes  No

If no, what is your age? \_\_\_\_\_

Have you ever worked for Peebles? Yes  No

If yes, when: From \_\_\_/\_\_\_/\_\_\_ To \_\_\_/\_\_\_/\_\_\_

Location \_\_\_\_\_

Do you have relatives or friends working for Peebles? Yes  No

If yes, Name \_\_\_\_\_ Location \_\_\_\_\_

Describe any work related talents or skills \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Have you ever been convicted, plead guilty or no contest to, received

a deferred adjudication, suspended sentence or accepted any other

court related sentencing program for a crime? Yes  No

If yes, explain in its entirety: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Have you ever been discharged or asked to resign from a job?

Yes  No

If yes, indicate Date \_\_\_/\_\_\_/\_\_\_

Employer \_\_\_\_\_ Location \_\_\_\_\_

Reason \_\_\_\_\_

Referred by: (A) Company Associate \_\_\_\_\_

(B) Newspaper \_\_\_\_\_ (C) Friend \_\_\_\_\_

(D) Internet \_\_\_\_\_ (E) Agency \_\_\_\_\_

(F) Company Image \_\_\_\_\_ (G) Other \_\_\_\_\_

## EDUCATION

Do you have a High School Diploma or G.E.D.? Yes  No

List name of High School \_\_\_\_\_

Do you have a two or four year College Degree? Yes  No

If yes, list type of degree earned \_\_\_\_\_

List name of College \_\_\_\_\_

Do you have a Masters Degree? Yes  No

If yes, list type of degree earned \_\_\_\_\_

List name of College \_\_\_\_\_

## EMPLOYMENT HISTORY

List most recent former/current Employer \_\_\_\_\_

\_\_\_\_\_

Address \_\_\_\_\_

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

Phone No. [ ] \_\_\_\_\_

Type of Business \_\_\_\_\_

Employed from \_\_\_/\_\_\_/\_\_\_ to \_\_\_/\_\_\_/\_\_\_

Position Title \_\_\_\_\_

Description of duties \_\_\_\_\_

\_\_\_\_\_

Supervisor's Name \_\_\_\_\_

Salary Start \$ \_\_\_\_\_ End \$ \_\_\_\_\_

Reason for leaving \_\_\_\_\_

\_\_\_\_\_

What did you like least about this job? \_\_\_\_\_

\_\_\_\_\_

List former Employer \_\_\_\_\_

Address \_\_\_\_\_

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

Phone No. [ ] \_\_\_\_\_

Type of Business \_\_\_\_\_

Employed from \_\_\_/\_\_\_/\_\_\_ to \_\_\_/\_\_\_/\_\_\_

Position Title \_\_\_\_\_

Description of duties \_\_\_\_\_

\_\_\_\_\_

Supervisor's Name \_\_\_\_\_

Salary Start \$ \_\_\_\_\_ End \$ \_\_\_\_\_

Reason for leaving \_\_\_\_\_

\_\_\_\_\_

What did you like least about this job? \_\_\_\_\_

\_\_\_\_\_

List former Employer \_\_\_\_\_

Address \_\_\_\_\_

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

Phone No. [ ] \_\_\_\_\_

Type of Business \_\_\_\_\_

Employed from \_\_\_/\_\_\_/\_\_\_ to \_\_\_/\_\_\_/\_\_\_

Position Title \_\_\_\_\_

Description of duties \_\_\_\_\_

\_\_\_\_\_

Supervisor's Name \_\_\_\_\_

Salary Start \$ \_\_\_\_\_ End \$ \_\_\_\_\_

Reason for leaving \_\_\_\_\_

\_\_\_\_\_

What did you like least about this job? \_\_\_\_\_

\_\_\_\_\_

If applying for a store position, forward application to your local Peebles store.

If applying for a management and/or corporate position, forward application to Peebles, One Peebles Street, South Hill, VA 23970 Attn: H.R. Dept.

If applying for a distribution center position, forward application to Peebles Distribution Center, Three Peebles Street, South Hill, VA 23970 Attn: H.R. Dept.

Thank you for your interest in Peebles

■ Please turn over, read certification, sign and date. ■

Applicant is to retain this portion of application.