



# Employment Application

Carter's Inc., ("the Company"), is an equal opportunity employer. It is our policy to provide equal employment in all phases of employment in compliance with applicable federal and state laws, rules, and regulations. We assure you that your opportunity with Carter's, Inc. depends solely on your qualifications.

**INSTRUCTIONS:** Please read this entire application before you answer any questions. Print all information in ink. Answer all questions accurately and completely. Print "N/A" in any space that does not apply to you. All applications receive consideration for the position for which they apply and the applications will remain active for a period of 90 days. Those applicants not employed within a 90 day period will be required to complete another application for job opportunities.

Personal Information			
Last Name (Please print)		First	Middle
Street Address		Primary Telephone Number ( )	
City, State, Zip		Secondary Telephone Number ( )	
Position applying for	Referred by	Email Address	
Date available to work	Desired starting pay (rate or salary)	Are you legally eligible to work in the U.S.? Yes <input type="checkbox"/> No <input type="checkbox"/>	
List names of any relatives working for Carter's or OshKosh B'Gosh	Who referred you to Carter's?	Familiarity or language proficiencies other than English	
List any other names you are known by or have been known by, such as nicknames, maiden names, etc., needed to verify contents of this application		Will you be able to work overtime if required? Yes <input type="checkbox"/> No <input type="checkbox"/>	Indicate shift preference
Have you previously applied or been employed by Carter's or OshKosh B'Gosh? Applied <input type="checkbox"/> Employed <input type="checkbox"/> If yes, where/when?		Are you currently age 18 or older? Yes <input type="checkbox"/> No <input type="checkbox"/> If under 16, employment is subject to verification of minimum legal age by age certificate or work permit.	

Education			
High School Name, City, State	Number of years completed	Did you graduate? Yes <input type="checkbox"/> No <input type="checkbox"/> GED <input type="checkbox"/>	
College/University Name, City, State	Number of years completed	Did you graduate? Yes <input type="checkbox"/> No <input type="checkbox"/>	Degree(s)
Other-Graduate, Technical or Vocational School Name, City, State	Number of years completed	Did you graduate? Yes <input type="checkbox"/> No <input type="checkbox"/>	Degree(s)

Current or Most Recent Employment			
Employer (Name of company)			
Address		Telephone number ( )	
Direct supervisor's name/title	Dates employed (month/year) From To	Pay rate or salary Start Current/End	
Starting position (Job title)	Current/most recent position (Job title)	Reason for leaving	
May we contact? Yes <input type="checkbox"/> No <input type="checkbox"/> If no, explain			
Brief description of responsibilities			

Employment History			
Employer (Name of company)			
Address		Telephone number ( )	
Direct supervisor's name/title	Dates employed (month/year) From To	Pay rate or salary Start End	
Starting position (Job title)	Ending position (Job title)	Reason for leaving	
Brief description of responsibilities			
Employer (Name of company)			
Address		Telephone number ( )	
Direct supervisor's name/title	Dates employed (month/year) From To	Pay rate or salary Start End	
Starting position (Job title)	Ending position (Job title)	Reason for leaving	
Brief description of responsibilities			

## Employment History - Continued

Employer (Name of company)		
Address		Telephone number ( )
Direct supervisor's name/title	Dates employed (month/year) From To	Pay rate or salary Start End
Starting position (Job title)	Ending position (Job title)	Reason for leaving
Brief description of responsibilities		

**BEFORE answering the following questions, please read the instructions below. Do not include any records that were sealed or expunged pursuant to a court order. A conviction does not necessarily mean you cannot be employed.**

Have you ever been convicted or pled guilty or no contest to a crime? Yes <input type="checkbox"/> No <input type="checkbox"/>		Explain any "Yes" answers. Conviction:	
Circle One: Misdemeanor	Year	County / State	
Felony			
Are any criminal charges pending against you or awaiting disposition? Yes <input type="checkbox"/> No <input type="checkbox"/>		Explain any "Yes" answers. Charges:	
Circle One: Misdemeanor	Felony	County / State	

**California Applicants:** Do not identify any misdemeanor conviction for which probation has been successfully completed or otherwise discharged and the case has been dismissed by a court. Also, do not identify marijuana-related convictions entered by the court more than two years ago that involved: unlawful possession of marijuana; transportation or giving away of up to 28.5 grams of marijuana, other than concentrated cannabis, or the offering to transport or give away up to 28.5 grams of marijuana, other than concentrated cannabis; possession of paraphernalia used to smoke marijuana; being in a place with knowledge that marijuana was being used; or being under the influence of marijuana. Do not identify any pending arrests for which entry into a diversion program has taken place and final disposition is pending.

**Connecticut Applicants:** Do not identify any arrest, criminal charge or conviction the records of which have been erased by a court based on sections 46b-146, 54-76o or 54-142a of the Connecticut General Statutes. Criminal records subject to erasure under these sections are records concerning a finding of delinquency or the fact 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 not prosecuted, a criminal charge for which the person was found not guilty, or a conviction for which the offender received an absolute pardon. Any person whose criminal records have been judicially erased under one or more of these sections is deemed to have never been arrested within the meaning of the law as it applies to the particular proceedings that have been erased, and may so swear under oath.

**District of Columbia Applicants:** Do not identify convictions entered by the court more than 10 years ago.

**Georgia Applicants:** Do not identify any guilty plea that was discharged by the court under Georgia's First Offender Act.

**Hawaii Applicants:** Do not answer these questions at this time. You will only have to answer these questions if you receive a conditional offer of employment. At that time you will be asked whether you have been convicted of a crime within the past 10 years, excluding any period of time when you were in jail.

**Illinois Applicants:** Do not identify any arrests that are currently pending and awaiting disposition.

**Maryland Applicants:** 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 these questions at this time. You will only have to answer these questions after we obtain and provide to you copies of your criminal history records. At that time, you will not be required to include information about: (1) a sealed record on file with the Commissioner of Probation with respect to prior arrests, criminal court appearances, or convictions; (2) 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 for criminal prosecution; (3) first-time misdemeanor convictions for drunkenness, simple assault, speeding, minor traffic violations, affray or disturbance of the peace; (4) convictions for other misdemeanors where the date of conviction or the end of any period of incarceration was more than five years ago unless there have been subsequent convictions within those five years; or (5) any arrests that are currently pending or awaiting disposition. 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.

**Michigan Applicants:** Do not identify any pending misdemeanor arrests.

**Nevada Applicants:** In response to the first question, Nevada applicants need only disclose convictions for felonies and within the last seven years misdemeanors which resulted in imprisonment.

**New York Applicants:** You may answer "no record" concerning any criminal proceeding that terminated in your favor, per section 160.50 of the New York Criminal Procedure Law; any criminal proceeding that terminated in a "youthful offender adjudication," as defined in section 720.35 of the New York Criminal Procedure Law; and any conviction for a "violation" that already has been sealed by the court, per section 160.55 of the New York Criminal Procedure Law. An ex-offender who is denied employment may, upon written request, receive a statement of the reason(s) for denial within 30 days of the applicant's request for such information.

**Pennsylvania Applicants:** Do not identify summary offenses.

**Rhode Island Applicants:** Do not identify any arrests that are currently pending or awaiting disposition.

**Washington Applicants:** Do not identify any conviction entered by the court more than 10 years ago unless some period of incarceration resulting from that conviction took place within the last 10 years.

### Job Applicant's Agreement - Please read each statement and sign below

To the best of my knowledge, I certify that I have answered truthfully and have not knowingly withheld, misrepresented or omitted any information relative to my application, resume or other attached materials. I understand that to do so would result in my being eliminated from further employment consideration. I further understand that, if accepted for employment, any misrepresentation or material omission may result in immediate termination of my employment.

I understand that Carter's, Inc. hires only U.S. citizens and lawfully authorized workers and that, if selected, I will, as a condition of employment furnish proof of my identity, that I am over 18 years of age and my legal right to work in the United States. I understand also that:

- As a condition of employment, I will be required to sign an agreement regarding confidential information.
- If employed, I may be required to accept a different work assignment, work schedule and/or work location, depending on business conditions.
- Any offer of employment will be conditional upon satisfactory completion of a background check. Any offer of employment by the Company, and my continued employment with the Company, is conditional upon successful completion of all employment requirements, including, without limitation, criminal background checks.
- Employment is not for a fixed period of time and is terminable at the will of either Carter's, Inc. or me at any time and for any reason with or without notice or cause.
- My submission of this employment application does not obligate the Company to employ me, or to offer me employment.

No contrary representations or promises have been made to me either orally or in writing and no subsequent promise or representation regarding either duration of employment or terms and conditions of employment shall be binding unless in writing and signed by an officer of Carter's, Inc. I authorize investigation of all statements contained in this application and any supporting documents. I authorize the Company to secure information about my experience from former employers, educational institutions, government agencies, or any references I have provided and for those parties to provide information concerning my qualifications for employment and I hereby release all parties from any liability arising from such investigation. I specifically authorize investigation of my motor vehicle record, criminal record, and consumer credit history.

I certify and declare that the foregoing is true and correct.

Applicant's Signature

Applicant's Name (Print)

Date