



DATE _____

EMPLOYMENT APPLICATION

BIG 5 CORP. IS AN EQUAL OPPORTUNITY EMPLOYER

USE INK - PLEASE PRINT (Except where otherwise indicated)

All applicants will be subject to verification of employment and educational history. New hires may also be subject to criminal background checks. Each applicant must answer all questions on this application accurately, thoroughly and honestly. This application form is used for various Big 5 jobs. Some questions may not pertain to the position for which you are applying.

PERSONAL INFORMATION

| | | | | | |
|----------|--------|----------|-----------------------|--|------------------------------------|
| NAME: | LAST | FIRST | MIDDLE | POSITION APPLIED FOR: | Full-Time <input type="checkbox"/> |
| | | | | | Part-Time <input type="checkbox"/> |
| ADDRESS: | NUMBER | STREET | HOW LONG? | LAST 4 DIGITS OF SOCIAL SECURITY NUMBER: | |
| | | | | (FULL SSN REQUIRED IF HIRED) | |
| CITY | STATE | ZIP CODE | PRIMARY PHONE NUMBER: | ALT. PHONE NUMBER: | |
| | | | () - | () - | |

HOW WERE YOU REFERRED TO APPLY FOR WORK WITH BIG 5? (Select one or more)

INTERNET NEWSPAPER JOB FAIR SCHOOL AGENCY COMPANY IMAGE REFERRAL SIGN/OTHER HAVE YOU PREVIOUSLY BEEN EMPLOYED BY BIG 5? YES NO IF YES, LIST DATES, LOCATIONS & POSITIONS:

LIST ANY OTHER NAMES USED OR UNDER WHICH YOU HAVE WORKED: _____

ARE YOU AT LEAST EIGHTEEN (18) YEARS OF AGE? YES NO ARE YOU LEGALLY ELIGIBLE TO WORK IN THE U.S.? YES NO DO YOU HAVE RELIABLE TRANSPORTATION TO GET TO AND FROM WORK? YES NO WOULD YOU BE WILLING TO RELOCATE? YES NO

LIST THE NAMES OF ANY FRIENDS/RELATIVES EMPLOYED BY BIG 5: _____

| EDUCATIONAL RECORD | | NAME OF SCHOOL | LOCATION | DID YOU GRADUATE? | | DEGREE AND MAJOR | GRADE AVERAGE OR RANK IN CLASS |
|--------------------|--|----------------|----------|-------------------|----|------------------|--------------------------------|
| | | | | YES | NO | | |
| HIGH SCHOOL | | | | | | | |
| GED/HS EQUIVALENT | | | | | | | |
| JUNIOR COLLEGE | | | | | | | |
| COLLEGE/UNIVERSITY | | | | | | | |

EMPLOYMENT EXPERIENCE

In the spaces below, account for ALL TIME, including unpaid or volunteer work service and periods of unemployment, for the past 10 years. Give complete names and addresses. If self-employed, give firm name and one business reference. Use additional application(s) if necessary.

| DATES OF EMPLOYMENT | PRESENT OR LAST EMPLOYER (FIRM NAME) | TITLE AND DUTIES | STARTING SALARY |
|---------------------|--------------------------------------|--------------------|-----------------|
| FROM | NO. & STREET CITY STATE | NAME OF SUPERVISOR | ENDING SALARY |
| TO | TELEPHONE NO. () - | REASON FOR LEAVING | |
| DATES OF EMPLOYMENT | PRESENT OR LAST EMPLOYER (FIRM NAME) | TITLE AND DUTIES | STARTING SALARY |
| FROM | NO. & STREET CITY STATE | NAME OF SUPERVISOR | ENDING SALARY |
| TO | TELEPHONE NO. () - | REASON FOR LEAVING | |
| DATES OF EMPLOYMENT | PRESENT OR LAST EMPLOYER (FIRM NAME) | TITLE AND DUTIES | STARTING SALARY |
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| DATES OF EMPLOYMENT | PRESENT OR LAST EMPLOYER (FIRM NAME) | TITLE AND DUTIES | STARTING SALARY |
| FROM | NO. & STREET CITY STATE | NAME OF SUPERVISOR | ENDING SALARY |
| TO | TELEPHONE NO. () - | REASON FOR LEAVING | |

JOB KNOWLEDGE AND SPECIAL SKILLS

CIRCLE THE SPORTING GOODS PRODUCTS ABOUT WHICH YOU ARE KNOWLEDGEABLE:

ATHLETIC SHOES BASEBALL BASKETBALL GOLF CAMPING / FISHING FIREARMS IN-LINE-SKATES SNOWBOARDING TENNIS WEIGHT TRAINING

OTHER: _____

OTHER APPLICABLE SKILLS FOR POSITION: _____

WORK HOURS

WORKING AT BIG 5 REQUIRES VARIABLE SCHEDULES, INCLUDING HOLIDAYS, NIGHTS, WEEKENDS AND OVERTIME. CAN YOU WORK THOSE HOURS? YES NO

OTHER EMPLOYMENT

DO YOU HAVE OTHER EMPLOYMENT THAT WOULD CONTINUE WHILE YOU ARE EMPLOYED BY BIG 5?

YES NO IF YES, EXPLAIN _____

ESSENTIAL JOB FUNCTIONS (Written job descriptions, which include essential functions of the job, available upon request)

ARE YOU ABLE TO PERFORM THE ESSENTIAL FUNCTIONS OF THE JOB FOR WHICH YOU ARE APPLYING, WITH OR WITHOUT REASONABLE ACCOMMODATION? YES NO

UPON THE COMPANY'S RECEIPT OF AN APPROPRIATE HEALTH CARE PROVIDER'S NOTE EXPLAINING A LIFTING RESTRICTION, A TEMPORARY WAIVER FROM LIFTING REQUIREMENTS MAY BE PROVIDED TO EMPLOYEES WHO HAVE SPECIAL NEEDS DUE TO PREGNANCY, PREGNANCY-RELATED CONDITIONS OR OTHER TEMPORARY MEDICAL CONDITIONS.

IF REQUIRED FOR THE POSITION FOR WHICH YOU ARE APPLYING, ARE YOU WILLING AND ABLE, WITH OR WITHOUT REASONABLE ACCOMMODATION, TO LIFT OBJECTS WEIGHING UP TO: 25 LBS 50 LBS 100 LBS

BACKGROUND

ANY EMPLOYMENT OFFER, IF MADE, MAY BE CONTINGENT UPON PASSING A BACKGROUND CHECK.

HAVE YOU BEEN CONVICTED OF A FELONY? (ARRESTS ARE NOT CONVICTIONS; DO NOT INCLUDE CONVICTIONS THAT HAVE BEEN SEALED, EXPUNGED OR SET ASIDE)

YES IF YES, LIST CONVICTIONS: _____ NO

HAVE YOU BEEN CONVICTED OF A MISDEMEANOR? (ARRESTS ARE NOT CONVICTIONS; DO NOT INCLUDE CONVICTIONS THAT HAVE BEEN SEALED, EXPUNGED OR SET ASIDE)

YES IF YES, LIST CONVICTIONS: _____ NO

CALIFORNIA APPLICANTS ONLY: APPLICANT SHOULD OMIT ANY CONVICTIONS FOR THE POSSESSION OF MARIJUANA THAT ARE MORE THAN TWO (2) YEARS OLD (EXCEPT FOR CONVICTIONS FOR THE POSSESSION OF MARIJUANA ON SCHOOL GROUNDS OR POSSESSION OF CONCENTRATED CANNABIS). APPLICANT ALSO SHOULD OMIT ANY INFORMATION CONCERNING A REFERRAL TO, AND PARTICIPATION IN, ANY PRE-TRIAL OR POST-TRIAL DIVERSION PROGRAM.

HAVE YOU EVER BEEN INVOLUNTARILY DISCHARGED OR ASKED TO RESIGN FROM EMPLOYMENT FOR ANY REASON? YES NO

IF YES, SPECIFY EMPLOYER AND GIVE DETAILS OF EACH INCIDENT: _____

LIST YOUR LAST THREE (3) HOME ADDRESSES

| FROM | TO | ADDRESS | CITY AND STATE |
|------|----|---------|----------------|
| | | | |
| | | | |
| | | | |

PERSONAL REFERENCES LIST THE NAMES AND ADDRESSES OF TWO (2) PEOPLE (NOT RELATIVES OR EMPLOYERS) WHO HAVE KNOWN YOU FOR AT LEAST FIVE (5) YEARS.

| NAME | ADDRESS | OCCUPATION | PHONE NUMBER |
|------|---------|------------|--------------|
| | | | |
| | | | |

IN CASE OF EMERGENCY, PLEASE NOTIFY:

NAME _____ ADDRESS _____ PHONE NUMBER () _____

*I certify that I have not withheld any information that might adversely affect my chances for employment with Big 5 and that the information given by me is true and complete to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any omission or misstatement of information made orally, on this application or on any other document used to secure employment shall be grounds to disqualify me from employment or subject me to discipline, including immediate discharge, if I am hired, regardless of the time elapsed before discovery. I hereby authorize Big 5 and its representatives and agents to contact any reference, school, employer or organization listed on this application. I authorize persons, schools, my current employer (if applicable), and previous employers and other organizations contacted by Big 5 to provide any relevant information regarding my current and/or previous employment, education and qualifications and I release all persons, schools, employers and other organizations of any and all claims for providing such information. **If hired, I understand and agree that I will be an at-will employee, and that my employment may be terminated by either Big 5 or me at any time without prior notice for any reason.***

Signature _____ Date _____

INTERVIEWER'S USE ONLY

AVAILABILITY: _____ INTERVIEWED BY (print name) _____

STORE NO. _____