

ROSS STORES, INC. Privacy Agreement

REASONABLE ACCOMMODATION REQUEST: Ross provides reasonable accommodations to qualified individuals with disabilities in accordance with the Americans with Disabilities Act, as amended, and applicable state and local law. If you require accommodation in the application process, please contact our customer service department at 1-800-355-1115 or by email at customer.service@ros.com. This department will make sure you get connected with a Human Resources representative who can assist you.

ELECTRONIC DISCLOSURE AND CONSENT, PRIVACY POLICY AND ACKNOWLEDGEMENT AND AGREEMENT

ELECTRONIC DISCLOSURE AND CONSENT: In order to complete this online application for employment with Ross Stores, Inc. or any of its subsidiaries or divisions (referred to collectively as "Ross"), you will need to consent to receive and respond to information in electronic form. This Electronic Disclosure and Consent notifies you that by clicking "I Accept" below and completing your application with Ross online, including by providing your electronic signature on certain documents, you will be consenting to: 1) engage in electronic transactions in connection with your application for employment with Ross; 2) receive in electronic form information that is legally-required to be provided in writing; and 3) use electronic signatures as part of the online employment application process.

Scope of Disclosure and Consent: By clicking "I Accept" below and completing the application and related documentation online, you are agreeing to electronically access, receive, review, sign and authenticate information, documents and forms in connection with your application for employment with Ross, pursuant to the federal Electronic Signatures in Global and National Commerce Act and applicable state law.

If you do not wish to consent to receive and respond to information in electronic form, please click "I Decline" below. Please understand that you will not be permitted to submit your employment application to Ross through any means other than the online employment application process.

How to Withdraw Consent: After providing your consent to engage in electronic transactions related to this online employment application, but prior to completion and submission of the application, you may withdraw your consent. You may do so by contacting Ross as described below. Please note that if you withdraw your consent, you will not be permitted to proceed with applying for employment with Ross. Please also note that withdrawal of your consent will have no legal effect on the validity, effectiveness, or enforceability of: (a) any authorization, consent, or e-signature provided by you prior to the effective date of your withdrawal or (b) any document, form, notice, or disclosure that was provided or made available to you in electronic format prior to the effective date of your withdrawal.

How to Update Your Contact Information: You may update your e-mail address or other electronic contact information with Ross at any time. Prior to submission of your online employment application, you may do so by logging in via our secure website at <http://corp.rossstores.com/careers> and updating the information in your candidate profile. After submission of your online employment application, please contact Ross as described below to provide your updated contact information.

How to Request a Paper Copy of the Online Employment Application: After providing your consent, you may request a paper copy of the online employment application, including any notices and disclosures, by contacting Ross as described below. You will be charged a reasonable fee to cover the costs of providing a paper copy.

Hardware and Software Requirements: To access, view and print the online employment application and related materials, you must have: (a) a personal computer or mobile device and an operating system capable of receiving, accessing, displaying, and either printing or storing information, (b) an Internet connection, and (c) Internet Browser Software such as Internet Explorer®, Google Chrome®, Safari® (for Mac OS only) or Firefox®. Your Internet Browser Software must support 128-bit encryption and Secure Sockets Layer (SSL) protocol. If you are able to see this E-Signature Disclosure and Consent, your hardware and software should allow you to access the online employment application.

To retain the electronic application and any of its related materials, you may either print or download them. To print these materials on your computer, you will need a printer connected to your computer with adequate paper. To download the materials on your computer, you will need an available storage medium, like a hard drive on your computer or a removable thumb drive. To print the materials on your mobile device, you will need a printer linked with your device (e.g., via Wi-Fi, Bluetooth®, etc.) and/or an application (app) that allows for printing. To store the materials on your mobile device you will need: (1) sufficient storage space on your mobile device and (2) an app or function that allows for the capture of electronic data (e.g., a screenshot). Please follow the instructions for your particular computer operating system and/or software to print and/or to download these materials. Each individual screen may need to be printed and/or downloaded separately. If you have trouble printing and/or downloading, please contact the manufacturer of your personal computer or mobile device, computer operating system, web browser, app, or other relevant software or another information source of your choosing.

How to Contact Ross: If you need to contact Ross directly for the position you are applying for, please do so by e-mail customer service at customer.service@ros.com or write to 5130 Hacienda Drive, Dublin, CA 94568.

Consent: By clicking "I Accept" below and proceeding with the online application process, I understand that I am:

1. Confirming that I can access this E-Signature Disclosure and Consent.
2. Confirming that I have an email address and that the computer or mobile device I intend to use to access documents electronically has the hardware and software requirements described in this E-Signature Disclosure and Consent, to access and to retain the employment application and its related electronic documents.
3. Agreeing to electronically access, receive, review, sign, and authenticate the materials related to my employment application with Ross, in place of hard copy/paper documents and handwritten signatures.
4. Confirming that I understand how to cancel this E-Signature Consent, should I want to do so.
5. Consenting to update Ross regarding the information necessary to contact me electronically (including my personal email address) by contacting the Hiring Manager for the position for which I am applying.
6. Agreeing that I have read, understand, and agree to all statements, agreements, and acknowledgements in this E-Signature Disclosure and Consent.

ROSS STORES' CAREER OPPORTUNITIES SITE PRIVACY POLICY:

Last Updated: September 1, 2013

Welcome to the Ross Stores' Career Opportunities Site located at <http://www.rossstores.com/careers> (the "Career Site"). The provision of personal information through the online search and job application functions of this Career Site is subject to this Career Opportunities Site Privacy Policy ("Applicant Privacy Policy") as well as the Ross Stores Online Privacy Policy (<http://www.rossstores.com/pp.aspx>). This Applicant Privacy Policy applies only to information collected through Ross Stores' Career Opportunities Site. This Policy does not apply to any other site or page that we own or operate. Our other sites have their own privacy policies.

This Career Site is operated by Ross Stores, Inc. in order to support the recruitment functions of Ross Stores, Inc. and its subsidiaries and divisions. This Applicant Privacy Policy refers to Ross Stores, Inc. and its subsidiaries and divisions, collectively as "Ross."

Your Consent

Please read this Applicant Privacy Policy carefully and indicate your acceptance of our collection, use, transfer and disclosure of personal information as described in this Applicant Privacy Policy by checking the box at the end of this Applicant Privacy Policy.

Information You Provide

This Applicant Privacy Policy covers any personal information you submit through the Career Site as part of the job application or job search process, including:

- name, contact information;
- log-in and password;
- resume, previous work experience and education information;
- employment preferences, willingness to relocate, current salary, desired salary and how you heard about the Career Site; and
- information relating to references.

Ross is subject to governmental recordkeeping requirements for the administration of civil rights laws, and to comply with these laws, invites applicants to voluntarily self-identify their race and gender ("EEO Data"). As an Equal Opportunity Employer, Ross does not use this EEO Data in its employment decisions, so your decision of whether or not to submit this EEO Data has no effect on your application, and responses will not be considered in the hiring process or thereafter. Submission of this EEO Data is voluntary and refusal to provide it will not subject you to any adverse treatment. If you choose to submit it, the information will be kept confidential and will only be used in accordance with the provisions of applicable law.

If you intend to provide us with details of a reference or any other third party as part of your résumé, it is your responsibility to obtain consent from the third party prior to passing their personal information to us.

Use of Personal Information

The information that you submit on the Career Site will be stored in the United States. It will be reviewed and processed for the purposes below by employees, consultants and/or service providers of Ross.

Personal information you provide through the Career Site will be collected, used, transferred and disclosed (“processed”) for Ross’s recruitment functions and for related management, planning and recordkeeping purposes. Ross will use the personal information you provide to:

- process your application;
- assess your capabilities and qualifications for a job;
- conduct reference checks;
- provide to you any services available on this Career Site from time to time;
- communicate with you;
- comply with any applicable law or regulation;
- monitor and record services whether provided by a Ross company or a third party; and
- conduct background checks in accordance with applicable law.

If we elect to make you an offer, personal information you submit may be incorporated into our human resources system and used to manage the new-hire process. If you become an employee, any personal information that you submit may become part of your employee file and may be used for other employment/work-related purposes.

Disclosure of Personal Information

Ross will not sell, lease or license your personal information to any third party. There are limited circumstances when Ross may share the information that you submit on-line with third parties, most notably:

(a) Third Party Service Providers. We work with third parties who provide services including but not limited to data analysis, web hosting, background screening, managing this Careers Site, and other administrative purposes. We reserve the right to share PII about you with such third parties for the purpose of enabling these third parties to provide such services. We prohibit providers from using your information for other purposes and from further disclosing your information without our prior approval.

(b) Assignment. We reserve the right to transfer any and all information that we collect from Site users to an Affiliated Entity or a third party in the event of any reorganization, merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of Ross's business, assets or stock (including without limitation in connection with any bankruptcy or similar proceedings).

(c) Law Enforcement; emergencies; compliance. We reserve the right to disclose PII about you to others (a) as required or permitted under applicable law; (b) to comply with legal process; (c) to respond to governmental requests; (d) to protect our operations or those of any Affiliated Entities; (e) to protect the rights, privacy, safety or property of Ross, the Affiliated Entities, you or others; and (f) to permit us to pursue available remedies or limit the damages that we may sustain.

(d) If you are hired by Ross, Ross may transfer some or all of the information you provided to third party vendors that assist Ross in the administration and management of your employment relationship with Ross.

Data Retention

We are required to retain information relating to candidates applying for jobs within the United States. If there is no activity in relation to the personal information, Ross may remove it from its database, subject to Ross's data retention obligations and policies and any applicable legal or regulatory obligations. Note that Ross may delete personal information about you at any time (including your résumé), without any reason. Therefore, please retain your own copy of the personal information provided to us.

If you are hired, Ross will retain your personal information for the entire duration of your employment relationship with the Company and for as long thereafter as permitted or required by applicable law. These records will be retained for our internal recordkeeping and reporting purposes. During that time, we may use your information to consider you for positions in addition to the position(s) for which you initially applied.

Passive Information Collection: Cookies and Similar Technology

We and our service providers may use "cookies" and similar technologies on the Career Site. Cookies are data that a web server transfers to an individual's computer for recordkeeping purposes. We use cookies and other technologies to better serve with more tailored information and facilitate your ongoing access to and use of our Career Site.

Security

We want you to feel confident about using the Careers Opportunities Site, so we have implemented a security program to protect information that is transmitted to our systems from unauthorized access. Your submissions of information to our secure server are protected by Secure Socket Layer (SSL) technology, utilized by most popular browsers to safeguard transmissions. This technology allows us to use encryption tools to protect information transmitted between your computer and our server. Through encryption, the personal information you enter, including your name, address, and Social Security number (if requested), is converted into code that is then securely dispatched over the Internet. Once our secure server receives your encrypted personal information, it is translated back into its original form and stored in our off-line database. After we have received your information, access to it is limited to those with a need to know.

While we seek to have security measures and tools, such as firewalls, in place to help protect against the loss, misuse and alteration of the information under our control, no data transmission over the Internet or data storage system can be guaranteed to be 100% secure. As a result, although we strive to protect PII about you, we cannot ensure the security of any information you transmit to us through or in connection with the Site or that is stored by us. If you have reason to believe that your interaction with us is no longer secure (for example, if you feel that the security of any account you might have with us has been compromised), you must immediately notify us of the problem by contacting us as indicated below.

Using the Career Site Does Not Constitute an Offer of Employment

This Career Site does not constitute an offer or promise of employment with respect to any employment position described. Ross may eliminate, modify or change without notice any aspect(s) of the employment positions, compensation, and benefit plans described herein. This Career Site provides descriptions of possible roles within Ross, and the Career Site does not provide binding offers, terms or conditions of employment. Any employment offer that may ensue as a result of the identification of a potential opportunity by a user, or submission of information to Ross, is in accordance with the specific terms of that offer, and not based in any way upon the description of the opportunity on the Career Site.

Current Ross Employees

If you currently work for a Ross business unit, you must be eligible to apply for a position in a different business unit within Ross. If you accept such a position, your benefits programs and Human Resources policies may change. Please consult with the HR manager for the new position concerning application eligibility, benefit programs, and HR policies applicable to that position.

Applicable Law

This Career Site is not intended for distribution to, or use by, any person or entity in any jurisdiction or country where such distribution or use would be contrary to local law or regulation.

Changing or Removing Personal Information about You

If you would like to review, correct, or update Personal Information that you have previously provided to us through the Site, you may do so by editing your current candidate profile.

Changes to the Applicant Privacy Policy

We may change this Applicant Privacy Policy from time to time to accurately reflect our information collection, use and disclosure practices, changes in industry practice or changes in law. You can tell when we last updated the Applicant Privacy Policy by checking the "Last Updated" legend at the beginning of the Applicant Privacy Policy. If we make a material change to this Policy, we will inform you by posting a notice on this site. Those changes will go into effect on the date posted in the revised notice. The new policy will apply to all current and past users of Ross Store's Career Opportunities Site and to all information collected before the date of the change. The new policy will replace any prior policies that are inconsistent. Please check periodically for changes to this Policy, and especially before you provide any personal information to us.

ACKNOWLEDGEMENT AND AGREEMENT

PLEASE READ CAREFULLY:

I agree to disclose all information that is relevant and should be considered applicable to my candidacy for employment. I certify, under penalty of perjury, that all of the information I will provide during the application process will be true and complete to the best of my knowledge, and I understand that any misrepresentation or omission of information may result in

denial of employment or, if hired, may result in termination, regardless of the time lapse before discovery of the false answer or omission. 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 may be required to receive a negative result before being permitted to commence work. I understand that employment with Ross Stores, Inc. is also contingent on my providing sufficient documentation necessary to establish my identity and eligibility to work in the United States. I recognize that this employment application is not an offer of employment. I agree that if I am hired by Ross Stores, Inc., except where prohibited by applicable law, I will be an at-will employee and understand that my employment will be for an indefinite period of time and can be terminated at any time for any reason, with or without cause and with or without advance notice, by me or Ross Stores, Inc. I understand that only the CEO of Ross Stores, Inc., with Board approval, has the authority to enter into any agreement with me for employment for any specified period of time, or to make any agreement contrary to the at-will employment relationship, and that any such agreement must be in writing and signed by the CEO and by me or my authorized representative. I further understand and agree that if I am hired, my wages, hours, working conditions (other than my at-will employment status), job assignment(s) and compensation rate(s) will be subject to change by Ross Stores, Inc. in its sole discretion. I understand that Ross Stores, Inc. may share the information contained in this application with other Ross Stores, Inc. employees for employment and administrative purposes and hereby consent to such transfer.

Massachusetts Applicants: I understand that 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.

Maryland Applicants: I UNDERSTAND THAT UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT OR CONTINUED EMPLOYMENT, THAT ANY 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.

Rhode Island Applicants: Ross Stores, Inc. is subject to Chapters 29-38 of Title 28 of the General Laws of Rhode Island, and is therefore covered by the state's workers' compensation law. My electronic signature below certifies that I agree to be bound by the terms and conditions stated in this application, which contains all the understandings between the Company and me concerning the topics addressed in this application, and supersedes any prior inconsistent understandings between the Company and me on such issues.

Note to Applicants: Smoking is prohibited in all indoor areas of Ross Stores, Inc. unless designated smoking areas have been established by a particular location in accordance with applicable state and local law.

Ross prohibits applicants and associates from bringing weapons of any kind into its stores.

Contact Us

If you have questions or requests, please send an e-mail to customer.service@ros.com or write to 5130 Hacienda Drive, Dublin, CA 94568.

* By clicking "I Accept" below, you agree to the terms of your electronic consent, the privacy policy and all of the statements above.

