

COLUMBIA VISTA CORPORATION

Equal Employment Opportunity Statement

Columbia Vista Corporation is committed to providing an equal opportunity for all individuals who are seeking employment. The objective of Columbia Vista's hiring procedure is to select the most qualified individual for the job. We encourage you to provide us with complete and accurate information that demonstrates your qualifications to perform the duties of the job you are applying for.

Invitation to Applicants with a Disability to Request Reasonable Accommodation in the Hiring Process

Any applicant with a disability who needs reasonable accommodation in any step of the hiring process may request assistance that will provide the applicant with the opportunity to demonstrate his or her qualifications to perform the duties of the job for which the applicant is applying. An applicant who needs reasonable accommodation that will assist in any step of the hiring process should inform Personnel at 360-892 0770 x 109.

Job Availability

Please list what jobs you would be interested in.

Responding to Inquiries on the Application Form

You must complete all of the inquiries on the application accurately and truthfully. If you leave an inquiry blank, we will reject your application. If you believe the question or information sought is not applicable, put "N/A" for a response in the space provided. As part of the application process, the company will verify information on your application form. If you report false, inaccurate or misleading information, we will reject your application or terminate your employment if we discover such information after the date of hire.

Purpose of the Application Form

I understand that the purpose of the application form is to give me the opportunity to provide the company with information about my skills, experience, abilities and other personal attributes that meet the qualification requirements for the job position that is available. I understand that it is in my best interest to be thorough, accurate and descriptive in providing this information. I also understand that a number of people will apply for the job opening and that Columbia Vista does not guarantee anyone an interview or consideration beyond completing the application form.

Consideration of the Application Form

I understand that Columbia Vista will consider my application for the job opening that I have applied for and for no other job position. I also understand that Columbia Vista will only consider my application active for 120 calendar days from the date of my application. I understand that if I want Columbia Vista to consider me for a longer period of time or for other job positions, then I must complete and file a new application.

Reference and Information Check

In submitting this application for employment, I understand that Columbia Vista will investigate the information that I provide. If Columbia Vista selects me for an interview I understand that Columbia Vista will require me to provide Columbia Vista with a release and waiver form so that Columbia Vista may contact a representative of each former employer, educational institution and personal reference that I list on the application form or provide in an interview.

Drug Test

I understand that part of the hiring process at Columbia Vista includes a drug test. I understand that any offer of employment is conditional and the Columbia Vista will request me to sign a consent and waiver form before I take the test. I understand that if I refuse to sign the form or if my test results are positive, then Columbia Vista will withdraw the offer of employment and will not consider me for employment for 120 days, after which I may reapply. I understand that I will be barred from employment one year if the collection facility reasonably believes I have tampered with my sample. I understand all drug test data will be maintained as a confidential record.

I-9 Form Documentation

I understand I-9 documentation is not part of the application or interview process. I understand, however, that if Columbia Vista offers me a job position, then on the day that I am scheduled to begin work I must complete an I-9 form and provide Columbia Vista with documentation that shows that I am authorized to work in the United States. I understand that if I do not provide this documentation, I will no longer be qualified for the job position. I understand that I may obtain information about the documentation by contacting Personnel at 18637 SE Evergreen Highway, Vancouver, WA, 360-892 0770 x 109 or by contacting the United States Immigration and Naturalization Service, and that address and phone number may be found in the telephone directory.

I understand that federal law imposes imprisonment and/or fines upon any person who makes a false statement, uses a document issued to someone else, or uses a counterfeit, altered, forged or falsely made document to obtain employment.

General Acknowledgment

I have read and understand all of the instructions and acknowledgments set forth above. My signature represents that I will comply and that I understand the consequences if I do not comply.

Applicant's Signature

Date

Special Skills

Do you have any special skills or experiences that are relevant to the job for which you are applying? (Examples: Experience operating plant or office machines, computer skills, experience in warehouse jobs, skills in maintaining or repairing office or plant machines, etc.) Be specific.

Experience and Activities

We want employees to advance. Describe any job experience, school or other activities that demonstrate your desire and ability to advance or learn new skills.

Have you ever worked for this company before? Yes No If yes, when? _____

In what job position(s)? _____

Work Experience Please list your work experience beginning with your most recent job held.
If you were self-employed, give company name.

Employer: Address: Phone:	Name of Last Supervisor	Employment Dates	Pay or Salary
		From To	Start Final
	Your Last Job Title		

Reason for Leaving

List the jobs you held, duties performed, skills used or learned and advancements or promotions while you worked at this company.

Employer: Address: Phone:	Name of Last Supervisor	Employment Dates	Pay or Salary
		From To	Start Final
	Your Last Job Title		

Reason for Leaving

List the jobs you held, duties performed, skills used or learned and advancements or promotions while you worked at this company.

Employer:	Name of Last Supervisor	Employment Dates	Pay or Salary
Address:		From To	Start Final
Phone:	Your Last Job Title		
Reason for Leaving			
List the jobs you held, duties performed, skills used or learned and advancements or promotions while you worked at this company.			

References

Please list three references who can provide us with information about your qualifications to perform the job for which you are applying. Business or job-related references are preferable.

Name	Address	Telephone Number	Occupation

May we contact your present employer? Yes No, because (Please state reason)

Certification

My signature below certifies that all information in this application is correct and complete to the best of my knowledge and belief and that I understand that providing false information will result in refusal of employment or termination of employment if discovered after date of hire. I acknowledge that the company will verify the accuracy and completeness of the information I have provided and I authorize each employer, school or person I have named to provide information regarding my employment, education, character and qualifications and release each employer, school or person from all liability for any damages that may result from furnishing information to the company. I understand that if I am employed, I must conform to the company's rules and regulations and that my employment may be terminated with or without cause at the option of either the company or myself.

Applicant's Signature

Date