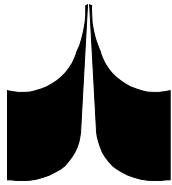


# EMPLOYMENT APPLICATION



Michelsen  
packaging company

202 N. 2ND AVE., YAKIMA, WA 98902

We consider applicants for all positions without regard to race, color, religion, sex, national origin, age, marital or veteran status, the presence of a non-job-related medical condition or handicap, or any other legally protected status. The company will not hire relatives of current employees; which includes spouses, parents, grandparents, children, brothers, sisters, aunts, uncles, nieces, nephews, or in-laws.

**A valid Driver's License is required as a condition of employment with Michelsen Packaging Company.**

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Address: \_\_\_\_\_

Street

City

State

Zip

Telephone: \_\_\_\_\_ Message #: \_\_\_\_\_

Position applying for: \_\_\_\_\_

## EMPLOYMENT INFORMATION

Are you related to anyone in our employ?  Yes  No If yes, describe: \_\_\_\_\_

If you are under 18 years of age, can you provide required proof of your eligibility to work?  Yes  No

Have you ever filed an application with us before?  Yes  No If yes, when: \_\_\_\_\_

Have you ever been employed with us before?  Yes  No If yes, give dates: \_\_\_\_\_

Are you currently employed?  Yes  No May we contact your present employer?  Yes  No

Date you can start work? \_\_\_\_\_ Are you looking for  Full Time or  Part Time?

Are you currently on "lay-off" status and subject to recall?  Yes  No Expected pay: \_\_\_\_\_

Are you a "preferred" worker?  Yes  No

## CITIZENSHIP

Will you be able to provide proof of U.S. citizenship or an alien registration number and a visa permitting work in this country if hired?  Yes  No

## EDUCATION

High School / Degree  Yes  No  GED

College Experience \_\_\_\_\_

Apprentice or Trade School Training \_\_\_\_\_

Armed Forces or other training: \_\_\_\_\_

## EMPLOYMENT HISTORY

Please provide information on last three employers. **Drivers must provide 10 year employment history - please use additional sheet if necessary to provide the required driver employment information.**

Present or last employer: \_\_\_\_\_ Phone: \_\_\_\_\_ Wage \_\_\_\_\_  
Address: \_\_\_\_\_  
From: \_\_\_\_\_ To: \_\_\_\_\_ Supervisor \_\_\_\_\_  
Describe your job: \_\_\_\_\_  
Reason for leaving: \_\_\_\_\_

Next previous employer: \_\_\_\_\_ Phone: \_\_\_\_\_ Wage \_\_\_\_\_  
Address: \_\_\_\_\_  
From: \_\_\_\_\_ To: \_\_\_\_\_ Supervisor \_\_\_\_\_  
Describe your job: \_\_\_\_\_  
Reason for leaving: \_\_\_\_\_

Next previous employer: \_\_\_\_\_ Phone: \_\_\_\_\_ Wage \_\_\_\_\_  
Address: \_\_\_\_\_  
From: \_\_\_\_\_ To: \_\_\_\_\_ Supervisor \_\_\_\_\_  
Describe your job: \_\_\_\_\_  
Reason for leaving: \_\_\_\_\_

Next previous employer: \_\_\_\_\_ Phone: \_\_\_\_\_ Wage \_\_\_\_\_  
Address: \_\_\_\_\_  
From: \_\_\_\_\_ To: \_\_\_\_\_ Supervisor \_\_\_\_\_  
Describe your job: \_\_\_\_\_  
Reason for leaving: \_\_\_\_\_

List any special skills or training (foreign languages spoken, special machines/vehicles operated; i.e. forklift, truck, special licenses, etc.) \_\_\_\_\_  
\_\_\_\_\_

Can you perform the essential functions and meet the essential qualifications listed on the job description with or without reasonable accommodation? \_\_\_ Yes \_\_\_ No

## Personal References

List three persons for reference, other than relatives, who have knowledge of your working relationship and safety habits:

Name: \_\_\_\_\_ Address: \_\_\_\_\_ Phone: \_\_\_\_\_

Name: \_\_\_\_\_ Address: \_\_\_\_\_ Phone: \_\_\_\_\_

Name: \_\_\_\_\_ Address: \_\_\_\_\_ Phone: \_\_\_\_\_

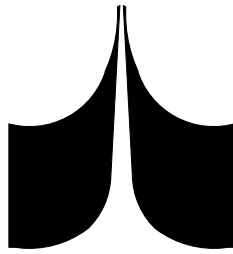
I hereby declare the information provided by me in this application is true and complete, and I understand that falsification of this information is grounds for refusal to hire me or for termination of my employment. I authorize any of the persons or organizations identified by me in this application to give you any and all information concerning my previous employment, education, or any other information they might have, personal or otherwise, with regard to any of the subjects covered by this application, and I release all such parties from all liability for any damage which may result from furnishing such information to you. I authorize you to request, receive, and verify all information given in this application.

In consideration for my employment by your company, I agree to conform to the rules and regulations of the company set forth in the company's employee and/or driver handbook and acknowledge that these rules and regulations may be changed, interpreted, withdrawn, or added to by the employer at any time, at the employer's sole option and without any prior notice to me.

I acknowledge that, if I am employed by the employer, my employment will be at will, and may be terminated at any time, by the employer or by me, with or without cause.

Date \_\_\_\_\_ Applicant's Signature \_\_\_\_\_

\* Applications will be kept on file for one year. They are active for thirty days and must be renewed thereafter.



**MICHELSEN PACKAGING COMPANY**

**CONSENT FORM FOR A DRUG/ALCOHOL SCREENING,  
WASHINGTON STATE CRIMINAL HISTORY BACKGROUND CHECK  
& EMPLOYMENT VERIFICATION THROUGH E-VERIFY**

I understand that passing a drug/alcohol urinalysis is a condition of employment at Michelsen Packaging and its subsidiaries, and, that if I refuse to take the test or test positive for one or more of the substances being tested for, the offer of employment will be rescinded.

I understand that a “negative dilute” sample will be considered a positive result. A “dilute” urine sample will occur when water is added to the urine sample directly, or the person being tested consumes a significant quantity of liquid prior to the test.

If I am allowed to work at Michelsen Packaging or a subsidiary before the results of the testing are received by the company, I understand that if the test is positive, or considered positive, I will be terminated at once.

I understand that Michelsen Packaging Company may conduct an InstaCriminal Nationwide Background Check and any negative information appearing on the report may adversely impact the decision to offer myself employment. I understand that if I choose not to sign this form, I will be excluded from employment with Michelsen Packaging Company.

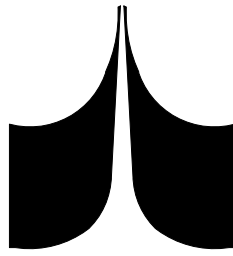
I understand that if I am offered a position with Michelsen Packaging Company, they will provide the SSA and DSHS with information contained on my I-9 form to confirm work authorization through E-Verify; however they will not use E-Verify to screen my application.

I give my consent for the release of the test results and other medical information to authorized Michelsen Packaging Company Management for appropriate review.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Date of Birth: \_\_\_\_\_



**Michelsen  
packaging company**

202 NORTH 2ND AVENUE, YAKIMA, WASHINGTON 98902 (509) 248-6270 FAX 457-8062

## **MAINTENANCE MECHANIC**

Michelsen Packaging Company is looking for a skilled maintenance mechanic to install, repair, and maintain machinery and equipment. The maintenance mechanic's responsibilities include repairing and maintaining machinery and mechanical equipment such as gear boxes, motors, compressors, conveyor systems, pumps, and production machines and equipment. Must have a practical mind, mechanical aptitude, and strong attention to detail.

### **Key Responsibilities:**

- Assembling, installing, and maintaining mechanical systems, machinery, and equipment.
- Troubleshooting machinery and performing routine preventative maintenance.
- Reading, interpreting, and following instructions and operation manuals.
- Maintaining a schedule for inspecting, servicing, and testing machinery.
- Cleaning, repairing and installing equipment and parts as needed.
- Operating a variety of hand and power tools.
- Maintaining a clean and organized work area.
- Complying with health and safety regulations.
- Performing general maintenance work on buildings as assigned

### **Knowledge, Skills, and Abilities**

- Manufacturing experience/environment; paper industry preferred.
- Able to read, write and speak English.
- Electrical panel/PLC experience preferred.
- Sheet metal fabrication experience preferred.
- Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedures.
- Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.
- To perform this job successfully, an individual should have knowledge of order processing systems. May use a computer to order supplies online or complete forms.
- Knowledge and ability to operate hand and power tools.
- Mechanical aptitude and ability with good troubleshooting skills.

**Requirements:**

- High school diploma/GED - Trade or vocational school graduation preferred.
- Must be proficient in welding in at least one of the following: arc, TIG, MIG, or oxy/acetylene.
- Experience in a manufacturing/industrial facility preferably in the food industry.
- 4+ years of experience as a maintenance mechanic or in a similar role.

**Physical Demands**

- Frequently required to stand, walk; reach with hands and arms; may climb or balance; may stoop, kneel, crouch; must be able talk and hear.
- Frequently lift and/or move up to 25 pounds and regularly lift and/or move up to 50 pounds.
- Specific vision abilities required by this job include close vision, and distance vision.

**Work Environment**

- Regularly exposed to work near moving mechanical parts.
- Frequently exposed to work in high, precarious places and extreme heat (non-weather).
- Occasionally exposed to wet or humid conditions (non-weather); may be exposed to toxic chemicals.
- Wet floors may contribute to slippery conditions and may also contribute to humidity in the building.
- May work around hot equipment, moving machinery, and is exposed to loud noises, which mandates the use of hearing protection.
- Frequently exposed to high, precarious places and fumes or airborne particles from manufacturing process.
- Works around frequent forklift, shuttle, and truck traffic.

**Job Type: Full Time, non-exempt**

- Hourly Rate: \$27.50 or higher DOE

**Benefits**

- Medical, Dental, Vision Insurance
- Retirement Plan (401 K) and profit Sharing
- Bi-Yearly Bonuses
- Life Insurance
- Holiday Pay (8 Major Holidays)
- 2 weeks paid vacation after 1<sup>st</sup> full year with company

**The above statements are intended to describe the general nature and level of work being performed by people assigned to this job. They are not intended to be an exhaustive list of all responsibilities, duties and skills required.**