

INTERNATIONAL PAPER

QUESTIONNAIRE TO ACCOMPANY APPLICATION

Name: _____

Instructions: Please place a check mark in the appropriate column after each question.

	<u>YES</u>	<u>NO</u>
1. Are you able and willing to work any/all three shifts? (not rotating) (7am-3pm; 3pm-11pm; 11pm-7am)	()	()
2. Are you able and willing to work full-time?	()	()
3. Are you able and willing to work overtime on a daily basis?	()	()
4. Are you able and willing to work weekends? (occasional)	()	()
5. Are you able and willing to work holidays?	()	()
6. Are you able and willing to perform entry level work at the International Paper facility?	()	()
7. Are you 18 years old or older?	()	()
8. Are you able and willing to work in a non- climate controlled environment?	()	()
11. Are you able and willing to work around moving and/or heavy equipment?	()	()
12. Are you able and willing to wear personal protective equipment such as hearing protection, hard hats, safety glasses or goggles, steel-toed shoes, etc.	()	()
13. Are you willing to participate in a health and drug screen assessment?	()	()
14. Are you able to provide documents to verify your eligibility for employment in the United States?	()	()
15. Have you previously been employed by International Paper? If yes, where? _____ when? _____	()	()

I hereby certify that the information given by me on this employment application form is true and accurate to the best of my knowledge and belief.

Signature of Applicant _____

Today's Date _____

INTERNATIONAL PAPER

Equal Opportunity Employer M/F/D/V

EMPLOYMENT APPLICATION

(This information must be completed even if a resume is provided.)

Last Name (please print) _____ First Name _____ M.I. _____ Social Security Number/National ID _____
 Address _____ City _____ State _____ Country _____ Zip/Postal Code _____
 Telephone Number(s) _____ E-Mail Address (optional) _____

Are you over the age of 18? Yes No
 Are you authorized for employment in the United States by virtue of being one of the following: a U.S. citizen, a permanent resident, an alien who obtained amnesty under one of the 1986-88 programs, an alien admitted as a refugee, or an alien granted asylum? (those with non immigrant status E-1, F-1, H-1, J-1 and L-1 should answer "No".) Yes No

Name and Location of School		# of Years Attended	Graduated (circle one)	Type of Degree, Diploma or Certificate	Major/Minor/Field of Study	GPA/Score (e.g., 3.0/4.0)
High School	Name: _____ City & State: _____		Yes <input type="radio"/> No <input type="radio"/>		N/A	
College or University	Name: _____ City & State: _____		Yes <input type="radio"/> No <input type="radio"/>			
Other Education or Training	Name: _____ City & State: _____		Yes <input type="radio"/> No <input type="radio"/>			

Position for which you are applying? _____
 What source referred you to International Paper? (e.g., newspaper, online job boards, IP employee, etc.) _____
 Are you willing to travel? Yes No
 If yes, what percentage of time? _____
 Location Preferences: _____
 Are you a former International Paper employee? Yes No
 Have you applied for a position at International Paper within the last 12 months? Yes No
 If applicable, are you available for shift work, overtime and a rotating work schedule? _____
 Salary Expected: _____

U.S. MILITARY EXPERIENCE

Date Entered: _____ Date Discharged: _____

PRINCIPAL DUTIES THAT WERE RELATED TO THE JOB APPLIED FOR:

EMPLOYERS NAME AND CITY, STATE (List present employer first. Use additional pages if necessary.)	DATES		MANGER'S NAME	TELEPHONE NUMBER	MAY WE CONTACT	REASON FOR LEAVING
	FROM	TO				
EMPLOYMENT HISTORY (Please include a minimum of 10 years of employment history and explain any gaps)						
OTHER RELEVANT INFORMATION (Use additional pages if necessary)	Describe below any experience/skills, licenses or certifications acquired through participation in high school, college, the military, volunteering, or other activities that you believe may be an indication of your job-related abilities. Include academic awards, memberships, clubs held, etc. (You are NOT required to list any information that includes race, color, religion, national origin, age, gender, disability, marital status, sexual preference.)					
	Please list four references not related to you that you have known at least one year (preferably business, professional or academic).					
	NAME	ADDRESS	TELEPHONE	YEARS KNOWN	JOB TITLE	

I understand that any offer of employment that may be extended will be contingent on the successful completion of the Pre-Placement Health Assessment Program, a pre-employment drug screen, unless prohibited, compliance with the Immigration Reform and Control Act, reference checking and a background investigation.

I hereby give International Paper authorization to make a thorough investigation of my past employment and job-related activities. I release from liability all persons, corporations or other entities supplying any lawful information to International Paper.

I understand that any false statements made by me in this application or related documents may be considered cause for denial of employment or for discharge. I have read and understand the above statements.

 SIGNATURE

 DATE

Name: _____ Position applying for: _____

Address: _____ City/State/Zip: _____

VOLUNTARY AFFIRMATIVE ACTION INFORMATION

International Paper complies with all equal employment opportunity affirmative action laws and regulations. Employment decisions are made on the basis of job-related criteria without regard to race, color, religion, sex, sexual preference, marital status, age or national origin. Similarly, these considerations will be applied in the employment of qualified individuals with disabilities, special disabled veterans, Vietnam Era veterans, and all other protected veterans.

To maintain accurate data for our affirmative action program, we request that you fill in any of the voluntary sections that apply to you. You will not be subjected to adverse treatment either by providing the information or by failing to complete the sections.

This sheet will be retained in a confidential file separate from your personnel records. Its only purpose is to assist us in preparing reports for corporate and governmental monitoring activities. If you want more information about any of the sections, please check with International Paper's employment representative.

SELF-IDENTIFICATION

Please check all that apply (see reverse for definitions):

RACE/ETHNICITY	GENDER	**VETERAN STATUS
<input type="checkbox"/> American Indian or Alaskan Native	<input type="checkbox"/> Male	<input type="checkbox"/> Vietnam Era Veteran
<input type="checkbox"/> Asian, Native Hawaiian, or other Pacific Islander	<input type="checkbox"/> Female	<input type="checkbox"/> Other Protected Veteran
<input type="checkbox"/> Black or African American		Military Discharge Date:
<input type="checkbox"/> Hispanic or Latino		_____
<input type="checkbox"/> White (not of Hispanic origin)/Other		(MM/DD/YYYY)
		Branch of Service: _____

****PROTECTED VETERAN IDENTIFICATION**

International Paper is a Federal contractor subject to the Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended, which requires contractors to take affirmative action to employ and to advance all qualified protected veterans. In order to be considered a covered veteran under this Act, you may self-identify now (or at any time in the future) by providing the information above. You will not be subjected to adverse treatment either by providing the information or by failing to complete this information.

CERTIFICATION OPTIONS

- I certify that I have read the information above and voluntarily provided information.
- I do not wish to self-identify.

Signature: _____

Date: _____

(OVER)

RACE/ETHNICITY

American Indian or Alaskan Native – A person having origins in any of the original peoples of North America and South America (including Central America), and who maintains tribal affiliation or community attachment.

Asian – A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American – A person having origins in any of the Black racial groups of Africa.

Native Hawaiian or Other Pacific Islander – A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White – A person having origins in any of the original peoples of Europe, North America, or the Middle East.

Hispanic or Latino (All races) – a person of Mexican, Puerto Rican, Cuban, Central or South America, or other Spanish culture or origin, regardless of race.

- **Hispanic or Latino (White race only)** – A person of Mexican, Puerto Rican, Cuban or Central or South American, or other Spanish culture or origin, and of the White Race
- **Hispanic or Latino (all other races)** – A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, and of any race other than White.

PROTECTED VETERANS

Vietnam Era Veteran - A veteran who either (1) Served in the military, ground, naval or air service of the United States on active duty for a period of more than 180 days, and was discharged or released therefrom with other than a dishonorable discharge, if any part of such active duty occurred: (I) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (II) between August 5, 1964 and May 7, 1975 in all other cases; or (2) Was discharged or released from active duty for a service connected disability if any part of such active duty was performed: (I) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (II) between August 5, 1964, and May 7, 1975, in all other cases.

Other Protected Veteran - A veteran who (1) served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized, and/or (2) A veteran who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces Service Medal was awarded pursuant to Executive Order No. 12985.