

# TEXTRON FINANCIAL

Textron Financial Corporation  
Subsidiary of Textron Inc.

40 Westminster Street  
Providence, Rhode Island 02903  
(401) 621-4200

July 2, 2001

Greg M. Reynolds  
P.O. Box 261  
Portland, OR 97207

Dear Greg:

As we have discussed, the Vendor Finance Division is restructuring its organization. As a result, your last day of employment with Textron Financial Corporation will be 12/31/2001. This letter outlines the details of your separation from the company.

1. Your last day of active employment is 12/31/2001.
2. You will receive severance pay equivalent to 2 weeks salary. This severance will be paid to you as a salary continuance payable in accordance with our normal payroll schedule. Please note that if you voluntarily terminate your employment with TFC or are terminated for cause before the end of this period, you will not be eligible for severance pay.
3. You will be paid for any earned and unused vacation time as of 12/31/2001.
4. In addition, you will be eligible to receive a retention bonus in the amount of 12 weeks salary. The receipt of such bonus is dependent upon successful completion of your employment through 12/31/2001.
5. TFC, at its expense, has engaged the services of an outplacement firm to assist you with your career continuation plans. The firm selected for you is Lee Hecht Harrison. To arrange for outplacement services or discuss their services, call 1-888-662-2733.
6. If you have health coverage through Textron Financial, your coverage will end 12/31/2001.
7. You are eligible under the Consolidated Omnibus Reconciliation Act of 1986 (COBRA) to continue your current healthcare coverage for a period of 18 months beginning 01/01/2002 through and including 06/30/2003, or until you are eligible for another group insurance plan, whichever occurs first. If you elect COBRA, your COBRA rate for such continuation will be the same as active employees during the 2-week severance period and will be deducted from your severance pay. At the end of the severance period and for the remainder of the 18-month COBRA period, the cost to continue the coverage will be set at TFC's COBRA rate. Information regarding your continuation privileges will be sent to you.

8. Your life insurance coverage under the basic plan will be continued through 01/31/2002. You may also continue any other life insurance programs for which you currently pay the applicable employee contribution (including dependent life insurance, supplemental life insurance, or optional personal accident) through 01/31/2002 provided you continue to pay the premium.

All other remaining insurance coverages including accidental death and dismemberment, business travel accident, and long-term disability will cease as of 12/31/2001.

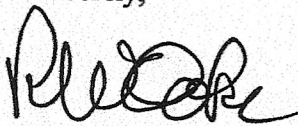
If you wish to convert any of the above referenced insurances after the coverage ends to an individual policy, with the exception of long-term disability, please contact Human Resources.

9. All other employee benefits, including but not limited to, vacation and sick pay, tuition reimbursements, and matching employee gifts, will cease on 12/31/2001.
10. You may no longer contribute to the Textron Savings Plan after 12/31/2001. For information regarding the distribution of the Plan contact the Textron Benefits Service Center at 1-888-898-8766.
11. You do not have five (5) or more years of vesting service (as defined in the Textron Pension Plan) as of 12/31/2001. Therefore, you are not vested in the Plan and are not entitled to a pension benefit under the plan.

We acknowledge that this is a difficult period for you and the Vendor Finance Division. However, please be aware that the benefits stated in this letter are conditioned upon your satisfactory performance of your job through 12/31/2001. If you do not satisfactorily perform your job through such date and continue to represent TFC in a positive manner, you may forfeit or change the benefits stated herein. Additionally, in the event you obtain a position within Textron Financial Corporation, or another Textron company, you will not be eligible for the severance and outplacement benefits as described above.

If you have any questions, please feel free to contact Karen McKelvey, Human Resources at 401-621-2159.

Sincerely,



Ronald W. Oake  
Small Business Group President

Accepted 7/9/2001  
Greg M Reynolds  
Greg M Reynolds



U.S. Bank Place  
601 Second Avenue South  
Minneapolis, MN 55402-4302

November 13, 2001

Greg Reynolds  
3030 SW 4<sup>th</sup> Ave #7  
Portland, OR 97201

Dear Mr. Reynolds:

We appreciate your participation in the U.S. Bank employment screening process.

This letter serves to inform you that the conditional job offer is hereby withdrawn based on information contained in a criminal background report obtained from ChoicePoint Information Services at: 9620 Executive Drive North, Suite 202, Oldsmar, FL 33702.

ChoicePoint Information Services did not make the decision to take the adverse action and is unable to provide you with specific reasons why the adverse action was taken.

Please contact me at 612-973-1188, if you have any questions.

Sincerely,

A handwritten signature in cursive script that reads "Michelle Cummings". The signature is written in black ink and is positioned above the printed name.

Michelle Cummings  
Pre-employment Screening





Nancy Drury  
Director

DEPARTMENT OF EMPLOYEE SERVICES

PUBLIC SERVICES BUILDING

2051 KAEN ROAD | OREGON CITY, OR 97045

January 22, 2010

Greg M Reynolds  
PO Box 203  
Oysterville WA 98641  
USA

Dear Greg:

Thank you for your interest in the position of IT Administrator 2 with Clackamas County.

We received a large number of applications from candidates for this position. The application screening process was very competitive. Those candidates whose experience and skills placed them among the most competitive for this position will be invited to the next step in the testing process.

Unfortunately, you are not among the group of candidates that have been selected for additional testing. As a result, your application will not be given further consideration at this time.

We hope you will consider Clackamas County for future employment opportunities. Please visit our website at [www.clackamas.us](http://www.clackamas.us) for current position openings.

Alice Ciot, PHR  
Human Resource Analyst  
Recruitment and Selection





February 3, 2010

Greg M Reynolds  
P.O. Box 203  
Oysterville, WA 98641-0203

Dear Greg:

Thank you for your interest in the IT Technician position at Columbia Memorial Hospital. The review of applications has been completed I am writing to inform you that you have not been selected among the candidates for further consideration.

I extend our appreciation for your interest in Columbia Memorial Hospital and for the time and effort you dedicated in applying for this position. We wish you well as you pursue your career objectives.

Sincerely,

Cheryl Martin  
Human Resources Manager

CM/kb

*Main Campus*  
2111 Exchange Street  
Astoria, Oregon 97103  
(503) 325-4321

*CMH Health & Wellness PAVILION*  
2265 Exchange Street  
Astoria, Oregon 97103  
(503) 325-4321

*Home Health & Hospice*  
486 12th Street  
Astoria, Oregon 97103  
(503) 338-6230

*Hospice House*  
91848 Hwy. 104  
Warrenton, Oregon 97146  
(503) 338-6230



## COLUMBIA MEMORIAL HOSPITAL

*Serving People. Touching Lives.*

February 22, 2010

Greg Reynolds  
PO Box 203  
Oysterville, WA 98641

Dear Greg:

Thank you for taking the time to interview for our Human Resource Assistant position. We had a large number of qualified applicants making the decision a difficult one, indeed. We have decided to offer the position to another applicant that appears to be the best match with our Hospital's needs.

Your regard for our Hospital is greatly appreciated. Please accept our best wishes for your continued career success.

Sincerely,

Cheryl Martin  
Human Resources Manager

CM/kb

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## Clatsop County



April 5, 2010

Greg Reynolds  
PO Box 203  
Oysterville, WA 98641

800 Exchange St., Suite 410  
Astoria, Oregon 97103

Dear Greg:

On behalf of Clatsop County, I would like to thank you for expressing interest in and applying for our Administrative Support IV in Animal Control. Your qualifications were carefully evaluated and we are proceeding with applicants whose skills more closely matched those required for the position for which you applied.

We invite you to apply for future employment opportunities with Clatsop County for which you qualify.

Again, we thank you for your interest in Clatsop County and wish you best of luck in your future endeavors.

Sincerely,

A handwritten signature in cursive script, appearing to read "Dean Perez".

Dean Perez  
Human Resources Director

County Manager's Office

Phone (503) 325-1000  
Fax (503) 325-8325





TONGUE POINT JOB CORPS CENTER  
37573 Old Highway 30  
Astoria, OR 97103  
503-325-2131 FAX 503-325-5375

April 7, 2010

Greg Reynolds  
PO Box 203  
Olympia, WA 98641

Dear Greg:

We are pleased to have had the opportunity to interview you as a candidate for our Learning Resource Center Specialist position at Tongue Point Job Corps Center. It is always difficult to make a hiring decision when the applicant pool consists of several qualified individuals. After considerable thought and review, we have offered the position to another person who best matches our needs at this time.

Thank you for taking the time to meet with us and for considering Management & Training Corporation as a potential employer. We extend our very best wishes in your pursuit of new employment opportunities.

Sincerely,

Tongue Point Job Corps Center  
Human Resources Office



DEPARTMENT OF VETERANS AFFAIRS  
Medical Center  
3710 Southwest US Veterans Hospital Road  
Portland OR 97239-2964



May 27, 2010

Greg Reynolds  
PO Box 203  
Oysterville, WA 98641

Dear Greg Reynolds:

Thank you for your interest in employment with the Department of Veterans Affairs, Portland Medical Center. We received your application for the position of Program Analyst, DEU-10-0043-ML and the following decision was made:

- ☒ You were qualified and referred for consideration, but not selected.
- ☐ You were qualified, but did not rank high enough to be referred for final consideration.
- ☐ You were not qualified because:
- ☐ You did not meet the experience requirements.
  - ☐ You did not meet the time-in-grade requirements.
  - ☐ Sufficient documentation not submitted which described qualifying specialized experience.
- ☐ You are not eligible because:
- ☐ Outside the area of consideration specified in the vacancy announcement.
  - ☐ No civil service status.
  - ☐ You did not submit documentation to support eligibility (i.e.: SF-50 Proof of Federal Status, DD-214, etc.)
- ☐ You withdrew your interest / application.
- ☐ This position was closed / cancelled, and will be filled at management's discretion at a later date.
- ☐ Other:

If you have questions about this decision, you may discuss them with Human Resources at (503) 220-8262 extension: 57331. Again, we appreciate your interest in considering employment with the Department of Veterans Affairs.

Sincerely,

Michael Lokrantz  
Human Resources Assistant



U.S. Department of Homeland Security  
Bothell, WA 98021-9796

**FEMA**

June 11, 2010

Greg M. Reynolds  
P O Box 203  
Oysterville, WA 98641-0203

Dear Mr. Reynolds:

Thank you for submitting your resume for a position as a Disaster Assistance Employee with FEMA Region X.

Your resume will be forwarded to our Regional Cadre Managers for review. Our Cadre Managers review applications to determine if a candidate is appropriate for their cadre and they make appointments based on the staffing needs within their cadres. You will be notified in writing and sent an applicant packet only if there is a Disaster Assistance Employee position open to you. Due to the high volume of applications and resumes we receive, we do not maintain an applicant file, but will keep your resume on file for one year should we have a Disaster Assistance Employee position become available in your area of expertise. If after one year you would still like to be considered for a Disaster Assistance Employee position, please submit an updated resume to FEMA Region X.

For other FEMA employment opportunities you may visit our website at <http://www.fema.gov>. To search for other federal employment, visit the Office of Personnel Management (OPM) website at <http://www.usajobs.opm.gov>. All federal position vacancies will be posted on the OPM site. For additional volunteer opportunities, visit the American Red Cross (ARC) site at <http://www.redcross.org>. Also, your local emergency management agency may have volunteer opportunities.

Once again, thank you for expressing an interest in working for FEMA.

Sincerely,

Melissa Spain  
Program Support





*Public Hospital  
District 3 of Pacific County*

*Board of Commissioners*  
DeWayne LaPointe – Chairman  
Nancy Campiche  
Alan Johnson  
Garnette Sutherland  
Darren Thorsen

*Ocean Beach Hospital  
Joseph M. Devin  
Chief Executive Officer*

P.O. Drawer H  
Ilwaco, WA 98624-0258  
360-642-3181  
Fax 360-642-8070

*Ocean Beach Medical Clinic*  
P.O. Drawer N  
Ilwaco, WA 98624-0319  
360-642-3747  
Fax 360-642-3361

*Naselle Clinic*  
P.O. Box 188  
Naselle, WA 98638-0186  
360-484-7161  
Fax 360-484-7178

July 2, 2010

Greg Reynolds  
P.O Box 203  
Oysterville, WA 98641

RE: Human Resources Assistant

Dear Greg Reynolds:


Thank you for your interest and application for employment with Ocean Beach Hospital and Medical Clinics. We received a good response to our position announcement and after reviewing applications a decision was made to move other candidates to the next phase of the selection process.

We keep our jobs posted on our website [www.oceanbeachhospital.net](http://www.oceanbeachhospital.net). Please check regularly for any position you may have an interest in. Applications are kept on file for 3 months for future employment consideration.

I wish you success in your job search and future employment endeavors.

Thank you for your interest in Ocean Beach Hospital & Medical Clinics.

Kindest Regards,

  
Kary L. Holloway  
Director Human Resources

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## Clatsop County



October 22, 2010

Greg Reynolds  
PO Box 203  
Oysterville, WA 98641

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800 Exchange St., Suite 410  
Astoria, Oregon 97103

Dear Greg:

On behalf of Clatsop County, I would like to thank you for expressing interest in and applying for the Information Systems Analyst position with our Central Services Department. Your qualifications were carefully evaluated and we have proceeded with applicants whose skills more closely matched those required for the position for which you applied.

We invite you to apply for future employment opportunities with Clatsop County for which you qualify.

Again, we thank you for your interest in Clatsop County and wish you best of luck in your future endeavors.

Sincerely,

A handwritten signature in dark ink, appearing to read "Dean Perez".

Dean Perez  
Human Resources Director

DP/vc

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County Manager's Office

Phone (503) 325-1000  
Fax (503) 325-8325

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[www.co.clatsop.or.us](http://www.co.clatsop.or.us)



FARMERS

17000 W 119th Street  
Olathe, KS 66061

**PERSONAL & CONFIDENTIAL**

03/16/2011

Greg Reynolds  
PO Box 203 32912 Sandridge Road  
Oysterville, WA 98641

Dear Greg Reynolds,

As you authorized in your application for appointment with the Farmers Companies, we have recently completed a background investigation as part of our appointment process. The purpose of this letter is to inform you that there is information in the report we received which, if accurate, would affect your appointment with us at this time. A copy of the report is attached.

You have the right to dispute the accuracy or completeness of information contained in the report by contacting the following agency, which provided it:

**Business Information Group, Inc.**  
**P.O. Box 541**  
**Southampton, PA 18966**  
**Phone: (800) 260-1680**

Attached is also a Summary of your Rights under the federal Fair Credit Reporting Act.

Please contact your District Manager promptly if you wish to discuss this matter. Although we have not yet made a final decision with regard to your application, if we do not hear from you within 5 business days, we will be unable to consider you further for an appointment with the Farmers Companies.

Sincerely yours,

Farmers Insurance Exchange

Enclosures

busv053105



**Maseeh College of Engineering and Computer Science**  
Office of the Dean

Post Office Box 751  
Portland, Oregon 97207-0751

503-725-2820 tel  
503-725-2825 fax  
info@cecs.pdx.edu  
www.cecs.pdx.edu

November 8, 2011

Greg Reynolds  
6208 NE 17<sup>th</sup> Avenue, Apt. 65  
Vancouver WA 98665

Dear Greg,

Thank you for your recent application for the position of Office Manager in the Maseeh College of Engineering and Computer Science Dean's Office at Portland State University. The Search Committee has completed its review of application materials and was impressed by the qualification of the candidates applying for the position. Unfortunately, due to the number of qualified applicants, not all will be interviewed, and your name was not among those selected for further consideration.

We sincerely appreciate the time and effort you dedicated to applying for this position. On behalf of the Search Committee, we would like to thank you for your interest in Portland State University, and wish you success in your future endeavors.

Sincerely yours,



Diane Sawyer  
Search Coordinator