



STATE OF WASHINGTON
BOARD OF PILOTAGE COMMISSIONERS

2901 Third Avenue, Suite 500 | Seattle, Washington 98121 | (206) 515-3904 | www.pilotage.wa.gov

REFERENCE INSTRUCTIONS

Option 1 - For Aspirants with less than 8 years employment with the same employer, either A or B below:

A: Letters of reference from their three most recent supervisors or employers if they have been employed by three or more employers during the most recent eight year period

B: Letters of reference from their two most recent employers and one letter of reference from a professional colleague/peer if they have been employed by no more than two employers during the most recent eight year period

Option 2 – For Aspirants who have been employed by his or her present employer for longer than 8 years immediately preceding the date of your application:

A: Submit one letter of reference from your current employer and two additional letters of reference from professional colleagues or peers.