

**DISCLOSURE AND AUTHORIZATION [IMPORTANT -- PLEASE READ CAREFULLY BEFORE SIGNING AUTHORIZATION]**

**DISCLOSURE REGARDING BACKGROUND INVESTIGATION**

Employer Solutions Staffing Group LLC (ESSG) may obtain information about you for employment purposes from a third party consumer reporting agency. Thus, you may be the subject of a "consumer report" and/or an "investigative consumer report" that may include information about your character, general reputation, personal characteristics, and/or mode of living, and that can involve personal interviews with sources, such as your neighbors, friends, or associates. These reports may contain information regarding your credit history, criminal history, social security number validation, motor vehicle records ("driving records"), verification of your education or employment history, or other background checks. Credit history will only be requested where such information is substantially related to the duties and responsibilities of the position for which you are applying. You have the right, upon written request made within a reasonable time, to request whether a consumer report has been requested and compiled about you, and disclosure of the nature and scope of any investigative consumer report and to request a copy of your report. Please be advised that the nature and scope of the most common form of investigative consumer report obtained with regard to applicants for employment is an investigation into your education and/or employment history conducted by Orange Tree Employment Screening, 7275 Ohms Lane, Minneapolis, MN 55439. Tel.: 800-886-4777 or 952-941-9040. Fax: 800-886-0774 or 952-941-9041. ORANGE TREE EMPLOYMENT SCREENING's website is at [www.orangetreescreening.com](http://www.orangetreescreening.com), or another outside organization. The scope of this notice and authorization is all-encompassing, however, allowing ESSG to obtain from any outside organization all manner of consumer reports and investigative consumer reports now and throughout the course of your employment to the extent permitted by law. As a result, you should carefully consider whether to exercise your right to request disclosure of the nature and scope of any investigative consumer report.

<p><b>New York and Maine applicants or employees only:</b> You have the right to inspect and receive a copy of any investigative consumer report requested by ESSG by contacting the consumer reporting agency identified above directly. You may also contact ESSG to request the name, address and telephone number of the nearest unit of the consumer reporting agency designated to handle inquiries, which ESSG shall provide within 5 days.</p>
<p><b>New York applicants or employees only:</b> Upon request, you will be informed whether or not a consumer report was requested by ESSG, and if such report was requested, informed of the name and address of the consumer reporting agency that furnished the report. By signing below, you also acknowledge receipt of Article 23-A of the New York Correction Law.</p>
<p><b>Oregon applicants or employees only:</b> Information describing your rights under federal and Oregon law regarding consumer identity theft protection, the storage and disposal of your credit information, and remedies available should you suspect or find that ESSG has not maintained secured records is available to you upon request.</p>
<p><b>Washington State applicants or employees only:</b> You also have the right to request from the consumer reporting agency a written summary of your rights and remedies under the Washington Fair Credit Reporting Act.</p>

**ACKNOWLEDGMENT AND AUTHORIZATION**

I acknowledge receipt of the DISCLOSURE REGARDING BACKGROUND INVESTIGATION and A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT and certify that I have read and understand both of these documents. I hereby authorize the obtaining of "consumer reports" and/or "investigative consumer reports" by ESSG at any time after receipt of this authorization and throughout my employment, if applicable. To this end, I hereby authorize, without reservation, any law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, company, or insurance company to furnish any and all background information requested by Orange Tree Employment Screening, 7275 Ohms Lane, Minneapolis, MN 55439. Tel.: 800-886-4777 or 952-941-9040. ORANGE TREE EMPLOYMENT SCREENING's website is at: [www.orangetreescreening.com](http://www.orangetreescreening.com), another outside organization acting on behalf of the company, and/or the company itself. I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original.

**New York applicants or employees only:** By signing below, you also acknowledge receipt of Article 23-A of the New York Correction Law.  
**Minnesota and Oklahoma applicants or employees only:** Please check this box if you would like to receive a copy of a consumer report if one is obtained by ESSG.

(Must include email address: COKala3@gmail.com)

Signature: *Robert C Atkinson* Date: 11-11-15

**BACKGROUND INFORMATION**

Last Name: Atkinson First: Robert Middle: Charles  
 Other Names/Alias: \_\_\_\_\_  
 Social Security #\*: US3 33 1350 Date of Birth (mm/dd/yyyy)\*: 10-23-72  
 Driver's License #: 16250763 State of Driver's License: TX  
 Present Address: 112 11<sup>th</sup> St NW Telephone # (Primary): 956 879 2140  
 City/State/Zip: Barnesville MN 55901

\*This information will be used for background screening purposes only and will not be used as hiring criteria.

Texas

DRIVER LICENSE

USA TX



16250763 DL  
 05/27/2015 Iss  
 10/23/1972 DOB  
 ATKINSON  
 ROBERT CHARLES  
 2618 GREGORY AVE APT 1  
 BROWNSVILLE TX 77821-0000  
 Restrictions NONE  
 Hgt 5-05 Sex M Eyes BRO  
 DD 06310540155217558673

SOCIAL SECURITY

453-33-1350  
 THIS NUMBER HAS BEEN ESTABLISHED FOR  
 ROBERT CHARLES  
 ATKINSON

SIGNATURE  
*Robert Charles Atkinson*

05/28/2015

Texas

DRIVER LICENSE

USA  
TX



14/ DL 16250763 9 Class C  
14/ Iss 05/27/2015 40 Exp 10/23/2021  
3 DOB 10/23/1972  
1/1 ATKINSON  
2/ ROBERT CHARLES  
8 2618 GREGORY AVE APT 1  
BROWNSVILLE TX 77921-0000  
12 Restrictions NONE 9a End NONE  
16 Hgt 5-05 16 Sex M 18 Eys BRO  
6 DD 06310540155217558673

*Robert C. Atkinson*

**SOCIAL SECURITY**

THIS NUMBER HAS BEEN ESTABLISHED FOR  
453-33-1350  
ROBERT CHARLES  
ATKINSON

SIGNATURE: *Robert C. Atkinson*  
05/28/2015



11/2/15 @ 2:20

## CMG APPLICATION FOR EMPLOYMENT

**APPLICANTS MAY BE TESTED FOR ILLEGAL DRUGS AND A BACKGROUND CHECK WILL BE COMPLETED**

PLEASE COMPLETE PAGES 1-5 DATE 10-28-15

Name Atkinson Robert Charles  
Last First Middle Maiden

Present address 112 11th St NW  
Number Street  
Roanester MN 55901  
City State Zip

Social Security No. 453 - 33 - 1350

Telephone (952) 897 2140 E-Mail COKala3@gmail

If under 18, please list age \_\_\_\_\_ Referred by \_\_\_\_\_

Position applied for (1) Sanitation / Production Shift available to work  
 and salary desired (2) \$13  
 (Be specific) 1st  \_\_\_\_\_  
2nd  \_\_\_\_\_  
3rd  \_\_\_\_\_

How many hours can you work weekly? no limit Can you work nights? yes

Employment desired  FULL-TIME ONLY  PART-TIME ONLY  FULL- OR PART-TIME

When available for work? 11-5-15

Do you have responsibilities or commitments that will prevent you from meeting specified work schedules?  
 No  Yes If so, please explain \_\_\_\_\_

Do you anticipate any absences from work on a regular basis?  
 No  Yes If so, please explain \_\_\_\_\_

TYPE OF SCHOOL	NAME OF SCHOOL	LOCATION (Complete mailing address)	NUMBER OF YEARS COMPLETED	MAJOR & DEGREE
High School	Hannah HS		4	
College				
Bus. or Trade School				
Professional School				

HAVE YOU EVER BEEN CONVICTED OF A CRIME? \_\_\_ No  Yes

If yes, explain number of conviction(s), nature of offense(s), dates of conviction(s), sentence(s) imposed, and type(s) of rehabilitation. 1998 - Burglary, 15 months prison 2003 - evading arrest, 2 yrs prison 2012 - evading arrest, 3 yrs prison

### APPLICATION FOR EMPLOYMENT

DO YOU HAVE A DRIVER'S LICENSE?  Yes \_\_\_ No

What is your means of transportation to work? car

Driver's license number 110250763 State of issue TX

Operator \_\_\_ Commercial (CDL) \_\_\_ Chauffeur \_\_\_

Expiration date \_\_\_\_\_

Have you had any accidents during the past three years? \_\_\_ Yes  No

If so, how many? \_\_\_\_\_

Have you had any moving violations during the past three years? \_\_\_ Yes  No

If so, how many? \_\_\_\_\_

Please list two references other than relatives or previous employers.

Name Jackie Springer Name Juan Garcia

Position \_\_\_\_\_ Position \_\_\_\_\_

Company wescott Company JJ's car sales

Address 112 11th St NW Address \_\_\_\_\_

Bonester MN 55901 \_\_\_\_\_

Telephone (507) 696 7546 Telephone (952) 525 8562

**APPLICATION FOR EMPLOYMENT**

**MILITARY**

HAVE YOU EVER BEEN IN THE ARMED FORCES? \_\_ Yes  No

ARE YOU NOW A MEMBER OF THE RESERVE OR NATIONAL GUARD? \_\_ Yes  No

Branch \_\_\_\_\_ Specialty \_\_\_\_\_

Date Entered \_\_\_\_\_ Discharge Date \_\_\_\_\_

**WORK EXPERIENCE**

Please list your work experience for the past five years beginning with your most recent job held. If you were self-employed, give firm name. **Attach additional sheets if necessary.**

Name <u>Wescott Orchard</u>	Supervisor name <u>Heather Hilshier</u>	
Position <u>Line worker</u>	Employment dates	Pay or salary <u>\$9/hr</u>
Company _____	From <u>8-24-15</u>	Start <u>\$9</u>
Address <u>28085 County Rd 25</u>	To <u>Present</u>	Final <u>\$9</u>
<u>Elgin MN 55932</u>	Your last job title <u>line worker</u>	
Telephone <u>(507) 876 2891</u>		
Reason for leaving (be specific) <u>still employed</u>		
List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. <u>Packing apples, stacking full boxes on pallets, unloading apples from boxes</u>		

Name <u>Lakeside foods</u>	Supervisor name _____	
Position _____	Employment dates	Pay or salary
Company _____	From <u>6-15</u>	Start <u>\$9</u>
Address <u>705 main st</u>	To <u>7-15</u>	Final <u>\$9</u>
<u>Belgium WI</u>	Your last job title <u>filler operator</u>	
Telephone <u>(262) 285 3299</u>		
Reason for leaving (be specific) <u>seasonal job</u>		
List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. <u>ran the filler machine, made sure it had lids, cleaned up when shift was over</u>		

**APPLICATION FOR EMPLOYMENT**

**WORK EXPERIENCE**

Please list your work experience for the **past five years** beginning with your most recent job held. If you were self-employed, give firm name. **Attach additional sheets if necessary.**

Name <u>GRS Construction</u>	Supervisor name <u>Joe Barber</u>	
Position _____	Employment dates	Pay or salary
Company _____	From <u>2005</u>	Start <u>\$ 8</u>
Address <u>18 Oriole Lane</u>	To <u>2012</u>	Final <u>\$ 9</u>
<u>Brownsville TX 78521</u>	Your last job title _____	
Telephone <u>(951) 793 4068</u>		
<u>951 982 1293</u>		

Reason for leaving (be specific) got incarcerated, then moved

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

Name _____	Supervisor name _____	
Position _____	Employment dates	Pay or salary
Company _____	From _____	Start _____
Address _____	To _____	Final _____
Telephone (____) _____	Your last job title _____	

Reason for leaving (be specific) \_\_\_\_\_

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

May we contact your present employer?  Yes \_\_\_ No

Did you complete this application yourself \_\_\_ Yes \_\_\_ No

If not, who did? \_\_\_\_\_

**PLEASE READ CAREFULLY  
APPLICATION FORM WAIVER**

In exchange for the consideration of my job application by Corporate Management Group, Inc.,

I agree that:

Neither the acceptance of this application nor the subsequent entry into any type of employment relationship, either in the position applied for or any other position, and regardless of the contents of employee handbooks, personnel manuals, benefit plans, policy statements and the like as they may exist from time to time, or other company practices, shall serve to create an actual or implied contract of employment, or to confer any right to remain an employee of Corporate Management Group, Inc. (CMG), or otherwise to change in any respect the employment-at-will relationship between it and the undersigned, and that relationship cannot be altered except by a written instrument signed by an officer of CMG. Both the undersigned and CMG may end the employment relationship at any time, without specified notice or reason. If employed, I understand that CMG may unilaterally change or revise their benefits, policies and procedures and such changes may include reduction in benefits.

I authorize investigation of all statements contained in this application. I understand that the misrepresentation or omission of facts will result in my disqualification from consideration for employment or, if discovered after I begin employment, will result in my termination. I hereby give CMG permission to contact schools, all previous employers (unless otherwise indicated), references and others and hereby release CMG from any liability as a result of such contact.

I understand that a comprehensive background check may be conducted to determine my eligibility for hire by CMG. This may include but is not limited to, investigations of criminal and/or conviction records, driving records and/or a drug screen test as required by clients, government regulations or by CMG policies.

I release CMG and other persons or entities from any claims that might be based on CMG's decision to conduct a background check.

I understand that, in connection with the routine processing of your employment application, CMG may request from a consumer reporting agency an investigative consumer report including information as to my credit records, character, general reputation, personal characteristics and mode of living. Upon written request from me, CMG will provide me with additional information concerning the nature and scope of any such report requested by it, as required by the Fair Credit Reporting Act.

I further understand that my employment with CMG shall be probationary for a period of ninety (90) days and further that at any time during the probationary period or thereafter, my employment relationship with CMG is terminable at will for any reason by either party.

Signature of applicant



Date:

10-28-15



Applicant Interview Score Card

Name Robert Atkinson Date of Interview 11/2/15

Position/Shift Assignment X Stand by Position \_\_\_\_\_

Rating Weak (1) to Strong (5)

- 1. Understanding of English conversation 1 2 3 4 5
- 2. Speaks English Fluently 1 2 3 4 5
- 3. Work experience related to job-food industry 1 2 3 4 5
- 4. Work history-working presently, yrs in workforce 1 2 3 4 5
- 5. Criminal Background information 1 2 3 4 5
- 6. Possesses required New Hire documentation (I9) 1 2 3 4 5
- 7. Personality-friendly, pleasant, sense of humor 1 2 3 4 5
- 8. Appearance-well groomed, cleanliness 1 2 3 4 5
- 9. Meets requirements to work w/pork, peanuts & soy 1 2 3 4 5
- 10. Shift availability-prefers shift that is available for  
Open positions, willing to be flexible to shifts available 1 2 3 4 5

Total possible points 50 pts. Total points scored 50

Former Employer Rating Bonus Points 1-20 —

Interviewer: [Signature]

Total Points 50

Date: 11/2/15

Name: Robert Atkinson

# Achoo!

by Cynthia Sherwood

Achoo! We all sneeze sometimes. Sneezing is a reflex that your body does automatically. That means you cannot make yourself sneeze or stop one once it has started. When you sneeze, your body is trying to get rid of bad things in your nose, such as bacteria. You have extra germs when you have a cold, so you sneeze a lot more. You might also sneeze when you smell pepper!

Inside your nose, there are hundreds of tiny hairs. These hairs filter the air you breathe. Sometimes dust and pollen find their way through these hairs and bother your nasal passages. The nerves in the lining of your nose tell your brain that something is invading your body.

Your brain, lungs, nose, mouth, and the muscles of your upper body work together to blow away the invaders with a sneeze. When you sneeze, germs from your nose get blown into the air. Using a tissue or "sneezing into your sleeve" captures most of these germs. It is very important to wash your hands after you sneeze into them, especially during cold and flu season.



Do you ever sneeze when you walk into bright sunlight? Some people say that happens to them often. Scientists believe the UV rays of the sun irritate the nose lining of these people so they sneeze.

If someone nearby sneezes, remember to tell them "Gesundheit!" That is a funny-looking word which is pronounced "gezz-oont-hite." It is the German word that wishes someone good health after sneezing.

Name: Robert C. Johnson

## Achoo Reading Test

(Circle the correct answer)

1. Why do people sneeze?
  - a. The tiny hairs in your nose tickle
  - b. Your body is trying to get rid of bad things
  - c. You can make yourself sneeze when you want to
  
2. What are the 3 parts of your body work together with your upper body to sneeze?
  - a. Hand, Elbow, Shoulder
  - b. Ankle, Knee, Hip
  - c. Brain, Lungs, Mouth
  
3. What other things can make you sneeze?
  - a. Pepper, Sun, Dust, and Pollen
  - b. Water, Pop, Flowers, Trees
  - c. Salt, Seasonings, Meat, Fruit
  
4. What is a German word that people often say to someone that sneezes?
  - a. Good Job
  - b. Gesundheit
  - c. Hang in there
  
5. What should you do after you sneeze into your hands especially during cold and flu season? This should also be done in the production area!
  - a. Wipe them with a tissue
  - b. Nothing
  - c. Wash your hands



## Preliminary Questions

For CMG use only

Name: Robert Atkinson

Date: 11/2/15

1. If hired are you willing to take a drug test? Y
2. Do you have any known food allergies to soy, wheat, peanuts, or milk? N
3. Are you able to work with pork? Y
4. Which plant do you prefer? NW
5. What shift to you prefer? 2nd/3rd

**\*To be completed during interview only\***

Date of interview 11/2/15

→ Have you ever been convicted of a crime? Yes  No

Explain

Incident See app

\_\_\_\_\_

\_\_\_\_\_

→ Employee Signature [Signature]

Interviewer Signature [Signature]

**VERIFIED REPORT**

**FOR**

**EMPLOYER SOLUTIONS GROUP EMPLOYER SOLUTIONS GROUP**

**Applicant:** ROBERT ATKINSON  
**Requested By:** LIZ BAUMAN  
**Location:** EMPLOYER SOLUTIONS GROUP

**Address** 112 11TH ST NW SSN XXX-XX-1350  
 ROCHESTER, MN 55901 **DOB** 10/23/1972

**CRIMINAL**

Cameron County Court, Criminal Division  
 Texas  
 Names Searched: CHARLES ATKINSON  
 Completed: 11/13/2015  
 NO FELONY OR MISDEMEANOR CONVICTION RECORD FOUND

Cameron County Court, Criminal Division  
 Texas  
 Names Searched: Robert Atkinson  
 Completed: 11/13/2015  
**MISDEMEANOR 05/01/2008 COUNT 1: RESIST ARREST SEARCH OR  
 TRANSPORT**  
 05/21/2008 Disposition (Count 1) : Guilty  
 05/21/2008 Sentence (Count 1) : Court Fee: 238.0000  
 05/21/2008 Sentence (Count 1) : Jail: 12 Months

*\*Note: The above record was matched based upon the following identifiers:*

Type	Provided	Court File	Match
Name	Robert Atkinson	Robert Charles Atkinson	PARTIAL
DOB	10/23/1972	10/23/1972	FULL

**MISDEMEANOR 05/01/2008 COUNT 1: EVADING ARREST DETENTION**

**Robert Atkinson (cont.)**

05/21/2008 Disposition (Count 1) : Guilty  
 05/21/2008 Sentence (Count 1) : Court Fee: 238.0000  
 05/21/2008 Sentence (Count 1) : Jail: 6 Months

*\*Note: The above record was matched based upon the following identifiers:*

Type	Provided	Court File	Match
Name	Robert Atkinson	Robert Charles Atkinson	PARTIAL
DOB	10/23/1972	10/23/1972	FULL

**FELONY**      **06/11/2008**      **COUNT 1: EVADING ARREST**  
 08/15/2008 Disposition (Count 1) : Guilty  
 08/15/2008 Sentence (Count 1) : Court Fee: 276.0000  
 08/15/2008 Sentence (Count 1) : Prison: 12 Months

*\*Note: The above record was matched based upon the following identifiers:*

Type	Provided	Court File	Match
Name	Robert Atkinson	Robert Charles Atkinson	PARTIAL
DOB	10/23/1972	10/23/1972	FULL

**FELONY**      **08/19/2009**      **COUNT 1: BURGLARY OF BUILDING**  
 11/30/2009 Disposition (Count 1) : Guilty  
 11/30/2009 Sentence (Count 1) : Court Fee: 560.0000  
 11/30/2009 Sentence (Count 1) : Prison: 2 Years

*\*Note: The above record was matched based upon the following identifiers:*

Type	Provided	Court File	Match
Name	Robert Atkinson	Robert Charles Atkinson	PARTIAL
DOB	10/23/1972	10/23/1972	FULL

**FELONY**      **02/09/2011**      **COUNT 1: BURGLARY OF A BUILDING**  
 03/29/2011 Disposition (Count 1) : Guilty  
 03/29/2011 Sentence (Count 1) : Court Fee: 544.0000  
 03/29/2011 Sentence (Count 1) : Prison: 3 Years

*\*Note: The above record was matched based upon the following identifiers:*

Type	Provided	Court File	Match
Name	Robert Atkinson	Robert Charles Atkinson	PARTIAL
DOB	10/23/1972	10/23/1972	FULL

**Robert Atkinson (cont.)**

<b>FELONY</b>	<b>12/18/2013</b>	<b>COUNT 1: EVADING ARREST DETENTION WITH PREVIOUS CONVICTION</b>
	02/13/2014	Disposition (Count 1) : Guilty
	02/13/2014	Sentence (Count 1) : Court Fee: 299.0000
	02/13/2014	Sentence (Count 1) : Prison: 18 Months

*\*Note: The above record was matched based upon the following identifiers:*

Type	Provided	Court File	Match
Name	Robert Atkinson	Robert Charles Atkinson	PARTIAL
DOB	10/23/1972	10/23/1972	FULL

<b>MISDEMEANOR</b>	<b>12/10/2013</b>	<b>COUNT 1: POSSESSION OF MARIJUANA LESS THAN TWO OUNCES</b>
	03/20/2014	Disposition (Count 1) : Guilty
	03/20/2014	Sentence (Count 1) : Court Fee: 233.0000
	03/20/2014	Sentence (Count 1) : Jail: 80 Days

*\*Note: The above record was matched based upon the following identifiers:*

Type	Provided	Court File	Match
Name	Robert Atkinson	Robert Charles Atkinson	PARTIAL
DOB	10/23/1972	10/23/1972	FULL

National Criminal Record Search  
Names Searched: Robert Atkinson  
Completed: 11/12/2015

**Note: Additional research at the jurisdictional level may have been required to complete this check. If additional research was required, and reportable information was located, it is included in the applicable jurisdiction service contained in this report. A full list of sources included in this search can be found at <http://www.orangetreeclient.com/disclaimer/NCRSSourceList.pdf>.**

National Sex Offender Database  
Names Searched: Robert Atkinson  
Completed: 11/12/2015  
Robert Atkinson, 10/23/1972, is not currently listed in the National Sex Offender Database.

**Note: Additional research at the jurisdictional level may have been required to complete this check. If additional research was required, and reportable information was located, it is included**

**Robert Atkinson (cont.)**

**in the applicable jurisdiction service contained in this report. A full list of sources included in this search can be found at <http://www.orangetreeclient.com/disclaimer/SORSourceList.pdf>.**

Report Status: SENT 11/13/2015