



Case Verification Number: 2019128155907

Report prepared: 05/08/2019



### Company Information

Company ID: 1284996

Company Name: ESSG - Corporate Management Group

Client Company ID: 1284996

Client Company Name: ESSG - Corporate Management Group

### Employee Information

Name: Scott O. Holland

Date of Birth: 05/03/1970

U.S. Social Security Number: \*\*\*-\*\*-4624

Employee's First Day of Employment: 05/08/2019

Citizenship Status: U.S. Citizen

### Document Information

List B Document: Driver's license or ID card issued by a U.S. state or outlying possession

Document Subtype: Driver's License

Document Number: \*\*\*\*\*8511

State: Minnesota

List C Document: Social Security Card

### Case Information

Current Case Result: Closed

Case Submitted By: Diana Elton

Case Status: Employment Authorized

Reason for Closure: Employment Authorized Auto Close

**CORPORATE MANAGEMENT GROUP**

Employment Application

Office Hours: 9am-4pm Mon-Thur, 9am-3pm Fri

Office Number: 507-923-4955

Office Address: 3707 Commercial Dr. SW Rochester, MN 55902

\$23 / hr  
4A-5A  
11-1



**Applicant Information**  
**(APPLICANTS MAY BE TESTED FOR ILLEGAL DRUGS AND A BACKGROUND CHECK WILL BE COMPLETED)**

Please fully complete pages 1-3

Full Name: (Last Name, First Name) Holland, Scott Date: 5-1-19

Address: (Street Address) 525 N Section Ave (Apt./Unit #) \_\_\_\_\_

(City) Spring Valley (State) MN (ZIP Code) 55975

Phone: 507-696-3537 Email: scholland@centurytel.net

Social Security No. 471-94-4624 Date Available: anytime with 2 week notice

Position Applied for: Truck Driver Desired Salary: negotiable

Shift Available to work:  1st  2nd  3rd Employment desired:  Full-Time  Part-Time

Are you authorized to work in the U.S?  Yes  No

How did you hear about us? from someone Referral Name: Brenda Reichel

If under 18, please list age: \_\_\_\_\_

Do you have responsibilities or commitments that will prevent you from meeting specified work schedules?  No  Yes

Type of School	Education			
	Name of School	Location (Complete Mailing Address)	Number of Years Completed	Major & Degree
High School	Albert Lea Senior High School	3000 Tiger Ln Albert Lea, MN 56007	K-12 years	General Studies
College	Riverland Community College	2300 Riverland Dr. Albert Lea, MN 56007	2	Wind Turbine Technician
Bus. Or Trade School				
Professional School				

# CORPORATE MANAGEMENT GROUP



your workforce management & staffing experts

## Employment Application

Office Hours: 9am-4pm Mon-Thur, 9am-3pm Fri

Office Number: 507-923-4955

Office Address: 3707 Commercial Dr. SW Rochester, MN 55902

### Previous Employment

Company: CHS Inc Phone: 507-754-5135

Address: 73057 State Hwy 16, Grand Meadow, MN Supervisor: Troy Gehling

Job Title: Truck Driver Starting Salary: \$ 15.00 Ending Salary: \$ 16.97

Responsibilities: Drove semi to deliver seed and chemicals to farmers or plants

From: 9/2011 To: present Reason for Leaving: Want more consistent hours. Spring and Fall being many 80 hour weeks.

May we contact your previous supervisor for reference? Yes  No  They don't know I am looking. May contact after an interview.

Company: Faith Technologies Phone: 920-225-6500

Address: 225 Main St, Menasha, WI Supervisor: Cory Bremer

Job Title: cell tower technician and lead Starting Salary: \$ 19.50 Ending Salary: \$ 20.50

Responsibilities: Travelled Midwest upgrading cell phone towers. Promoted to lead after 9 months.

From: 4/2013 To: 3/2015 Reason for Leaving: Wanted employment closer to home.

May we contact your previous supervisor for reference? Yes  No  I don't think he is there anymore.

Company: Vestas Phone: 507-374-9548

Address: Le Roy, MN location Supervisor: Michelle Burdis

Job Title: Summer Intern Technician Starting Salary: \$ 15.00 Ending Salary: \$ 15.00

Responsibilities: Climbed turbines, Trouble shooting problems. Maintenance

From: 5/2012 To: 5/2012 Reason for Leaving: End of internship

May we contact your previous supervisor for reference? Yes  No  she is no longer there

Company: Signature Flight Support Phone: 507-282-1717

Address: 7300 Brataas Drw, Rochester MN 55902 Supervisor: Troy Case

Job Title: Line Technician Starting Salary: \$ 10.00 Ending Salary: \$ 10.75

Responsibilities: Customer service to travelers. Marshalled planes.

From: 1/2011 To: 5/2012 Reason for Leaving: Completed wind turbine diploma.

May we contact your previous supervisor for reference? Yes  No  He is no longer there.

I certify that my answers are true and complete to the best of my knowledge.

If this application leads to employment, I understand that false or misleading information in my application or interview may result in my release.

Signature: [Signature] Date: 05-01-19

# CORPORATE MANAGEMENT GROUP

## Employment Application

Office Hours: 9am-4pm Mon-Thur, 9am-3pm Fri

Office Number: 507-923-4955

Office Address: 3707 Commercial Dr. SW Rochester, MN 55902



### 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 *David H. Helled* Date: 05-01-19

**Summary of Qualifications:**

- Minnesota CDL-Class A license (current)
- Powered Industrial Truck Operator's Permit-Class 1 – forklift operator (current)
- Completed OSHA Training
- TSA security badge (held from 2011-2012)
- Strong troubleshooting, problem solving and repair abilities
- Punctual, responsible, detail-oriented, willing to work in adverse weather conditions and travel
- Certified - Tower Rescue (Iowa Lakes Community College, Spirit Lake IA)

**Education:**

Riverland Community College

Albert Lea MN

**Wind Turbine Technician - Diploma**

08/2011 – 05/2013

Focus: Troubleshooting IEC Electrical Prints, Inspecting mechanical Systems and Gearboxes, Utilizing NFPA 70E Arc Flash Protection, Training in Tower Rescue.

Studies: Wind Turbine Technology, Structured Wiring, Motor Controls, PLCs, Preventative Maintenance, Machine Repair, Hydraulics I & II, Motor Generation Distribution, Blade Technology, Power Electronics, Mechanical/Electrical Safety and General Studies. GPA: 3.82, Dean's List.

**Work Experience:**

CHS, Inc.

Grand Meadow, MN

**Truck Driver**

04/2015 – to present

Delivered seed and chemicals to various customers. Picked up and hauled grain from customers and hauled them to plants and terminals to sell. Interacted with customers on a daily basis. Sometimes assisted company's seed salesman. Per request of supervisor, studied for and passed examination to be certified to spray chemicals.

Faith Technologies

Appleton, WI

**Cell Tower Technician II Crew Lead – National Traveling Team**

04/2013 – 3/2015

After 9 months was promoted from Cell Tower Technician I to Cell Tower Technician II Crew Lead. Upgraded cell towers to 4G antennas, including raising antennas, and mounting radios to antennas up tower. Ran power up the tower and wired cabinets on the ground. Climbed daily from 100 to 400 feet from the ground. Took final photos and sent to the customer for approval. Been on traveling team performing these tasks for up to three weeks at a time in multiple states.

Vestas: Pioneer Prairie and Pioneer Star sites

LeRoy MN

**Summer Internship Technician**

05/2012 to 08/2012

Climbed wind turbine towers daily that were 300 feet from the ground. Assisted in serving turbines and worked one-on-one with experienced technicians in the field. Learned value of LOTO and safety procedures. Gained familiarity with all technician service equipment used in the field. Intern experience reinforced my passion to continue in the field.

Signature Flight Support

Rochester MN

**Line Technician**

01/2011 05/2012

Provided customer service: greeted travelers, provided lavatory, water and shuttle service to travelers and crew. Marshalled airplanes using tug, Loaded/unloaded luggage. Assisted with wing-walking duties, fueled and de-iced planes.

Buster's Country Meats

Ostrander MN

**Part-time Assistant Butcher**

11/2010 - 02/2011

Assisted with butchering duties and processed customer orders part-time.

Waste Management, Inc.

Rochester MN

**Roll-off Driver**

07/2005 - 11/2010

Serviced commercial customers with garbage and recycling containers. Assisted in citywide clean-ups and flood disasters. Substituted for employees on leave of absence or vacation. Operated semi-tractor and hauled trash out of transfer stations to landfills. Followed all MNDOT company policies and procedures.

**Summary of Qualifications: Available upon request.**

# TEMPORARY COMMERCIAL DRIVER'S LICENSE



Minnesota Department of Public Safety  
Driver and Vehicle Services Division  
445 Minnesota Street, Suite 175 Saint Paul, Minnesota 55101  
Phone: 651-297-3298 TTY: 651-282-6555  
[dvs.dps.mn.gov](http://dvs.dps.mn.gov)



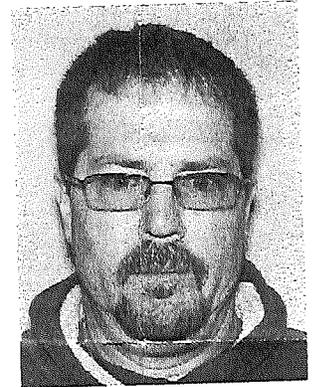
DL/ID #: **A371-009-648-511**  
TEMPORARY CREDENTIAL EXPIRATION  
**03-Aug-2019**  
DATE OF BIRTH  
**03-May-1970**

## APPLICANT INFORMATION

APPLICATION DATE 05-Apr-2019  
APPLICATION NAME HOLLAND, SCOTT ORRIS

## CREDENTIAL INFORMATION

Name	HOLLAND, SCOTT ORRIS		Date of Birth	03-May-1970
DL/ID Number	A371-009-648-511	Height	5ft 9in	
Residence Address	525 N SECTION AVE SPRING VALLEY MN 55975-1518	Eye Color	Green	
Card Mailed To	525 N SECTION AVE SPRING VALLEY MN 55975-1518	Sex	Male	
Station Location	Albert Lea (624)	Weight	210 lbs.	
Credential Type	Enhanced ID	Organ Donor	Yes	
Card Type	CDL Class A	Veteran	No	
Endorsements	Tank			
Restrictions	Corrective Lenses			



*Scott O Holland*

**THIS DOCUMENT IS FOR THE TYPE OF CARD INDICATED UNTIL THE EXPIRATION DATE LISTED ABOVE.**

- This document is void if the applicant is not in compliance with all restrictions indicated on the record.
- ~~Not valid as Enhanced Driver's License (EDL) for border crossings.~~
- Lost, stolen and duplicate EDL cards are deactivated and may not be used for border crossings.

**THIS IS NOT A STAND-ALONE IDENTIFICATION DOCUMENT**

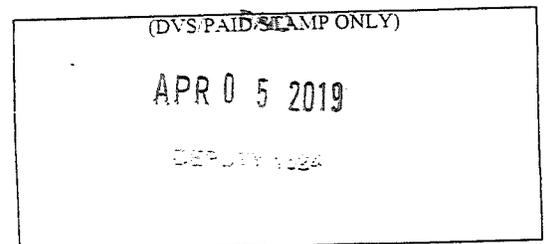
**VALID FOR DRIVING PRIVILEGES IF THE RECORD INDICATES**

## CONTACT US

Visit [dvs.dps.mn.gov](http://dvs.dps.mn.gov) to:

- Check the status of your driving privileges
- Schedule a road test

Driver's License Questions	651-297-3298
License Status, available 24/7	651-284-1234
DVS Locations	651-297-2126
Motor Vehicle Questions	651-297-2126
TDD/TTY	651-282-6555





## Preliminary Questions

For CMG use only

Name: Scott Holland

Date: 05-08-19

1. If hired are you willing to take a drug test? YES
2. Do you have any known food allergies to soy, wheat, peanuts, or milk? NO
3. Are you able to work with pork? YES
4. Which plant do you prefer? Main
5. What shift to you prefer? 4AM-12 NOON

**\*To be completed during or after interview\***

Date of interview 05-08-19

Have you ever been convicted of a crime? Yes  No

Explain

Incident \_\_\_\_\_

\_\_\_\_\_

Employee Signature Scott Holland

Interviewer Signature [Signature]



## New Employee Acknowledgement Form

Welcome to CMG and Reichel Foods!

As a new employee, you will be provided with the website, username and password to view the new hire forms that you signed during your CMG interview. Please sign and date the bottom of the sheet stating that you received your login information.

- CMG/ ESSG / Reichel Foods Handbook
- Healthcare Notice of Exchange and Website for Enrollment
- Safety Policy
- Drug and Alcohol Testing Policy

Website: <https://nhov2.esgazure.com/login/cmog>

Login Name: 5076963537

Login Password: Sh@4674

I hereby acknowledge that I have been provided with the login information to view the items listed above. I understand that it is my responsibility to read and follow each document provided to me and that if I have any questions concerning the times or its content, that it is my responsibility to address my questions with my supervisor or CMG representative, and hereby waive any claim, now or in the future, that I did not receive, did not read or did not comprehend the items or their contents.

Signature: Dave Holland Date: 5/8/19