



Case Verification Number: 2019326201147KG

Report prepared: 11/22/2019

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: Aric A. Holmen

Date of Birth: 07/16/1990

U.S. Social Security Number: ***-**-1236

Employee's First Day of Employment: 11/22/2019

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: *****2560

Expiration Date: 07/16/2028

State: Florida

List C Document: Social Security Card

Case Information

Case Status: Closed

Case Submitted By: Sierra Peterson

Current Case Result: 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



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) Holmen, Aric Date: 11-22-19
 Address: (Street Address) 1007 3rd Ave SW (Apt./Unit #) _____
 (City) Austin (State) MN (ZIP Code) 55912
 Phone: 727-492-6909 Email: aricholms@gmail.com
 Social Security No. 475-21-1236 Date Available: 11-25-19
 Position Applied for: Warehouse Lead Desired Salary: \$16.00
 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? Zip Recruiter Referral Name: _____
 If under 18, please list age: _____
 Do you have responsibilities or commitments that will prevent you from meeting specified work schedules? No Yes

2nd WHse lead

Education				
Type of School	Name of School	Location (Complete Mailing Address)	Number of Years Completed	Major & Degree
High School	Austin High	301 3 rd St NW Austin, MN	3	
	Roosevelt Learning Center		1	GED
College				
Bus. Or Trade School				
Professional School				

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Previous Employment

Company: Touch Point Medical Phone: 800-947-3901

Address: 114 E Douglas Rd Oldsmar FL 34677 Supervisor: Carlos

Job Title: Press Operator Starting Salary: \$ 16.00 Ending Salary: \$ 16.80

Responsibilities: Press Break, Laser, Punch operator. Forklift

From: 7-15-19 To: 11-15-19 Reason for Leaving: Family problems in MN

May we contact your previous supervisor for reference? Yes No

Company: Uber Phone: _____

Address: _____ Supervisor: —

Job Title: Driver Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: Drive people from location to location

From: 7-8-18 To: Present Reason for Leaving: Still doing

May we contact your previous supervisor for reference? Yes No

Company: Amsbury Truth Phone: 507-451-5620

Address: 700 W Bridge St Owatonna MN Supervisor: Brandon

Job Title: Back up Lead Starting Salary: \$ 15.00 Ending Salary: \$ 18.25

Responsibilities: _____

From: 7-5-2015 To: 7-8-18 Reason for Leaving: Moved to Florida

May we contact your previous supervisor for reference? Yes No

Company: Kwik Trip Phone: 507-446-9576

Address: 1075 Frontage Rd Owatonna MN Supervisor: _____

Job Title: 2nd Shift Lead Starting Salary: \$ 10.00 Ending Salary: \$ 12.25

Responsibilities: _____

From: 8-1-13 To: 12-1-14 Reason for Leaving: Better Opportunity

May we contact your previous supervisor for reference? Yes No

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: 11-22-19

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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:

11-22-19

Aric Holmen

Largo, FL 33773
arrcholms@gmail.com
727-492-6909

Assembled over 600-800 products per hour in fast-paced environment by applying strong multitasking, organizational and teamwork abilities to meet challenging demands. Good technical and mechanical knowledge developed over 3 years of related experience.

Talented Assembly Line Worker successful working in team-based environments. Well-developed listening and problem-solving abilities. Solid track record in field over 3 years.

Committed Team Lead with a year of experience processing customer payments through various point of sale systems.

Quick and accurate when balancing cash drawer and reconciling credit machine printouts. Outstanding communication and customer engagement abilities.

Diligent Team Lead with excellent multitasking, organizational, and time management abilities combined with expertise in promoting items and completing customer sales. Adept at suggesting purchases to drive revenue and promoting positive experiences to strengthen customer loyalty. Familiar and able to adapt easily to new processes and procedures.

Welcoming and intelligent worker with proven history of accuracy, efficiency and punctuality.

Work Experience

Blue Badge

Amazon - Saint Petersburg, FL
July 2018 to Present

Protected company inventory with well-organized and secure storage areas

Palatalized boxes for easy movement and shipment

Used scanners to track parcel information such as condition or receipt

Ensured packages were sealed properly

Tracked movements with hand-held scanners and daily production sheets to keep records accurate

Organized efficient daily work plans based on oral instructions and written directions to meet challenging objectives

Braced, padded and supported shipments to prevent shifting and damage

Gained complete understanding of duties and job tasks for each shift, prioritizing those requiring immediate completion

Resolved conveyor system issues by clearing jams and blockages

Driver

Uber - Largo, FL
July 2018 to Present

Delivered goods and services to customers on time and in excellent condition
Demonstrated professional conduct with clients and families do deliver outstanding customer service
Planned optimal routes to minimize delays and maximize time efficiency
Helped passengers on and off vehicles and stowed luggage securely to prevent damage
Maintained positive attitude and diplomacy when dealing with customers

Back Up Team Lead

Truth Hardware - Owatonna, MN
July 2015 to June 2018

Maintained composure and level-headed mentality during challenging situations to best resolve situations and serve business needs
Monitored employee performance and safety, conducting retraining to correct problems and optimize productivity
Created and maintained production schedules based on employee productivity, company needs and seasonal plans
Addressed employee and production issues to determine and implement optimal resolutions, preventing wasted resources and maintaining schedules
Maintained open and professional team relationships to quickly identify and resolve issues
Cleaned work areas regularly to keep team efficient and eliminate any safety concerns
Ensured all loads were secured on pallets
Transported goods from dock area to appropriate storage locations
Maneuvered forklift over and around loaded pallets, boxes and other materials
Replenished pick slots with outgoing stock items according to next day's work orders
Cleaned and removed debris from shipping and receiving sections to prevent accidents and keep areas clear

Panel Cell Operator

Daikin Applied - Owatonna, MN
December 2014 to June 2015

Moved controls and levers to start and stop printing press machines and manually set and adjusted speed, temperature, and ink flow
Properly handled hazardous waste materials to uphold safety regulations
Cleaned, lubricated and repaired machinery for optimal performance
Installed, adjusted, dismantled, reassembled and removed parts and equipment such as rollers, dies, printing plates and blankets

Second Shift Supervisor

Kwik Trip - Owatonna, MN
August 2013 to December 2014

Learned roles of other departments to provide coverage and keep store operational
Answered phone calls to assist customers with questions
Monitored sidewalk sales events to protect products, added new merchandise and rang up purchases at outside registers

Worked closely with front-end staff to assist customers
Helped customers find specific products, answering questions and offering advice
Troubleshoot and resolved issues with cash registers, card scanners and printers
Properly verified customer identification for alcohol or tobacco purchases
Drove sales and add-on purchases by promoting specific item options to customers
Maximized customer satisfaction by assisting customers complete purchases, locate items and sign up for rewards programs
Kept check-out areas clean, organized, and well-stocked to maintain attractive store
Trained new team members in cash register operation, stock procedures and customer service
Counted product stock to maintain inventory records
Processed efficient and accurate cash, check, debit, and credit card payments using Point-of-Sale system

Department Specialist

Quality Pork Processors Inc - Austin, MN
July 2010 to July 2013

Supplied and trained personnel on matters of cleanliness, client interactions and various types of meat cuts
Slaughtered pigs
Used tools, sprayers and cleaning solutions to clean contaminants from work areas

Back Up Team Lead

Truth Hardware - Owatonna, MN
July 2008 to July 2010

Boxed, labeled and moved items to keep production lines moving swiftly
Inspected and tested final products to verify conformance to established tolerances
Collaborated in team-based environment to maintain line productivity and meet expected deadlines
Utilized basic mathematical abilities to calculate materials, hourly rates and other relevant details
Maintained work areas organized and neat, which enabled swift cleanup following each shift
Built and packaged products to complete daily work orders and exceed production goals
Recognized and reported defective material and equipment

Education

High school or equivalent

Roosevelt learning center - Owatonna, MN
2011 to 2011

Skills

ASSEMBLY, HAND TOOLS, SCANNER, GREETING, SALES TECHNIQUES

Additional Information

SKILLS

Manufacturing experience Scanner operations

Visual inspections Maintenance scheduling
Production background Payment processing
Product assembly Sales techniques
Machinery operations Credit and cash transactions
Quality assurance controls Loss prevention
Power and hand tools Team building
Expert assembler Merchandise restocking
Machining familiarity Attention to detail
Accuracy Cash management
Guest service Task delegation
Patient evaluations Customer greeting
Security monitoring

Florida DRIVER LICENSE  USA

4a DLN **H455-001-90-256-0** 8 CLASS **E**

1 HOLMEN
2 ARIC ADRIAN
3 7510 121 ST AVE
4 LARGO, FL 33773

3 DOB 07/16/1990 5 SEX M
4b EXP 07/16/2028 16 HGT 6'-00"
12 REST NONE 9a END NONE

SAFE DRIVER
4a ISS 08/01/2019
SDD J721908010262

 Operation of a motor vehicle constitutes consent to any sobriety test required by law.





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/cm>

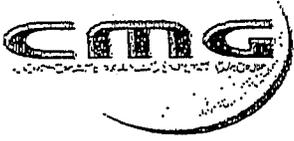
Login Name: 72749269109

Login Password: Am@1236

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: _____

Date: 11-22-19



Preliminary Questions

For CMG use only

Name: Aric Holmen

Date: 11-22-19

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? Any
5. What shift do you prefer? Any 2nd lead

To be completed during or after interview

Date of interview 11-22-19

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

Explain

Incident _____

Employee Signature [Signature]

Interviewer Signature [Signature]

EMERGENCY CONTACT INFORMATION

EMPLOYER SOLUTIONS STAFFING GROUP
IN CASE OF AN EMERGENCY - NOTIFICATION INFORMATION

Employee Name: Aric Holmen

Address: _____

Home Phone: _____

EMERGENCY CONTACTS <small>Please list two people (in priority order) who could be contacted in case of an emergency.</small>	
Contact #1	
Name: <u>Heather Johnson</u>	Home Phone: _____
Relationship: <u>Fiancee</u>	Cell Phone: <u>507-219-8738</u>
	Work Phone: _____
Contact #2	
Name: _____	Home Phone: _____
Relationship: _____	Cell Phone: _____
	Work Phone: _____

Additional information you want Employer Solutions Staffing Group and our clients to know in the event of an emergency:

This information will remain confidential and will only be used in the case of an emergency.

Form W-4 (2019)

Future developments. For the latest information about any future developments related to Form W-4, such as legislation enacted after it was published, go to www.irs.gov/FormW4.

Purpose. Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay. Consider completing a new Form W-4 each year and when your personal or financial situation changes.

Exemption from withholding. You may claim exemption from withholding for 2019 if **both** of the following apply.

- For 2018 you had a right to a refund of all federal income tax withheld because you had **no** tax liability, and
- For 2019 you expect a refund of all federal income tax withheld because you expect to have **no** tax liability.

If you're exempt, complete **only** lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2019 expires February 17, 2020. See Pub. 505, Tax Withholding and Estimated Tax, to learn more about whether you qualify for exemption from withholding.

General Instructions

If you aren't exempt, follow the rest of these instructions to determine the number of withholding allowances you should claim for withholding for 2019 and any additional amount of tax to have withheld. For regular wages, withholding must be based on allowances you claimed and may not be a flat amount or percentage of wages.

You can also use the calculator at www.irs.gov/W4App to determine your tax withholding more accurately. Consider

using this calculator if you have a more complicated tax situation, such as if you have a working spouse, more than one job, or a large amount of nonwage income not subject to withholding outside of your job. After your Form W-4 takes effect, you can also use this calculator to see how the amount of tax you're having withheld compares to your projected total tax for 2019. If you use the calculator, you don't need to complete any of the worksheets for Form W-4.

Note that if you have too much tax withheld, you will receive a refund when you file your tax return. If you have too little tax withheld, you will owe tax when you file your tax return, and you might owe a penalty.

Filers with multiple jobs or working spouses. If you have more than one job at a time, or if you're married filing jointly and your spouse is also working, read all of the instructions including the instructions for the Two-Earners/Multiple Jobs Worksheet before beginning.

Nonwage income. If you have a large amount of nonwage income not subject to withholding, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you might owe additional tax. Or, you can use the Deductions, Adjustments, and Additional Income Worksheet on page 3 or the calculator at www.irs.gov/W4App to make sure you have enough tax withheld from your paycheck. If you have pension or annuity income, see Pub. 505 or use the calculator at www.irs.gov/W4App to find out if you should adjust your withholding on Form W-4 or W-4P.

Nonresident alien. If you're a nonresident alien, see Notice 1392, Supplemental Form W-4 Instructions for Nonresident Aliens, before completing this form.

Specific Instructions

Personal Allowances Worksheet

Complete this worksheet on page 3 first to determine the number of withholding allowances to claim.

Line C. Head of household please note: Generally, you may claim head of household filing status on your tax return only if you're unmarried and pay more than 50% of the costs of keeping up a home for yourself and a qualifying individual. See Pub. 501 for more information about filing status.

Line E. Child tax credit. When you file your tax return, you may be eligible to claim a child tax credit for each of your eligible children. To qualify, the child must be under age 17 as of December 31, must be your dependent who lives with you for more than half the year, and must have a valid social security number. To learn more about this credit, see Pub. 972, Child Tax Credit. To reduce the tax withheld from your pay by taking this credit into account, follow the instructions on line E of the worksheet. On the worksheet you will be asked about your total income. For this purpose, total income includes all of your wages and other income, including income earned by a spouse if you are filing a joint return.

Line F. Credit for other dependents. When you file your tax return, you may be eligible to claim a credit for other dependents for whom a child tax credit can't be claimed, such as a qualifying child who doesn't meet the age or social security number requirement for the child tax credit, or a qualifying relative. To learn more about this credit, see Pub. 972. To reduce the tax withheld from your pay by taking this credit into account, follow the instructions on line F of the worksheet. On the worksheet, you will be asked about your total income. For this purpose, total

----- Separate here and give Form W-4 to your employer. Keep the worksheet(s) for your records. -----

Form W-4 Department of the Treasury Internal Revenue Service		Employee's Withholding Allowance Certificate		OMB No. 1545-0074 2019	
Form W-4 Department of the Treasury Internal Revenue Service		▶ Whether you're entitled to claim a certain number of allowances or exemption from withholding is subject to review by the IRS. Your employer may be required to send a copy of this form to the IRS.			
1 Your first name and middle initial		Last name		2 Your social security number	
Home address (number and street or rural route)		3 <input checked="" type="checkbox"/> Single <input type="checkbox"/> Married <input type="checkbox"/> Married, but withhold at higher Single rate. Note: If married filing separately, check "Married, but withhold at higher Single rate."			
City or town, state, and ZIP code		4 If your last name differs from that shown on your social security card, check here. You must call 800-772-1213 for a replacement card. ▶ <input type="checkbox"/>			
5 Total number of allowances you're claiming (from the applicable worksheet on the following pages)		5 <input type="text"/>			
6 Additional amount, if any, you want withheld from each paycheck		6 \$ <input type="text"/>			
7 I claim exemption from withholding for 2019, and I certify that I meet both of the following conditions for exemption.					
<ul style="list-style-type: none"> • Last year I had a right to a refund of all federal income tax withheld because I had no tax liability, and • This year I expect a refund of all federal income tax withheld because I expect to have no tax liability. 					
If you meet both conditions, write "Exempt" here ▶		7 <input type="text"/>			
Under penalties of perjury, I declare that I have examined this certificate and, to the best of my knowledge and belief, it is true, correct, and complete.					
Employee's signature (This form is not valid unless you sign it.) ▶					
		Date ▶			
8 Employer's name and address (Employer: Complete boxes 8 and 10 if sending to IRS and complete boxes 8, 9, and 10 if sending to State Directory of New Hires.)		9 First date of employment		10 Employer identification number (EIN)	