

SENSITIVE BUT UNCLASSIFIED

Department of Homeland Security
E-Verify

Report Prepared: 06/25/2013

Page: 1 of 1

Case Verification Number: 2013176114622SV

Case Information:**Employee Information:**

Last Name:	Liebenow	First Name:	Timothy
Middle Initial:		Maiden Name:	
Social Security Number:	*** ** 7123	Date of Birth:	11/07/1959
Citizenship Status:	A citizen of the United States		

Document Information:

List B Document:	Driver's license or ID card issued by a U.S. state or outlying possession	List C Document:	Social Security Card
Document Name:	Driver's license	Document State:	Minnesota
Driver's License or ID Card Number:		Document Expiration Date:	11/07/2013
Alien Number:		I-94 Number:	

Additional Information:

Hire Date:	06/25/2013	Employer Case ID:	
Three-Day Rule Reason:		Three-Day Rule - Other:	
Submitted By:	ACOR9642	Submitted On:	06/25/2013

Initial Case Result:

Case Result: Employment Authorized

Employee Referred to SSA:

Referred By: Referred On:

Case Result from SSA (after SSA Tentative Nonconfirmation):

Case Result: Response Date:

Resubmitted to SSA (after Review and Update Employee Data):

Last Name:	First Name:
Middle Initial:	Maiden Name:
Social Security Number:	Date of Birth:
Resubmitted By:	Resubmitted On:

Case Result from SSA (after Resubmission):

Case Result:

Request Name Review:

Comments:	
Submitted By:	Submitted On:

Case Result from DHS (after DHS Verification in Process):

Case Result: Response Date:

Employee Referred to DHS:

Referred By: Referred On:

Case Result from DHS (after DHS Tentative Nonconfirmation):

Case Result: Response Date:

Photo Matching Results:

Determination:

Employee Referred to DHS (Additional):

Referred By: _____ Referred On: _____

Case Result from DHS (after Additional DHS Tentative Nonconfirmation):

Case Result: _____ Response Date: _____

Case Closure:

Closure Statement: The employee continues to work for the employer after receiving an Employment Authorized result.
Closed By: ACOR9642 Closed On: 06/25/2013

SENSITIVE BUT UNCLASSIFIED

W/M/T June 24th, 2:00pm



CMG APPLICATION FOR EMPLOYMENT

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

PLEASE COMPLETE PAGES 1-5 DATE 6-18-2013

Name Liebenow Timothy Paul
Last First Middle Maiden

Present address 10835 County Road 11 NE
Number Street
Elgin MN 55932
City State Zip

Social Security No. 475 - 72 - 7123

Telephone 507 876-2003 E-Mail tpliebenow@aol.com

If under 18, please list age _____ Referred by internet

Position applied for (1) Production Worker Shift available to work
 and salary desired (2) \$9/hr
 (Be specific) 1st
2nd _____
3rd _____ *Wknds ok 8/24*

How many hours can you work weekly? 40+ Can you work nights? _____

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

When available for work? July 9th, 2013

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	<u>Elgin-Millville High School</u>	<u>701 1st St SE Elgin MN, 55932</u>	<u>12</u>	
College				
Bus. or Trade School				
Professional School				

HAVE YOU EVER BEEN CONVICTED OF A CRIME? No Yes ^{dl 10/24} ₁₈

If yes, explain number of conviction(s), nature of offense(s), dates of conviction(s), sentence(s) imposed, and type(s) of rehabilitation. _____

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 A301087445504 State of issue MN

Operator Commercial (CDL) Chauffeur

Expiration date 11-7-2013

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 <u>Jerry Kosel</u>	Name <u>Susan Conant</u>
Position <u>Insurance Agent</u>	Position <u>Day Care Worker</u>
Company <u>State Farm</u>	Company _____
Address <u>820 W N Wabasha</u>	Address <u>820 4th St. NW</u>
<u>Plainview, MN</u>	<u>Byron, MN 55920</u>
Telephone <u>(507) 534-3834</u>	Telephone <u>(507) 775-2106</u>

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>Bennett Food Center</u>	Supervisor name <u>Eric Bennett</u>	
Position <u>Frozen Food Manager</u>	Employment dates	Pay or salary
Company _____	From <u>4-16-2012</u>	Start <u>\$9⁰⁰</u>
Address <u>215 SW 1st St</u>	To <u>Present</u>	Final <u>\$9⁰⁰</u>
<u>Plainview, MN 55964</u>	Your last job title <u>Frozen Food Manager</u>	
Telephone <u>(507) 534-3124</u>	Reason for leaving (be specific) <u>Scheduling Changes</u>	
List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. <u>Customer Service Stock Shelves</u> <u>Meat Wrapper</u> <u>Frozen Foods</u> <i>- no consistency in schedule</i>		

Name <u>Schmidt Printing Co.</u>	Supervisor name <u>Jeff Herrley</u>	
Position <u>Machine Operator</u>	Employment dates	Pay or salary
Company <u>Taylor Corporation</u>	From <u>4-8-1993</u>	Start <u>\$5⁰⁰ hr</u>
Address <u>1101 Frontage Rd NW</u>	To <u>3-1-2012</u>	Final <u>\$12⁰⁰ hr</u>
<u>Byron, MN 55920</u>	Your last job title _____	
Telephone <u>(507) 775-6400</u>	Reason for leaving (be specific) <u>Workforce Reduction</u>	
List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. <u>Filling out paperwork to make sure job was sent to right destinations. Labeling + packaging the product.</u> <u>Running + doing maintenance on the machine.</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 _____ Position _____ Company _____ Address _____ Telephone (____) _____	Supervisor name _____ <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 50%;">Employment dates</th> <th style="width: 50%;">Pay or salary</th> </tr> <tr> <td>From _____</td> <td>Start _____</td> </tr> <tr> <td>To _____</td> <td>Final _____</td> </tr> <tr> <td colspan="2">Your last job title _____</td> </tr> </table>	Employment dates	Pay or salary	From _____	Start _____	To _____	Final _____	Your last job title _____	
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From _____	Start _____								
To _____	Final _____								
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.									

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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 Timothy P. Liebenow Date: 6-18-2013

MINNESOTA
DRIVER'S LICENSE



TIMOTHY PAUL LIEBENOW
10835 CO RD 11 NE
ELGIN, MN 55932

Date of Birth 11-07-1959

Sex	Eyes	Class
M	BLU	D

Height	Weight
6-1	230

ISSUED 10-2009 EXPIRES 11-07-2013

Timothy P. Liebenow

A301087445504

SOCIAL SECURITY	
ACCOUNT	NUMBER
475-72-7123	
HAS BEEN ESTABLISHED FOR	
TIMOTHY PAUL LIEBENOW	
SIGNATURE	<i>Timothy Paul Liebenow</i>
FOR SOCIAL SECURITY AND TAX PURPOSES—NOT FOR IDENTIFICATION	

CMG

Preliminary Questions

Name: Timothy Liebenow

Date: 01/24/2013

1. If hired, can we run a national background study? yes
2. If hired are you willing to take a drug test? yes
3. Are you able to work with soy, wheat, peanuts & milk? yes
4. Are you able to work with pork? yes
5. Which plant do you prefer? North or South
6. What shift do you prefer? 1st

If called for an interview please bring two forms of identification.

(Social Security Card, Birth Certificate, passport and license or permanent resident card)

CMG

Applicant Interview Score Card

Name: Timothy Liebenow Date of Interview: 6/24/2013

Position/Shift Assignment _____ Standby 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 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. Shifts availability-prefers shift that is available for
Open positions, willing to be flexible to shifts
Available. 1 2 3 4 5

Total possible points 50pts. Total points scored _____

Former Employer Rating Bonus Points 1-20 _____

Interviewer: _____ total points _____

Date: _____



New Employee Acknowledgement Form

Welcome to CMG and Reichel Foods!

As a new employee, you will be provided with copies of documents or items listed below. Please initial each line when you receive that particular document or item. Please sign and date the bottom of the sheet when all documents or items have been distributed to you.

Time Off Request Procedure

T.L.

Attendance Policy

T.L.

CMG Benefits

T.L.

No Smoking Policy

T.L.

Receipt of Unemployment Acknowledgement

T.L.

Health Insurance Policy

T.L.

Drug and Alcohol Testing Policy

T.L.

CMG/Reichel Foods Handbook

T.L.

Safety Rules

T.L.

Check Replacement Policy

T.L.

Toilet Facility Regulations

T.L.

I hereby acknowledge that I have been provided with each and every item listed above, that it is my responsibility to read and follow each document provided to me and that if I have any questions concerning the item or its content then it is my responsibility to address my questions with my supervisor or CMG, 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.

Dated: 6/25/2013

Signature: Timothy P. Lieberow

(Printed Name) Timothy Paul Lieberow

Rick and Rose

Rick and Rose were good friends. They worked together at Reichel Foods.

One day they had a lot of work, and not enough employees, this same day the supervisor asked Rick to pack carrots and ranch in 100 boxes. Rick was worried he could not finish this before the day ended. He was going to ask Rose for help but he noticed she was gone. He knew if she didn't help, the boxes would not get packed on time.

The supervisor saw Rick working very hard and went to ask Rose for help. He looked for in the cafeteria. When he saw her taking a break, he asked her why she wasn't helping Rick. "I didn't know that he needed help," said Rose, "I will go help him right away."

When Rick saw Rose coming to help he felt happy and supported. Please don't be afraid to ask me to help. We are good friends and co-workers, "she said, "and together we make a great team."

1. Who are Rick and Rose?
 - a. Co-Workers
 - b. Good friends
 - c. Both A and B
2. Rick and Rose work at Reichel Foods. True or False?
 - a. True
 - b. False
3. Where did the supervisor find Rose?
 - a. Outside
 - b. Working on the line
 - c. In the cafeteria
 - d. In the bathroom
4. How did Rick feel when he saw Rose?
 - a. mad
 - b. sad
 - c. happy
 - d. confused
5. What lesson did Rick and Rose learn?
 - a. Teamwork
 - b. How to make carrots and ranch
 - c. Communication
 - d. Both A and B