

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) Tikran Sirat Date 5/30/19 may 30 2019

Address: (Street Address) ~~2914~~ 2914 Le Sueur (City) Rochester (State) MN (ZIP Code) 55911

Phone: 5073194577 Email: _____

Social Security No. 119359243 Date Available: 6/7/2019

Position Applied for: Perfection Desired Salary: 12

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? my mom Referral Name: Fatuma Aaden

If under 18, please list age: 19

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

Education				
Type of School	Name of School	Location (Complete Mailing Address)	Number of Years Completed	Major & Degree
High School	<u>Contury</u>			
College				
Bus. Or Trade School				
Professional School				

Name: ILYAN SIKHA

Achoo!

By Cynthis 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 your sneeze into them, especially during cold and flu season.

Do you ever sneeze when your 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.

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 that 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 your 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



CMG/Reichel Foods, Inc. \$1000.00 Sign-On Bonus

Thank you for accepting the 2nd shift South production position with CMG and Reichel Foods, Inc.

By accepting this position, you are eligible for a \$1,000 sign-on bonus. Please read the information below about the sign-on bonus and sign that you agree.

Conditions for the \$1,000 Sign-On Bonus

- The sign-on bonus is for 2nd shift South production ONLY
- If you resign for any reason or your assignment ends, you will forfeit the sign-on bonus
- The bonus amount is for \$1,000 total
 - o You will receive the payments in 3 separate checks
 - o You must work the first 30 days to receive the first check of \$333.33
 - o You must work the next 30 days (60 days in total) to receive the next check of \$333.33
 - o You must work the next 30 days (90 days in total) to receive the next check of \$333.34
- Payroll taxes (including State & Federal Income Taxes) will not be withheld from your checks. You will be responsible for the tax liability when you file your individual income tax returns.
- The sign-on bonus will be paid directly by CMG.
- You will receive a 1099 from CMG after this tax year.

**I acknowledge that I have read and understand the terms and conditions above regarding the \$1,000 sign on bonus with CMG and Reichel Foods, Inc.*

Employee Name

Signature

Date

6/3/19

CMG Representative Name

CMG Representative Signature

Date

Kelsey A. Siskind

6/3/19

am



Reichel Foods, Inc.

Employee Warning Notice

Employee Information

Date: 3/11/2021
 Employee Name: Ikran Sirat
 Job Title: Sanitation
 Manager/Supervisor: Anthony Dahlke

Type of Warning

Verbal Warning
 Written Warning
 Final Warning

Type of Offense

Tardiness/Leaving Early
 Absenteeism
 Violation of Company Policies
 Substandard Work
 Violation of Safety Rules
 Rudeness to Customers/Coworkers
 Other

Details

Description of Incident (Describe incident and list the date, time, and any witnesses present)

On Wednesday 3/10/2021, Ikran was working on Conveyor #1 of MV2, she took extra time rinsing the line and walking around talking with Farhia. Ikran did not finish rinsing her area in a timely manner so that she could help her team begin cleaning the floor before going to break. When she did finish rinsing she immediately went to break instead of helping her co-workers. Ikran was seen on camera spending excessive amounts of time walking around and talking instead of concentrating on her work. As a result, in the morning during production, the MV2 line had to be shut down due to Chocolate Turtles still found on the line during operations. Production had to throw away product and the line was down for an excessive amount of time during inspection and re-cleaning of the line. This cost the company a lot of money.

Plan for Improvement:

Ikran will follow the cleaning steps at all times and make sure that she is thoroughly inspecting her work areas to make sure no product is still left on the equipment after cleaning is complete. Ikran will not spend time walking around and talking with her co-workers during time that needs to be spent on cleaning and following the cleaning processes. Ikran will work as a team and help out her co-workers with all tasks so that the team can follow each step and work efficiently together.

Consequences of Further Infractions:

If further infractions occur, Ikran will receive progressive Disciplinary Action. Follow up with coaching, training and monitoring will be conducted by the Supervisor to make sure that Ikran is following the cleaning process and working as a team with her co-workers.

Acknowledgement of Receipt of Warning

By signing this form, you confirm that you understand the information in this warning. You also confirm that you and your manager/supervisor have discussed the warning and a plan for improvement. Signing this form does not necessarily indicate that you agree with this warning.

[Signature]
 Employee Signature 3/11/21
Date

[Signature]
 Manager/Supervisor 3/11/21
Date

Witness Signature (if employee understands warning but refuses to sign) Date
 Trade secret: confidential commercial information exempt from disclosure pursuant to 5 U.S.C. § 552(b)(4).

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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: _____



Case Verification Number: 201915415470

Report prepared: 06/03/2019



Company Information

Company ID: 1284996

Company Name:
Management Group

Client Company ID: 1284996

Client Company Name: ESSG - Corporate
Management Group

Employee Information

Name: Ikran I. Sirat

Date of Birth: 01/01/2000

U.S. Social Security Number: ***-**-9243

Employee's First Day of Employment:
06/03/2019

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: State Issued ID Card

Document Number: *****7314

Expiration Date: 01/01/2021

State: Minnesota

List C Document: Social Security Card

Case Information

Current Case Result: Closed

Case Submitted By: Kelsey Sikkink

Case Status: Employment Authorized

Reason for Closure: Employment Authorized
Auto Close

MINNESOTA
IDENTIFICATION CARD
NOT A DRIVER'S LICENSE

IKRAN IDE SIRAT
1605 MARION RD SE APT 308
ROCHESTER, MN 55904

Date of Birth 01-01-2000 AGE 18 01-01-2018

Sex F Eyes BLK Class ID

Height 5-3 Weight 160

ISSUED 04-2018 EXPIRES 01-01-2021



R608187797314



Preliminary Questions

For CMG use only

Name: D. Ryan

Date: 6/3/2019

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? no
4. Which plant do you prefer? all
5. What shift to you prefer? no

To be completed during or after interview

Date of interview 7/6/2019

Have you ever been convicted of a crime? Yes No

Explain

Incident _____

Employee Signature _____

Interviewer Signature [Signature]

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Previous Employment

Company: _____ Phone: _____

Address: _____ Supervisor: _____

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

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for reference? Yes No

Previous Employment

Company: _____ Phone: _____

Address: _____ Supervisor: _____

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

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for reference? Yes No

Previous Employment

Company: _____ Phone: _____

Address: _____ Supervisor: _____

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

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for reference? Yes No

Previous Employment

Company: _____ Phone: _____

Address: _____ Supervisor: _____

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

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

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: _____ Date: _____

AUTHORIZATION TO RELEASE INDUSTRIAL HEARING TEST RESULTS

I understand that a successful hearing test is a condition of my employment by Employer Solution Staffing Group, LLC. to work at the facility of Reichel Foods, Inc., and further, that Employer Solutions Staffing Group may, at its discretion, share the results of any such hearing test with Reichel Foods Inc.

I also understand that Employer Solutions Staffing Group may, at its discretion, conduct periodic hearing tests on me during the course of my employment with Employer Solutions Staffing Group and I consent to such tests.

First Name: J. K. VAN

Middle Name: W. E.

Last Name: SIVAT

Social Security Number: 119-35-9243

Date of Birth: 01-01-2000

Gender (Circle one): Male Female

My Signature: [Handwritten Signature]

Today's Date: 6/3/2019

Employee Photo Release Form

I, _____, agree to let Reichel Foods use my picture for internal security purposes. I also agree to submit a written request to Reichel Foods if/when I wish my photo be removed from the company database.

Employee Signature Name: J. K. VAN

Date: 6/3/2019