

Mon, May 6 - 10:00 - 10:10 AM



## CMG APPLICATION FOR EMPLOYMENT

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

**PLEASE COMPLETE PAGES 1-5** DATE 4/30/2013

Name Singkeo Chad  
Last First Middle Maiden

Present address 1901 26th Ave NW apt #12  
Number Street  
Rochester MN 55901  
City State Zip

Social Security No. 107 - 70 - 6913

Telephone (507) 250-4303 E-Mail chadskeo@ymail.com

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

Position applied for (1) Open Shift available to work  
 and salary desired (2) Open (Be specific) 1<sup>st</sup>   
2<sup>nd</sup>   
3<sup>rd</sup>  *wknds ok 18 5/6 ok*

How many hours can you work weekly? 40+'s Can you work nights? yes

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

When available for work? ASAP

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	Franklin	Stockton, CA	4YRS	Diploma
College				
Bus. or Trade School	North California Construction Tech.	Stockton, CA	1YR	Certificate
Professional School				

HAVE YOU EVER BEEN CONVICTED OF A CRIME?  No  Yes *ok 5/10*

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 L312107056406 State of issue MN

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 \_\_\_\_\_ Name \_\_\_\_\_

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

Company \_\_\_\_\_ Company \_\_\_\_\_

Address \_\_\_\_\_ Address \_\_\_\_\_

Telephone (\_\_\_\_) \_\_\_\_\_ Telephone (\_\_\_\_) \_\_\_\_\_

**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.**

*was employed working for family*

Name <u>Amtex</u>		Supervisor name <u>Jimmy Hak.</u>	
Position <u>Shipping &amp; Receiving/Material Handler</u>		Employment dates	Pay or salary
Company <u>Amtex</u>		From <u>6/2002</u>	Start <u>\$9.50</u>
Address <u>550 Carnegie St.</u>		To <u>4/2010</u>	Final <u>\$15.30</u>
<u>Manteca, CA</u>		Your last job title <u>Production Shipper &amp; Receiver</u>	
Telephone <u>(209) 239-9095</u>		Reason for leaving (be specific) <u>Laid off.</u>	
List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. <u>Shipping: I pulled the order's, Stage them, put on the manifest and Scan the tags (code).          load and unload trucks. Make copies, log on shipments and ship confirmed orders.          Receiving: Load and unload trucks, put order's in the system and stock new materials.</u>			

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. <u>just moved from CA. friends family in mx.</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 _____	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.		

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.

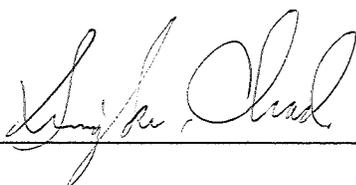
I authorize investigation of all statements contained in this application. I understand that the misrepresentation or omission of facts will result in my disqualification from consideration for employment or, if discovered after I begin employment, will result in my termination. I hereby give CMG permission 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: 4/30/2013



CLASS: D - VALID SINGLE UNIT AND COMBINATIONS UP TO 26000  
LBS. GVWR, ALL RECREATIONAL & FARM VEH. (M.S. 171-02) 04-28-1980

ENDORSEMENTS: NONE



## SENSITIVE BUT UNCLASSIFIED

Department of Homeland Security  
E-Verify

Report Prepared: 05/07/2013  
Page: 1 of 1

Case Verification Number: 2013127124215XA

**Case Information:****Employee Information:**

Last Name:	Singkeo	First Name:	Chad
Middle Initial:		Maiden Name:	
Social Security Number:	*** ** 6913	Date of Birth:	04/28/1980
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:	04/28/2016
Alien Number:		I-94 Number:	

**Additional Information:**

Hire Date:	05/07/2013	Employer Case ID:	
Three-Day Rule Reason:		Three-Day Rule - Other:	
Submitted By:	ACOR9642	Submitted On:	05/07/2013

**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:

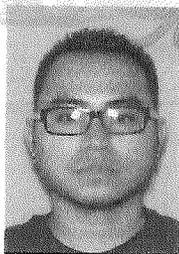
05/07/2013

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**SENSITIVE BUT UNCLASSIFIED**

MINNESOTA  
DRIVER'S LICENSE



CHAD SINGKEO  
2404 PARKVIEW LN SE  
ROCHESTER, MN 55904

Date of Birth 04-28-1980

Sex	Eyes	Class
M	BRN	D

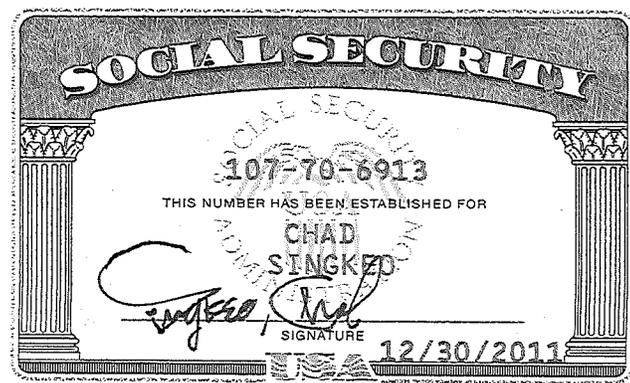
Height	Weight
5-6	165

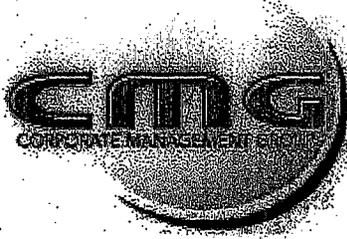
ISSUED 07-2012

EXPIRES 04-28-2016

L312107056406

A handwritten signature in black ink, appearing to read "Chad Singkeo".





## 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

CS

Attendance Policy

CS

CMG Benefits

CS

No Smoking Policy

CS

Receipt of Unemployment Acknowledgement

CS

Health Insurance Policy

CS

Drug and Alcohol Testing Policy

CS

CMG/Reichel Foods Handbook

CS

Safety Rules

CS

Check Replacement Policy

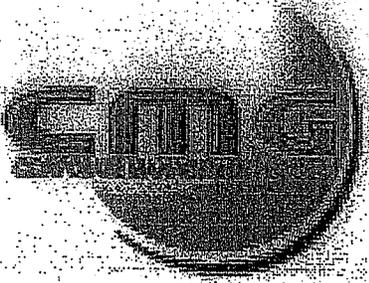
CS

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: 5/7/13

Signature: *Chad Singkeo*

(Printed Name) Chad Singkeo



## Preliminary Questions

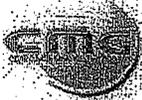
Name: Chad Singkeo

Date: 05/06/2013

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? south or north
6. What shift to you prefer? 1st or 2nd

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

(Social security card, birth certificate, passport and license or permanent resident card)



## RICK & 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 her 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 for 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 & B
  - d. None of the above
2. Rick and Rose work at Reichel Foods. True or false? (circle one)
  - 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 & C

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  - d. Confused



# Applicant Interview Score Card

Name Chad Singler Date of Interview 05/06/2013

Position/Shift Assignment S Whse. 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<br>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: Kelsey

Total Points 50

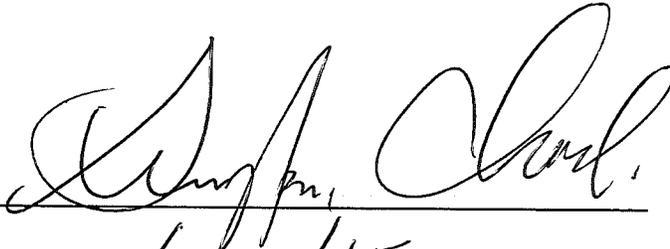
Date: 5/6

# Weekend Checklist

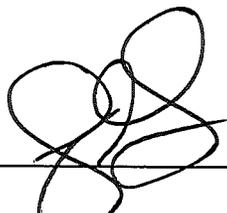
(Hourly Employees only)

Employee Name CHAD SINGKEO

Dates Worked 6/27/15

Employee Signature 

Date Signed 6/27/15

Supervisor Signature 

Date Signed 6/29/15

**You must punch in and out to be paid your regular wage.**

# Weekend Checklist

(Hourly Employees only)

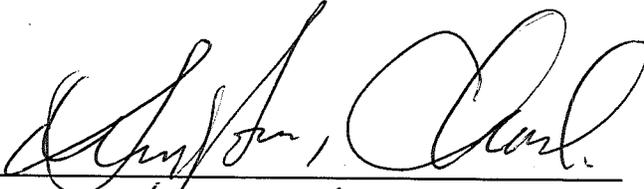
Employee Name

CHAD SINGKEO

Dates Worked

6/28/15

Employee Signature



Date Signed

6/28/15

Supervisor Signature

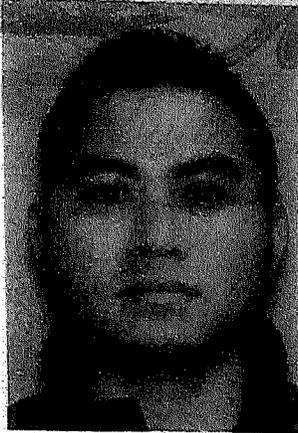


Date Signed

6/29/15

**You must punch in and out to be paid your regular wage.**

# MINNESOTA DRIVER'S LICENSE



**CHAD SINGKEO**  
1901 26TH AVE NW APT 312  
ROCHESTER, MN 55901

Date of Birth **04-28-1980**

Sex	Eyes	Class
<b>M</b>	<b>BRN</b>	<b>D</b>

Height	Weight
<b>5-6</b>	<b>165</b>

ISSUED **04-2016**

EXPIRES **04-28-2020**



**L312107056406**

A handwritten signature in black ink, appearing to read "Chad Singkeo".