



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: _____

5077210004

Login Password: _____

Ime 0397

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.

X Signature: _____

AM

X Date: _____

June 6/3/19



Preliminary Questions

For CMG use only

Name: Istheri

Date: June 6/3/19

1. If hired are you willing to take a drug test? NO
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? S
5. What shift do you prefer? 2nd

To be completed during or after interview

Date of interview 4/3

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

Explain

Incident _____

X Employee Signature Dill

Interviewer Signature [Signature]

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) Mohame Istahil Date: MAY 30
 Address: (Street Address) ~~810 21st Ave SE~~ 851 21st Ave SE (Apt. /Unit #) 102
 (City) Rochester MN (State) MN (ZIP Code) 55904
 Phone: 5075177366 Email: _____
 Social Security No. 807-21-0397 Date Available: June 7th
 Position Applied for: production 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 uncle friend Referral Name: ABDI GUYO
 If under 18, please list age: 21
 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>Century</u>			
College				
Bus. Or Trade School				
Professional School				

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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: _____



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

ISTAHIL

AM

6/3/19

CMG Representative Name

CMG Representative Signature

Date

Kelsey A. Stekel

Kelsey A. Stekel

6/3/19



Case Verification Number: 2019154192510

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: Istahil O. Mohamed

Date of Birth: 01/01/1998

U.S. Social Security Number: ***-**-0397

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: *****9408

Expiration Date: 01/01/2023

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

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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

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

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

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: _____

Julie's Race

The dogsled race was about to begin. Julie's team of dogs was lined up at the starting gate. Julie stood behind them. The air was so cold that she could see her breath. Other teams were lined up, too, and the dogs were excited. Julie kept her eyes on the dock. At exactly ten o'clock, she and the other racers yelled, "Mush!" the dogs knew that meant "Go!" They leapt forward and the race began!

Julie had trained months for this race, and she hoped she and her dogs would win. Hour after hour, day after day, Julie's dogs pulled the sled in order to get in shape for the race.

Now, they ran over snowy hills and down into frozen valleys. They stopped only to rest and eat. They wanted to stay ahead of the other teams. The racers had to go a thousand miles across Alaska. Alaska is one of the coldest places on Earth. The dogs' thick fur coats helped keep them warm in the cold wind and weather. In many places along the route, the snow was deep. Pieces of ice were as sharp as a knife. The ice could cut the dogs' feet. To keep that from happening, Julie had put special booties on their feet.

At first, the dogs seemed to pull the sled very slowly. They were still getting used to the race. But on the third day out, they began to pull more quickly. They worked as a team and passed many of the other racers. Once one of the sled's runners slid into a hole and broke. Julie could have given up then, but she didn't. She fixed it and they kept going.

When they finally reached the finish line, they found out that they had come in first place! It was a great day for Julie and her dogs.

1. The author of "Julie's Race" wrote the story in order to do what?
 - a. To describe how dogs stay warm in the cold weather
 - b. To tell about a dogsled race
 - c. To explain how cold it can be in winter
2. Where does the dogsled race take place?
 - a. In Antarctica
 - b. On a track
 - c. In Alaska
3. What happened **BEFORE** the dogs began running?
 - a. The dogs pulled the sled slowly
 - b. Julie and the dogs lined up at the starting gate
 - c. The runner on Julie's sled broke
4. Julie's team of dogs lined up and the starting gate. What does team mean?
 - a. Friends and family
 - b. Many dogs
 - c. A group working together

Jun 14

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: ISJAHIL

Middle Name: OSMAN

Last Name: MOHAMED

Social Security Number: 897-210397

Date of Birth: 1/1998

Gender (Circle one): Male Female

My Signature: ISJAHIL

Today's Date: 6/3/19

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: ISJAHIL

Date: 6/3/19