Wed. 10/1 @ 1pm

ENTERED 9/25/12

CMG
CORPORATE MANAGEMENT GROUP

CMG APPLICATION FOR EMPLOYMENT

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

PLEASE COMPLETE PAGES 1-5 DATE 9/22/2014

Name ALI HIBO ABDI
Last First Middle Maiden

Present address 1426 4th AVE SE #305
Number Street

ROCHESTER MN 55904
City State Zip

Social Security No. 335 - 35 - 4659

Telephone (507) 271 4917 E-Mail

If under 18, please list age Referred by

Position applied for (1) OPEN
and salary desired (2) OPEN
(Be specific) 1st (5)

Shift available to work
1st OPEN
2nd OPEN
3rd OPEN

wknd 10/1 or 12

How many hours can you work weekly? 40 Can you work nights? YES

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

When available for work? A.S.A.P

Do you have responsibilities or commitments that will prevent you from meeting specified work schedules?
X No ___ Yes If so, please explain

Do you anticipate any absences from work on a regular basis?
X No ___ Yes If so, please explain

TYPE OF SCHOOL	NAME OF SCHOOL	LOCATION (Complete mailing address)	NUMBER OF YEARS COMPLETED	MAJOR & DEGREE
High School	HAWTHORNE			
	EDUCATION			
College	ROCHESTER MN			
Bus. or Trade School				
Professional School				

Revised February 2012

APPLICATION FOR EMPLOYMENT

DO YOU HAVE A DRIVER'S LICENSE? X Yes ___ No

What is your means of transportation to work? Personal Car

Driver's license number 13-309-0524 State of issue Colorado

Operator ___ Commercial (CDL) ___ Chauffeur ___

Expiration date 02-26-2017

Have you had any accidents during the past three years? ___ Yes X No

If so, how many? _____

Have you had any moving violations during the past three years? ___ Yes X No

If so, how many? _____

Please list two references other than relatives or previous employers.

Name Mohamed Abdi Name _____

Position Floor Worker Position _____

Company Reiche Foods Company _____

Address 412 4th AVE SE Address _____

Apt 302 Roc MN.

Telephone (____) _____ Telephone (____) _____

MILITARY

HAVE YOU EVER BEEN IN THE ARMED FORCES? __ Yes X No

ARE YOU NOW A MEMBER OF THE RESERVE OR NATIONAL GUARD? __ Yes X 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 _____	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 N/A	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.

APPLICATION FOR EMPLOYMENT

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Name N/A Position Company Address Telephone (_____)	Supervisor name	
	Employment dates	Pay or salary
	From To	Start 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.		

Name N/A Position Company Address Telephone (_____)	Supervisor name	
	Employment dates	Pay or salary
	From To	Start 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.		

May we contact your present employer? X Yes __ No

Did you complete this application yourself X 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 Hibo _____ Date: 9/22/2014

Preliminary Questions

For CMG use only

Name: Hibo Ali

Date: 10/1/14

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? South
5. What shift to you prefer? 2nd

To be completed during interview only

Date of interview 10/1/14

Have you ever been convicted of a crime? Yes____ No /

Explain Incident_____

_____

_____

Employee Signature Hibo

Interviewer Signature [illegible]

SENSITIVE BUT UNCLASSIFIED

Department of Homeland Security **Report Prepared: 10/01/2014**

E-Verify **Page: 1 of 1**

Case Verification Number: 2014274143021HH

Case Information:

Employee Information:

Last Name:	Ali	First Name:	Hibo
Middle Initial:		Other Names Used:	
Social Security Number:	*** ** 4659	Date of Birth:	01/01/1980
Citizenship Status:	An alien authorized to work	Email Address:	

Document Information:

List A Document:	Employment Authorization Document (Form I-766)		
Card Number:	LIN1320550240	Document Expiration Date:	08/02/2015
Alien Number:	212543278	I-94 Number:	

Additional Information:

Hire Date:	10/01/2014	Employer Case ID:	
Three-Day Rule Reason:		Three-Day Rule - Other:	
Submitted By:	ESAG6409	Submitted On:	10/01/2014

Initial Case Result:

Last Name (in DHS records): ALI

First Name (in DHS records): HIBO

Document Expiration Date (in DHS records): 08/02/2015

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:	Other Names Used:
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:

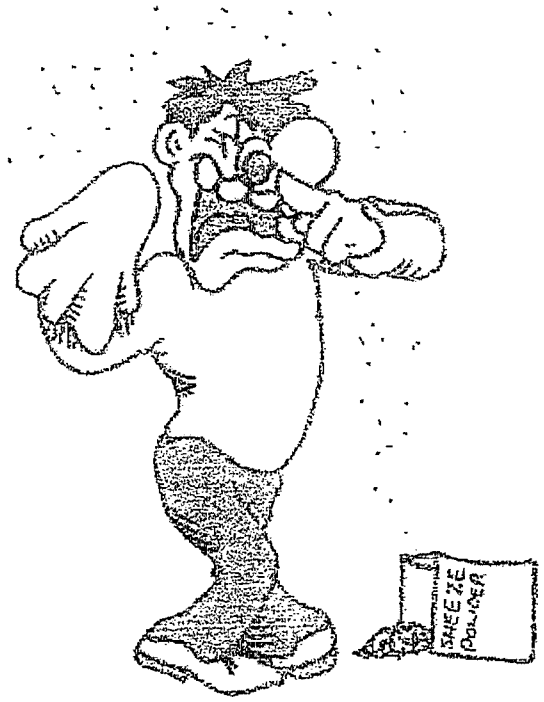
Closure Statement: The employee continues to work for the employer after receiving an Employment Authorized result.
Closed By: ESAG6409 Closed On: 10/01/2014

SENSITIVE BUT UNCLASSIFIED

Name: _____

Achoo!

by Cynthia 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 you sneeze into them, especially during cold and flu season.

Do you ever sneeze when you 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

Name: Hribo Ali

Achoo Reading Test

(Circle the correct answer)

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 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 you 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

Applicant Interview Score Card

Name Hibo Date of Interview 10/1

Position/Shift Assignment 1(S) 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 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: Kelsie

Date: 10/1

Total Points 50

Disciplinary Report Form

Employee name: Hibo Ali	Hire Date: 10/06/14	Job title: Production
Department: Production	Shift: 1st	Supervisor: Bunthy Douk

Offense track: _X_ Performance issue _ Work rule violation, **Work rule violated, if any:**

Type of offense: __ Absenteeism __ Tardiness Misuse of property/equipment __ Using property/equipment for personal use __ Leaking confidential information __ Theft or fraud __ Lying or cheating __ Falsifying company documents __ Unsafe behavior __ Eating in undesignated areas __ Smoking in undesignated areas __ Posting items without permission __ Spreading gossip __ Using vulgar language __ Horseplay __ Indecent behavior __ Bringing weapon onsite __ Bringing illegal drugs/alcohol onsite __ Failing to follow instructions __ Poor work quality __ Poor work quantity __ Refusing to work __ Sleeping on the job __ Poor hygiene __ Poor housekeeping __ Disregarding dress code __ Other

_X_ Disruption in the work place
_X__ Threatening or creating conflict w/ coworkers

Incident description: (Describe actions, behavior, or incident; date(s); time(s); place(s); witness(es) and his/her observations; impact(s) of actions, behavior, or incident; employee's responses immediately after the incident and other significant conversations; employee's previous related training or counseling; and other relevant facts.)

On Friday 9/15/17 there was an altercation between Hibo and Muhubo Mohamed in the women's bathroom. The witness' stated that Muhubo and Hibo were talking and yelling and Muhubo slapped and grabbed Muhubo's hijab. Hibo didn't at first try and defend herself but later did by grabbing Muhubo's hijab. Hibo should not have engaged in the conversation but left and contacted a supervisor immediately.

Completed by: Kelsey Sikkink **Date:** 9/18/17

(Shaded area to be completed by Human Resources only.)

Progressive step: __ Oral warning* __ Suspension (unpaid) __ Written reprimand __Release __ Suspension (paid) **File apart from personnel files and copies thereof*

_X_Verbal

Previous warnings: Type: Offense: Date: Type: Offense: Date: Type: Offense: Date:

Consequence if incident occurs again:
Written and/or up to Final or Assignment end depending on the situation

Human Resources Signature(s): Kelsey Adell **Date** 9/18/17

Employee statement: __ I agree with the incident description above. __ I disagree with the incident description above. **Date report presented to employee:**

Employee comments: (Attach sheets if necessary.)

Employee acknowledgement: My signature acknowledges that I have received this report and that it has been discussed with me. I understand that my signature is not an admission of the incident or offense. I understand that I may appeal this report by filing a Discipline Complaint Form.

Employee signature: Hibo **Date:** 9/18/17
Witness signature (if any): _____ **Date:** _____
Signature of person presenting report: Kelsey Adell **Date:** 9/18/17

Kelsey Sikkink

From: Bunthy Douk <BunthyD@reichelfoods.com>
Sent: Monday, September 18, 2017 8:37 AM
To: Lisa Campbell; Kelsey Sikkink
Cc: Mike Schumacher
Subject: FW: Hibo Ali & Muhubo Mohamed

Witnesses from last Friday incident.

Sarouen N – She was at the sink looking in the mirror and heard Hibo & Muhubo was talking but was not sure what they were talking about. Then she saw Mububo start slapping and choking Hibo. Hibo didn't try fight her off until. She told Siv C not to help but call someone.

Siv C – She has the same statement like Saroen N but tried to hold onto Muhubo arm. After finding, out that she could not help Hibo she went to go out and tell QA.

Amina E – She was talking to Mububo but didn't know who was fighting so she ran out. Her and Muhubo was talking about a joke.

Isabel – She has the same statement like Saroen N and Siv C but she was standing in line. She ran out to notify someone.

Thanks

From: Lisa Campbell
Sent: Friday, September 15, 2017 3:16 PM
To: Heng Somark; Bunthy Douk; Isabel Garcia; Brittany Laber; Samarth Chea; Jamie Laber
Cc: Kelsey (Kelsey@corpmgmtgroup.com); Mike Schumacher; Alfonso Cerda; Lori Taylor
Subject: Hibo Ali & Muhubo Mohamed

Hi

There was an altercation in the women's restroom during shift exchange.

Muhubo said she was walking to the restroom and Hibo starting saying stuff to her regarding Muhubo not liking her. Muhubo went into the restroom and said Hibo grabbed her hijab and would not let go after she told her to stop. Hibo said Muhubo slapped her across the face.

Muhubo said Hibo was the reason she transferred to 2nd shift. Hibo told an employees wife that Muhubo and her husband (another employee) were having a secret relationship and several employees were talking about it. (She told CMG she would like to transfer due to daycare issues)

When we brought in a translator for Hibo she was not communicating to us what Hibo was saying, she was siding with Hibo and we were not getting the correct information.

Hibo was sent home (she is a 1st shift employee), Muhubo is currently working.

Both employees will be meeting with Kelsey and Ali Rage (to translate) on Monday at 2pm. Warnings will be issued to both employees for their actions.

Any questions please let us know

Lisa Campbell
Human Resource Generalist

Reichel Foods, Inc. | 3706 Enterprise Drive SW | Rochester MN, 55902 | Phone: 507.289.7264 | Fax: 507.289.6552 | www.reichelfoods.com

UNITED STATES OF AMERICA

EMPLOYMENT AUTHORIZATION CARD

LI HIBO A 01 JAN 198

Signature Waived

Surname
ALI
Given Name
HIBO A
USCIS# CategoryCard#
212-543-278 A03 LIN1320550240
Country of Birth
Somalia
Terms and Conditions
None
Date of Birth Sex
01 JAN 1980 F
Valid From: 08/03/13
Card Expires: 08/02/15
NOT VALID FOR REENTRY TO U.S.

fingerprint not available

22651694

U.S. Citizenship and Immigration Services

This card is not evidence of U.S. citizenship or permanent residence.
This document is void if altered, and may be revoked by the U.S. Government.
The person identified is authorized to work in the U.S. for the validity of this card.

FORM I-766 Rev. (12-2010)

42 If found, drop in any US Mailbox USPS Mail to USCIS, PO Box 82521, Lincoln, NE 68501-2521

IAUSA2125432782LIN1320550240<<
8001014F1508020SOM<<<<<<<<<<<4
ALI<<HIBO<ABDI<<<<<<<<<<<<<<<<