

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



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3/4 12P

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) Kediya, Qadra Date: 3/2/20

Address: (Street Address) 4229 22nd Ave NW (Apt. /Unit #) _____

(City) Rochester (State) MN (ZIP Code) 55901

Phone: 507 990-4979 Email: Qad

Social Security No. 499-19-3658 Date Available: ASAP

Position Applied for: Packaging / appk Desired Salary: _____

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? Walk in Referral Name: _____

If under 18, please list age: _____

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

1st South

Education

Type of School	Name of School	Location (Complete Mailing Address)	Number of Years Completed	Major & Degree
High School	Imam Ahmed Gurey	Somalia Mogadishu	12	High school diploma
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 Qadira Kediya Date: 3-2-20

EMPLOYEE WARNING NOTICE FORM

Employee Name: Qadra Kediya

Date: 11/13/2020

Supervisor Name: Bunthy Douk

Hire Date: 3/5/2020

- | | | |
|--|---|--|
| ☐ Verbal Warning | ☒ Written Warning | ☐ Final Warning |
| ☐ Coaching/Counseling Session | ☐ Assignment End | ☐ Termination |

1. Your behavior/actions have been found unsatisfactory for the following reasons:

- | | |
|---|--|
| ☐ Tardiness | ☐ Insubordination |
| ☐ Damaged Equipment | ☐ Failure to Follow Procedure |
| ☒ Absenteeism | ☐ Failure to Meet Performance Standards |
| ☐ Policy Violation | ☐ Poor Work Quality |
| ☐ Falsifying Company Documents | ☐ Other |

2. Details of Unsatisfactory Behavior/Actions:

Unexcused Absence on 11/11/2020

3. Prior Warnings:

3/18/2020 – Written for attendance
5/20/2020 – Notification for attendance
7/13/2020 – Verbal for attendance
8/12/2020 – Verbal for attendance
8/17/2020 – Verbal for attendance
8/18/2020 – Verbal for attendance
8/19/2020 – Verbal for attendance
8/20/2020 – Verbal for attendance
8/26/2020 – Written for attendance
8/31/2020 – Written for attendance
9/1/2020 – Written for attendance
9/2/2020 – Written for attendance
9/14/2020 – Final for attendance

4. The following immediate corrective action must be taken by the employee.

Failure to do so will result in further disciplinary action up to and including termination.

Go 2 months without calling in. Failure to do so could result into possible final warning or possible assignment end.

Employee Signature: _____ Date: _____

Note: Your signature on this form means that we have discussed the situation(s).

Manager's Signature: Kelsey Sikkink Date: 11/14

EMPLOYEE WARNING NOTICE FORM

Employee Name: Qadra Kediya

Date: 9/16/2020

Supervisor Name: Bunthy Douk

Hire Date: 3/5/2020

- | | | |
|--|--|---|
| ☐ Verbal Warning | ☐ Written Warning | ☒ Final Warning |
| ☐ Coaching/Counseling Session | ☐ Assignment End | ☐ Termination |

1. Your behavior/actions have been found unsatisfactory for the following reasons:

- | | |
|---|--|
| ☐ Tardiness | ☐ Insubordination |
| ☐ Damaged Equipment | ☐ Failure to Follow Procedure |
| ☒ Absenteeism | ☐ Failure to Meet Performance Standards |
| ☐ Policy Violation | ☐ Poor Work Quality |
| ☐ Falsifying Company Documents | ☐ Other |

2. Details of Unsatisfactory Behavior/Actions:

Unexcused Absence on 9/14/2020

3. Prior Warnings:

3/18/2020 – Written for attendance
5/20/2020 – Notification for attendance
7/13/2020 – Verbal for attendance
8/12/2020 – Verbal for attendance
8/17/2020 – Verbal for attendance
8/18/2020 – Verbal for attendance
8/19/2020 – Verbal for attendance
8/20/2020 – Verbal for attendance
8/26/2020 – Written for attendance
8/31/2020 – Written for attendance
9/1/2020 – Written for attendance
9/2/2020 – Written for attendance

4. The following immediate corrective action must be taken by the employee.

Failure to do so will result in further disciplinary action up to and including termination.

Go 2 months without calling in. Failure to do so could result into possible final warning or possible assignment end.

Employee Signature: *Qadra Kediya* Date: 9/17/20

Note: Your signature on this form means that we have discussed the situation(s).

Manager's Signature: *Kelsey Sikkink* Date: 9/17/20

EMPLOYEE WARNING NOTICE FORM

Employee Name: Qadra Kediya

Date: 9/4/2020

Supervisor Name: Bunthy Douk

Hire Date: 3/5/2020

☐ Verbal Warning

☒ Written Warning

☐ Final Warning

☐ Coaching/Counseling Session

☐ Assignment End

☐ Termination

1. Your behavior/actions have been found unsatisfactory for the following reasons:

☐ Tardiness

☐ Insubordination

☐ Damaged Equipment

☐ Failure to Follow Procedure

☒ Absenteeism

☐ Failure to Meet Performance Standards

☐ Policy Violation

☐ Poor Work Quality

☐ Falsifying Company Documents

☐ Other

2. Details of Unsatisfactory Behavior/Actions:

Unexcused absence on 8/26/2020, 8/31/2020, 9/1/2020, 9/2/2020

3. Prior Warnings:

3/18/2020 – Written for attendance

5/20/2020 – Notification for attendance

7/13/2020 – Verbal for attendance

8/12/2020 – Verbal for attendance

8/17/2020 – Verbal for attendance

8/18/2020 – Verbal for attendance

8/19/2020 – Verbal for attendance

8/20/2020 – Verbal for attendance

4. The following immediate corrective action must be taken by the employee.

Failure to do so will result in further disciplinary action up to and including termination.

Go 2 months without calling in. Failure to do so could result in possible written warning / possible final warning.

Employee Signature: _____ Date: _____

Note: Your signature on this form means that we have discussed the situation(s).

Manager's Signature: _____ Date: _____

mailed 9/9