

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



Your workforce management & staffing experts

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) Queen Erik Date: 2-12-20

Address: (Street Address) 3315 13th Ave NW (Apt./Unit #) _____

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

Phone: 804 336 5769 Email: ErikQueen1727@gmail.com

Social Security No. 622 64 9834 Date Available: 2-19-20

Position Applied for: Production Desired Salary: 10.00 per hr

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? online Referral Name: Waigs list.

If under 18, please list age: _____

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

2nd shift

Education				
Type of School	Name of School	Location (Complete Mailing Address)	Number of Years Completed	Major & Degree
High School	Oak Grove High School	5148 Old Hwy 11 Hattiesburg, MS 39402	4	Diploma
College	Jones County Junior college	900 S Court St Ellisville, MS 39437	1	
Bus. Or Trade School				
Professional School				

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Previous Employment

Company: Buffalo Wild Wings Phone: 304 672 3732

Address: 7301 W Broad St Richmond, VA Supervisor: Marly Harris

Job Title: Server Starting Salary: \$ Min Ending Salary: \$ Min

Responsibilities: Point of Sale, Ensured customer satisfaction, food delivery

From: 9-1-19 To: 1-27-20 Reason for Leaving: Moved to MN

May we contact your previous supervisor for reference? Yes No

Company: Grass Eaters of Hattiesburg Phone: 601 757 3081

Address: 410 Maple Rd, Petal MS, 39465 Supervisor: Mitch Huckaby

Job Title: Foreman Starting Salary: \$ 9.00 Ending Salary: \$ 15.00

Responsibilities: Maintained Tract and equipment, mowed, weeding, supervised crew workers

From: 3-1-2013 To: 9-15-19 Reason for Leaving: Moved to VA to help family

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: [Signature] Date: 2-12-20

Foreman for lawn care company 8 1/2 yrs Server

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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:

2-12-20



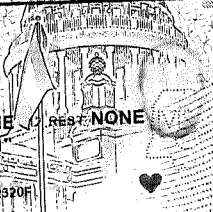

MISSISSIPPI DRIVER LICENSE

1. LICENSE NO. **802225470** 2. EXP. DATE **06/20/2023**
3. BIRTH DATE **06/20/1991**

4. NAME **QUEEN, ERIK RALF**
5. ADDRESS **127 STEVENS ST
PETAL, MS 39465-2107**

6. ISS. DATE **09/13/2019**
7. CLASS **R** 8. END **NONE** 9. REST **NONE**

10. SEX **M** 11. HGT **6-01**
12. EYES **BLU**
13. DD **96D0ESBF81QE19256M2320F**



SOCIAL SECURITY

622-64-9834

THIS NUMBER HAS BEEN ESTABLISHED FOR
ERIK RALF QUEEN

[Signature]

SIGNATURE



Case Verification Number: 2020043170049FF

Report prepared: 02/12/2020

Company Information

Company ID: 1284996

Company Name: ESSG - Corporate Management Group

Client Company ID: 1284996

Client Company Name: ESSG - Corporate Management Group

Employee Information

Name: Erik Queen

Date of Birth: 06/20/1991

U.S. Social Security Number: ***-**-9834

Employee's First Day of Employment: 02/12/2020

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: Driver's License

Document Number: *****5470

Expiration Date: 06/20/2023

State: Mississippi

List C Document: Social Security Card

Case Information

Case Status: Closed

Case Submitted By: Sierra Peterson

Current Case Result: Employment Authorized

Reason for Closure: Employment Authorized Auto Close



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

View Paystubs

Website: <https://nhov2.esgazure.com/login/cm>

Login Name: ericqueen1727@gmail.com

Login Password: Eq@9834

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.

Signature: 

Date:

2-12-20

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, shar 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: Erik

Middle Name: Ralf

Last Name: Queen

Social Security Number: 622 649334

Date of Birth: June 20 1991

Gender (Circle one): Male Female

My Signature: 

Today's Date: 2-12-20

Employee Photo Release Form

I, Erik Queen, 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: 

Date: 2-12-2020

Name: Erik Queen

Julie's Race

Date: 2-12-2020

**** Read the story and answer the multiple-choice questions below****

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 at the starting gate. What does team mean?
 - a. Friends and family
 - b. Many dogs
 - c. A group working together

CMG Preliminary Questions

Name: Erik Queen

Date: 2-12-2020

Please Mark Yes or No

- 1. If hired are you willing to take a drug test? Yes No
- 2. Do you have any known food allergies to soy, wheat, peanuts, or milk? Yes No
- 3. Are you able to work with pork? Yes No

Please Mark Your Preferred Position


- 4. Which plant do you prefer? South North
- 5. What shift to you prefer? 1st 2nd 3rd

To be completed during or after interview

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

Explain Incident _____

Employee Signature 

Interviewer Signature 

EMPLOYEE WARNING NOTICE FORM

Employee Name: Erik Queen

Date: 5/10/2021

Supervisor Name: Jonny Soth

Hire Date: 2/19/2020

- 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 5/8/2021

3. Prior Warnings:

6/1/2020- Notification for attendance
8/10/2020- Notification for attendance
8/31/2020- Verbal for attendance
9/2/2020- Verbal for attendance
9/11/2020- Verbal for attendance
3/3/2021- Notification for attendance
3/23/2021- Verbal for attendance
3/29/2021- Verbal for attendance
3/30/2021- Verbal for attendance
4/5/2021- Verbal for attendance
4/6/2021- Verbal for attendance

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

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

Employee Signature:  Date: 5/11/21

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

Manager's Signature:  Date: 5/11/21



EMPLOYEE WARNING NOTICE FORM

Employee Name: Erik Queen Date: 6/2/2021

Supervisor Name: Jonny Soth Hire Date: 2/19/2020

- 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 6/1/2021

3. Prior Warnings:

8/10/2020- Notification for attendance
8/31/2020- Notification for attendance
9/2/2020- Verbal for attendance
9/11/2020- Verbal for attendance
3/3/2021- Notification for attendance
3/22/2021 and 3/23/2021- Verbal for attendance
3/29/2021 and 3/30/2021- Verbal for attendance
4/5/2021 and 4/6/2021- Verbal for attendance
5/8/2021- Written for attendance

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

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

Employee Signature:  Date: 6.2.2021

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

Manager's Signature:  Date: 6.2