



CMG APPLICATION FOR EMPLOYMENT

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

PLEASE COMPLETE PAGES 1-5		DATE <u>6-17-14</u>
Name <u>Whitlock, Tyler, D</u> <small>Last First Middle Maiden</small>		
Present address <u>323 Parkview Curve</u> <small>Number Street</small>		
<u>Zumbrota</u> <small>City</small>	<u>MN</u> <small>State</small>	<u>55992</u> <small>Zip</small>
Social Security No. <u>503 - 19 - 3014</u>		
Telephone <u>(605) 881-1745</u>	E-Mail <u>tylerwhitlock25@hotmail.com</u>	
If under 18, please list age _____	Referred by _____	
Position applied for (1) _____ and salary desired (2) <u>Open</u> (Be specific)	Shift available to work 1 st <input checked="" type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd _____	
How many hours can you work weekly? <u>40+</u>	Can you work nights? <u>No</u>	
Employment desired <input checked="" type="checkbox"/> FULL-TIME ONLY ___ PART-TIME ONLY ___ FULL- OR PART-TIME		
When available for work? 6-23-14 <u>6-23-14</u>		
Do you have responsibilities or commitments that will prevent you from meeting specified work schedules? <input checked="" type="checkbox"/> No ___ Yes If so, please explain _____		
Do you anticipate any absences from work on a regular basis? <input checked="" type="checkbox"/> No ___ Yes If so, please explain _____		

TYPE OF SCHOOL	NAME OF SCHOOL	LOCATION (Complete mailing address)	NUMBER OF YEARS COMPLETED	MAJOR & DEGREE
High School	<u>Watertown High School</u>	<u>watertown, SD</u>	<u>4</u>	<u>Diploma</u>
College	<u>MCTC</u>	<u>Minneapolis, MN</u>	<u>1</u>	<u>N/A</u>
	<u>LATI</u>	<u>watertown, SD</u>	<u>1/2</u>	<u>N/A</u>
Bus. or Trade School				
Professional School				

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

What is your means of transportation to work? GMC Jimmy

Driver's license number 01108203 State of issue SD

Operator Commercial (CDL) ___ Chauffeur ___

Expiration date 3-4-16

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 Jessica Erstrand Name Nathan Rogness

Position Host / Bartender / Server Position N/A

Company Olive Garden Company Health First

Address _____ Address _____

Telephone (507) 923-7185 Telephone (605) 695-7525

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.

Name <u>Dick's Sporting Goods</u>		Supervisor name <u>Anthony Hawkins</u>	
Position <u>Team Sports Associate</u>		Anthony Hawkins	
Company _____		Employment dates	Pay or salary
Address <u>1080 W Empire Mall</u>		From <u>Nov. 2013</u>	Start <u>9.00 Hr.</u>
Telephone <u>(605) 362-6550</u>		To <u>May 2014</u>	Final <u>9.27 Hr.</u>
		Your last job title <u>Team Sports Associate</u>	
Reason for leaving (be specific) <u>Moving</u>			
List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. <u>Customer Service, merchandising, provide a friendly & clean customer, shopping experience, product ordering</u>			

Name _____		Supervisor name <u>Jay Kahl</u>	
Position <u>Team Sports Assoc.</u>			
Company <u>Dick's Sporting Goods</u>		Employment dates	Pay or salary
Address <u>4603 Maine Ave. SE</u>		From <u>April 2013</u>	Start <u>9.00/hr.</u>
Telephone <u>(507) 252-9651</u>		To <u>Nov. 2013</u>	Final <u>9.00/hr</u>
		Your last job title <u>Team Sports Assoc.</u>	
Reason for leaving (be specific) <u>Moved to SD</u>			
List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. <u>customer service, merchandising, provide a friendly & clean customer shopping experience, product ordering.</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 <u>Jeff Robinson</u>	
Position <u>Sporting Goods Sales Associate</u>	Employment dates	Pay or salary
Company <u>Runnings Farm & Fleet</u>	From <u>Feb. 2009</u>	Start <u>9.00</u>
Address <u>1707 9th Ave SE</u>	To <u>Aug. 2012</u>	Final <u>9.00</u>
Telephone (<u>605</u>) <u>886-5859</u>	Your last job title <u>Sporting Goods Sales Assoc.</u>	

Reason for leaving (be specific) Going to college in Minneapolis.

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company.

Customer service, product ordering, merchandising, provide a friendly, clean, & shoppable work area.

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:

6-17-14

6/18 ~~Whitlock~~ ~~Whitlock~~
6/17 1pm

ENTERED
6/19/14

Tyler D. Whitlock
323 Parkview Curve
Zumbrota, MN 55992
(605) 881-1745
tylerwhitlock25@hotmail.com

QUALIFICATIONS:

- Excellent Customer Service Skills
- Up-to-date on Microsoft Word & Excel
- Outstanding Work Ethic
- Excellent Teamwork Skills
- Punctual & Reliable
- Organized & Quick Thinking

EDUCATION:

Minneapolis, MN	Student	August 2010 – May 2011
Watertown, SD	Student	January 2009 – May 2009

moved back to Rochester.

Dick's Sporting Goods Sioux Falls, SD November 2013 – May 2014
Team Sports Sales Associate
Responsibilities: greet customers, address customer needs/wants, provide an enjoyable experience at our store, and maintain a clean work area.

Dick's Sporting Goods Rochester, MN April 2013 – October 2013
Team Sports Sales Associate
Responsibilities: greet customers, address customer needs/wants, provide an enjoyable experience at our store, and maintain a clean work area.

Panera Bread Catering Minneapolis, MN August 2010 – May 2011
Sales Associate August 2012 – April 2013
Responsibilities: greet customers, provide exceptional service, and take food orders, general house keeping, answer customer phone calls, & run deliveries when needed.

Running's Farm & Fleet Watertown, SD February 2009 – August 2012
Sporting Goods Sales Associate
Responsibilities: greet customers, provide exceptional service, address customer needs/wants, provide an enjoyable experience at our store, and maintain clean work area.

Ace Hardware Watertown, SD May 2007 – February 2009
General Sales Associate
Responsibilities: greet customers, provide exceptional service, address customer needs/wants, provide an enjoyable experience at our store, & assist with customer check out.

CMG

Applicant Interview Score Card

Name: Tyler Date of Interview: 6/17

Position/Shift Assignment 2DC Standby 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 | 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. Shifts availability-prefers shift that is available for
Open positions, willing to be flexible to shifts
Available. | 1 2 3 4 5 |

Total possible points 50pts. Total points scored

50

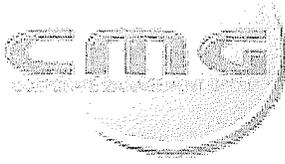
Former Employer Rating Bonus Points 1-20

-

Interviewer: Kelany total points

50

Date: 6/16



Preliminary Questions

For CMG use only

Name: Tyler

Date: 6/17

1. If hired are you willing to take a drug test? y
2. Do you have any known food allergies to soy, wheat, peanuts, or milk? n
3. Are you able to work with pork? y
4. Which plant do you prefer? 2
5. What shift do you prefer? BDC

To be completed during interview only

Date of interview 6/17/14

Have you ever been convicted of a crime? Yes No

Explain

Incident _____

Employee Signature [Signature]

Interviewer Signature [Signature]



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 to 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
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



Reichel Foods, Inc.

Employee Warning Notice

SQ0014FO

R: 2

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Employee Information

Date: 3/24/2015
 Employee Name: Tyler Whitlock
 Job Title: DC Warehouse
 Manager/Supervisor: Gary Lonergan/Ryan Grzanek/Benn Grenz

Type of Warning

Verbal Warning
 Written Warning
 Final Warning

Type of Offense

Tardiness/Leaving Early
 Absenteeism
 Violation of Company Policies
 Substandard Work
 Violation of Safety Rules
 Rudeness to Customers/Coworkers
 Other

Details

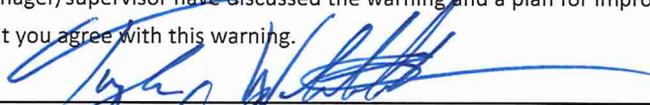
The DC warehouse has went out of FIFO several times in the course of the last month.

Plan for Improvement:
 The plans for improvement will be that the warehouse needs to verify their code dates each on a regular basis and verify with their Supervisor each time there is a code date change for finished product.

Consequences of Further Infractions:
 Consequences of further infractions include further warnings, suspension and up to assignment end.

Acknowledgement of Receipt of Warning

By signing this form, you confirm that you understand the information in this warning. You also confirm that you and your manager/supervisor have discussed the warning and a plan for improvement. Signing this form does not necessarily indicate that you agree with this warning.

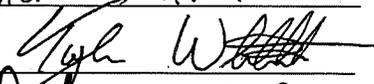
Employee Signature  Date 3-25-15
 Manager/Supervisor  Date 3/25/15

Witness Signature (if employee understands warning but refuses to sign) _____ Date _____

9/16/16

Employee Expectations

- 1) We expect everyone to be on time every day. By on time we mean that you must be in your work area ready to go at your assigned start time. If you need to punch in 10 minutes early to get a scanner or radio and get to your post so you are working at your start time that is fine.
- 2) We expect everyone to come to work with a positive attitude. By positive attitude we mean to come in to work with a positive mindset, ready to get the job done. Ready to do any assigned task. Leave negativity at the door.
- 3) We expect everyone to act in a professional matter while on the clock. By professional we mean to use appropriate language and be respectful to coworkers and customers. No horseplay.
- 4) We expect cell phone use By minimum we mean there should be zero non work related cell phone usage unless you are on break. If you need to use your phone or are expecting a call please ask a supervisor for prior permission.
- 5) We expect everyone to work together as a team. Take advantage of every team member's unique abilities. Tasks are accomplished at a faster pace when it is done by a team rather than an individual. By work together as a team we mean everyone is expected to get along with one another.
- 6) We expect everyone to come to work with a good initiative. By good initiative we mean to stay busy and productive without first being requested to do so. Work until the end of your shift. Cleaning up and end of the day paperwork only should take 15 minutes.
- 7) If we cannot meet our goals as a warehouse we may have to try different positions and schedule changes in order ensure Success. This week in 2014 orders was 73k cases, in 2015 59k cases and in 2016 our order for this week are 57K cases. We need to make sure orders are completed in a timely manner to increase productivity and help Reichel Foods Grow to create more jobs. In 2014 we had 23 warehouse, in 2015 we had 23 warehouse today we currently have 25 warehouse employees.
- 8) The last thing is a new change to the warehouse. Hooded sweatshirts are allowed in the warehouse but it is not allowed to wear your hood up for safety purposes as it restricts your vision. You are allowed to wear stocking/beanie hats or other hats to stay warm as long as they are not vision restricting.

Employee print Tyler Whitlock
Employee signature 
Supervisor signature 