



TUES R/10:00 Inten-

ENTERED

## CMG APPLICATION FOR EMPLOYMENT

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

PLEASE COMPLETE PAGES 1-5 DATE 12-9-13

Name ZINCKE ALLEN KEITH  
Last First Middle Maiden

Present address 3858 MCINTOSH DRIVE N.W.  
Number Street  
ROCHESTER MN 559011  
City State Zip

Social Security No. 477 - 82 - 2495

Telephone (507) 676-3400 E-Mail \_\_\_\_\_

If under 18, please list age \_\_\_\_\_ Referred by WALK IN  
SAW SIGN BY ROAD

Position applied for (1) FORKLIFT OPERATOR Shift available to work  
 and salary desired (2) \$16.00 PER HOUR  
 (Be specific)  1<sup>st</sup>   
 2<sup>nd</sup>   
 3<sup>rd</sup>

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

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

When available for work? 12-9-13

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

Do you anticipate any absences from work on a regular basis?  
 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>CHOSEN VALLEY</u>	<u>CHATFIELD MN</u>	<u>12</u>	<u>DIPLOMA</u>
College				
Bus. or Trade School				
Professional School				

HAVE YOU EVER BEEN CONVICTED OF A CRIME?  No  Yes

If yes, explain number of conviction(s), nature of offense(s), dates of conviction(s), sentence(s) imposed, and type(s) of rehabilitation. \_\_\_\_\_

APPLICATION FOR EMPLOYMENT

DO YOU HAVE A DRIVER'S LICENSE?  Yes  No

What is your means of transportation to work? OWN VEHICLE

Driver's license number W243234672909 State of issue MN

Operator  Commercial (CDL)  Chauffeur

Expiration date 03-28-14

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 BRIAN SCHMIOT Name WAYNE MONSON

Position ASSEMBLY Position PRESS OPERATOR

Company WENGER Company WENGER

Address OWATONNA Address OWATONNA

Telephone (507) 363-1790 Telephone (507) 213-8572

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>HORSMAN FENCE</u>	Supervisor name <u>KEVIN HORSMAN</u>	
Position <u>INSTALLER</u>	Employment dates	Pay or salary <u>16.00</u>
Company <u>HORSMAN FENCE</u>	From <u>4-20-13</u>	Start <u>16.00</u>
Address <u>UTICA, MN</u>	To <u>12-4-13</u>	Final <u>16.00</u>
Telephone <u>(97) 259 6312</u>	Your last job title <u>INSTALLER</u>	

Reason for leaving (be specific) END OF SEASON

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. INSTALL ALL TYPES OF FENCE TO CUSTOMERS SPECIFICATIONS

Name <u>CRENLO, INC.</u>	Supervisor name <u>TROY ATKINS</u>	
Position <u>CELL OPERATOR</u>	Employment dates	Pay or salary
Company <u>CRENLO, INC.</u>	From <u>10-2012</u>	Start <u>16.40</u>
Address <u>BOLHESTER</u>	To <u>1-2013</u>	Final <u>18.57</u>
Telephone ( ) _____	Your last job title <u>CELL OPERATOR</u>	

Reason for leaving (be specific) LAY OFF

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. OPERATE BRAKE PRESS, TURRET CUT AND FORM PARTS TO BE MADE INTO CABS

**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 <u>WENGER</u>	Supervisor name <u>JOHN KNIEFEL</u>	
Position <u>PRESS OPERATOR</u>	Employment dates	Pay or salary
Company <u>WENGER</u>	From <u>9-2008</u>	Start <u>14.27</u>
Address <u>DWATONNA</u>	To <u>10-2012</u>	Final <u>16.87</u>
Telephone ( ) _____	Your last job title <u>PRESS OPERATOR</u>	

Reason for leaving (be specific) RELOCATED

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. FORM PARTS TO COMPLY WITH BLUE PRINTS.

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.

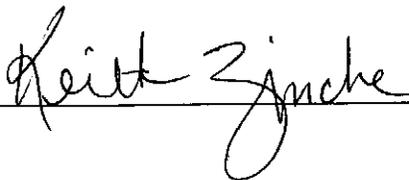
I understand that a comprehensive background check may be conducted to determine my eligibility for hire by CMG. This may include but is not limited to, investigations of criminal and/or conviction records, driving records and/or a drug screen test as required by clients, government regulations or by 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:

12.9.13

# Preliminary Questions

Name: Keith Zinke

Date: 12/10/2013

1. If hired, can we run a national background study? yes
2. If hired are you willing to take a drug test? yes
3. Are you able to work with soy, wheat, peanuts & milk? yes
4. Are you able to work with pork? yes
5. Which plant do you prefer?
6. What shift do you prefer?

If called for an interview please bring two forms of identification.

(Social Security Card, Birth Certificate, passport and license or permanent resident card)

CMG

Applicant Interview Score Card

Name: Zethu Zimole Date of Interview: 12/10/2013

Position/Shift Assignment \_\_\_\_\_ 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 \_\_\_\_\_

Former Employer Rating Bonus Points 1-20 \_\_\_\_\_

Interviewer: \_\_\_\_\_ total points \_\_\_\_\_

Date: \_\_\_\_\_

## Rick and 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 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 and B
2. Rick and Rose work at Reichel Foods. True or False?
  - 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 and B

# Keith Zincke

3858 McIntosh Drive NW, Rochester, MN 55901 • 507-676-3400

## Experience

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4/2013 to 12/2013

Horsman Fence

Utica, MN

### Laborer

- Installed all types of residential, commercial and farm fence.
- 

10/2012 to 1/2013

Crenlo

Rochester, MN

### Cell Operator

- Operate break presses, turret. Cut and formed material for future operations.
  - Computer input required for setup and adjustments as needed for each part being made.
- 

9/2008 to 10/2012

Wenger Corporation

Owatonna, MN

### Machine Operator

- Operate break presses, marvel band saw and drills. Operate break press with measurements for the required part.
  - Shipping Department – filled orders for shipments out to customers.
  - Forklift – attended training to be certified to drive forklift.
- 

3/2004 to 10/2006

Horsman Fence

Utica, MN

### Laborer

- Installed all types of residential, commercial and farm fence.
- 

10/2003 to 3/2004

SPX

Owatonna, MN

### Warehouse Attendant

- This Company required three new warehouses to be setup for additional inventory. Responsible for setting up the area along with organizing and numbering the parts for their location and description into the computer system.
- 

3/1983 to 5/2002

Crenlo

Rochester, MN

### Stock Room Attendant

- Working at Crenlo has given me the opportunity to work in several areas of building heavy equipment and tractor cabs. Position held include:
  - Stock Room Attendant – this is the position that I held the longest while at Crenlo. I was responsible for the inventory for two warehouses. Required to receive new shipments of parts. Parts need be entered into the inventory system by giving each part a part number and location number. I set up the warehouse for easy access to parts by location. When parts were removed from the warehouse, this information was input into the system so all parts were not over or under stocked.
  - Assemble the interior of the cab this included installing glass, dash boards and interior cloth.
  - Painter
  - Welder
  - Grinder
  - Forklift Operator

(507)676-3400

## **Keith Zincke**

### **Education**

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Graduated 1978

Chosen Valley High School

Chatfield, MN

**High School Diploma**

### **References**

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References are available on request.