



**Employer Solutions Staffing Group LLC** *New Hire Application*

7301 Ohms Lane / Suite 405  
Edina, MN 55439  
T:952.835.1288 / F:952.835.4881

**Personal Data-- PLEASE PRINT LEGIBLY IN INK**

Last Name Fischer First Name Alexander Middle Initial S  
 Street Address 190 Flint way  
 City/State/Zip Broomfield, CO, 80020  
 Home Phone 720-530-8094 Cell / Message Phone \_\_\_\_\_  
 Company/Employer \_\_\_\_\_

**All offers of employment are conditional upon satisfactory proof of identity and legal ability to work in the U.S.A.**

Are you legally authorized to work in the United States of America?  YES  NO

**Applicant Certification and Authorization**

I authorize Employer Solutions Staffing Group (ESSG) to use the information and statements contained in this application to determine my qualifications for employment. I authorize ESSG to make inquiries of my former employers, except as indicated in this application, regarding my previous duties, responsibilities, performance, compensation and eligibility for rehire.

I understand that a comprehensive background check may be conducted to determine my eligibility for hire by certain clients of ESSG. 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 ESSG policies.

I release ESSG and other persons or entities from any claims that might be based on ESSG's decision to conduct a background check.

I certify that all statements made in my application are true and accurate and that I have not omitted any material information or provided false or misleading information. I understand that any material omission or misrepresentation will result in my disqualification from consideration for employment or, if discovered after I begin employment, will result in my termination.

If hired, I agree to abide by the policies and procedures of ESSG.

Alex S Fischer Name (Print or type) Alex Fischer Applicant's Signature 8-26-11 Date

**A copy or facsimile will be considered the same as an original signature.**

For ESSG Office Use Only				
DOH _____	NHW _____	I-9 _____	8850 _____	W4 _____
Emergency Contact Info _____	Background Release Form _____	Background Results _____	5 Day Letter (If applicable) _____	ESC Application _____



## Addendum to Application

**APPLICANTS MAY BE TESTED FOR ILLEGAL DRUGS**

<b>PLEASE COMPLETE PAGES 1-4</b>	DATE <u>8-26-11</u>
Name <u>Fischer, Alexander, S</u> <small>Last First Middle Maiden</small>	
Social Security No. <u>524 - 75 - 7046</u>	
Telephone <u>(726) 530-8054</u>	
If under 18, please list age _____	Referred by <u>craigslist</u>
Position applied for (1) <u>TSR</u> and salary desired (2) _____ (Be specific)	Days/hours available to work No Pref <input checked="" type="checkbox"/> Thur _____ Mon _____ Fri _____ Tue _____ Sat _____ Wed _____ Sun _____
How many hours can you work weekly? <u>55</u>	Can you work nights? <u>yes</u>
Employment desired ___ FULL-TIME ONLY ___ PART-TIME ONLY <input checked="" type="checkbox"/> FULL- OR PART-TIME	
When available for work? <u>8-26-11</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>New Vista</u>	<u>Basile St</u>	<u>4</u>	<u>ged</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) leading to conviction(s), how recently such offense(s) was/were committed, sentence(s) imposed, and type(s) of rehabilitation. Auto, petty larceny x 2, completed 8 months of probation

DO YOU HAVE A DRIVER'S LICENSE? \_\_\_ Yes  No

What is your means of transportation to work? bus, rides from my brother

Driver's license number \_\_\_\_\_ State of issue \_\_\_\_\_

Operator \_\_\_ Commercial (CDL) \_\_\_ Chauffeur \_\_\_

Expiration date \_\_\_\_\_

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? \_\_\_\_\_

**OFFICE USE ONLY**

Typing \_\_\_ Yes \_\_\_ No      Personal Computer \_\_\_ Yes \_\_\_ No      10-key \_\_\_ Yes \_\_\_ No

\_\_\_\_\_ WPM      \_\_\_\_\_ PC \_\_\_ Mac

Word Processing \_\_\_ Yes \_\_\_ No      Other \_\_\_\_\_

\_\_\_\_\_ WPM      Skills \_\_\_\_\_

Please list two references other than relatives or previous employers.

Name <u>see resume</u>	Name <u>see resume</u>
Position _____	Position _____
Company _____	Company _____
Address _____	Address _____
Telephone (____) _____	Telephone (____) _____

An application form sometimes makes it difficult for an individual to adequately summarize a complete background. Use the space below to summarize any additional information necessary to describe your full qualifications for the specific position for which you are applying.

I have extensive customer service experience, as well as being a manager for 2 years at paperjohns. I feel this will make interacting with customers easy, making getting orders that much easier.

**MILITARY**

HAVE YOU EVER BEEN IN THE ARMED FORCES? \_\_\_ Yes  No

ARE YOU NOW A MEMBER OF THE NATIONAL GUARD? \_\_\_ Yes  No

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>CPM LLC</u> Position <u>harvester</u> Company <u>CPM LLC</u> Address _____ Telephone (____) _____	Supervisor name <u>Nate</u> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 50%;">Employment dates</th> <th style="width: 50%;">Pay or salary</th> </tr> <tr> <td>From _____</td> <td>Start _____</td> </tr> <tr> <td>To _____</td> <td>Final _____</td> </tr> </table> Your last job title <u>harvester</u>	Employment dates	Pay or salary	From _____	Start _____	To _____	Final _____
Employment dates	Pay or salary						
From _____	Start _____						
To _____	Final _____						

Reason for leaving (be specific) moved to TN, had to give notice

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. trained, inspected, and harvested medical marijuana for a wellness center as well as small amounts of plantain, as well as training new team members.

Name <u>Taco Bell</u> Position <u>drive through</u> Company <u>Taco Bell</u> Address <u>alta st</u> Telephone (____) _____	Supervisor name <u>Regan</u> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 50%;">Employment dates</th> <th style="width: 50%;">Pay or salary</th> </tr> <tr> <td>From _____</td> <td>Start _____</td> </tr> <tr> <td>To _____</td> <td>Final _____</td> </tr> </table> Your last job title <u>DT</u>	Employment dates	Pay or salary	From _____	Start _____	To _____	Final _____
Employment dates	Pay or salary						
From _____	Start _____						
To _____	Final _____						

Reason for leaving (be specific) better opportunity

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. greeting customers, taking orders, upbelling, as well as rarely making food, cleaning

Name <u>earth scope Medicine</u> Position <u>laborer</u> Company <u>earth scope Medicine</u> Address <u>ladyette, CO</u> Telephone (____) _____	Supervisor name <u>Jason Brown</u> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 50%;">Employment dates</th> <th style="width: 50%;">Pay or salary</th> </tr> <tr> <td>From _____</td> <td>Start _____</td> </tr> <tr> <td>To _____</td> <td>Final _____</td> </tr> </table> Your last job title <u>laborer</u>	Employment dates	Pay or salary	From _____	Start _____	To _____	Final _____
Employment dates	Pay or salary						
From _____	Start _____						
To _____	Final _____						

Reason for leaving (be specific) he was unable to pay my salary, being a small business

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this company. watering, harvesting, caring soil, transplanting (longer basically it was similar to being a farmer)

Who were you referred by? craigslist

May we contact your present employer?  Yes \_\_\_ No

Did you complete this application yourself  Yes \_\_\_ No

If not, who did? \_\_\_\_\_

# Form W-4 (2011)

**Purpose.** Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay. Consider completing a new Form W-4 each year and when your personal or financial situation changes.

**Exemption from withholding.** If you are exempt, complete **only** lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2011 expires February 16, 2012. See Pub. 505, Tax Withholding and Estimated Tax.

**Note.** If another person can claim you as a dependent on his or her tax return, you cannot claim exemption from withholding if your income exceeds \$950 and includes more than \$300 of unearned income (for example, interest and dividends).

**Basic Instructions.** If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 further adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earners/multiple jobs situations.

Complete all worksheets that apply. However, you may claim fewer (or zero) allowances. For regular wages, withholding must be based on allowances you claimed and may not be a flat amount or percentage of wages.

**Head of household.** Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See Pub. 501, Exemptions, Standard Deduction, and Filing Information, for information.

**Tax credits.** You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See Pub. 919, How Do I Adjust My Tax Withholding, for information on converting your other credits into withholding allowances.

**Nonwage income.** If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using

Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax. If you have pension or annuity income, see Pub. 919 to find out if you should adjust your withholding on Form W-4 or W-4P.

**Two earners or multiple jobs.** If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others. See Pub. 919 for details.

**Nonresident alien.** If you are a nonresident alien, see Notice 1392, Supplemental Form W-4 Instructions for Nonresident Aliens, before completing this form.

**Check your withholding.** After your Form W-4 takes effect, use Pub. 919 to see how the amount you are having withheld compares to your projected total tax for 2011. See Pub. 919, especially if your earnings exceed \$130,000 (Single) or \$180,000 (Married).

## Personal Allowances Worksheet (Keep for your records.)

<b>A</b>	Enter "1" for yourself if no one else can claim you as a dependent . . . . .	<b>A</b>	<u>1</u>
<b>B</b>	Enter "1" if: <ul style="list-style-type: none"> <li>• You are single and have only one job; or</li> <li>• You are married, have only one job, and your spouse does not work; or</li> <li>• Your wages from a second job or your spouse's wages (or the total of both) are \$1,500 or less.</li> </ul>	<b>B</b>	_____
<b>C</b>	Enter "1" for your spouse. But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld.) . . . . .	<b>C</b>	_____
<b>D</b>	Enter number of dependents (other than your spouse or yourself) you will claim on your tax return . . . . .	<b>D</b>	_____
<b>E</b>	Enter "1" if you will file as head of household on your tax return (see conditions under Head of household above) . . . . .	<b>E</b>	_____
<b>F</b>	Enter "1" if you have at least \$1,900 of child or dependent care expenses for which you plan to claim a credit (Note. Do not include child support payments. See Pub. 503, Child and Dependent Care Expenses, for details.) . . . . .	<b>F</b>	_____
<b>G</b>	<b>Child Tax Credit</b> (including additional child tax credit). See Pub. 972, Child Tax Credit, for more information. <ul style="list-style-type: none"> <li>• If your total income will be less than \$61,000 (\$90,000 if married), enter "2" for each eligible child; then less "1" if you have three or more eligible children.</li> <li>• If your total income will be between \$61,000 and \$84,000 (\$90,000 and \$119,000 if married), enter "1" for each eligible child plus "1" additional if you have six or more eligible children . . . . .</li> </ul>	<b>G</b>	_____
<b>H</b>	Add lines A through G and enter total here. (Note. This may be different from the number of exemptions you claim on your tax return.) ▶ H	<b>H</b>	<u>1</u>
	For accuracy, complete all worksheets that apply. <ul style="list-style-type: none"> <li>• If you plan to itemize or claim adjustments to income and want to reduce your withholding, see the Deductions and Adjustments Worksheet on page 2.</li> <li>• If you have more than one job or are married and you and your spouse both work and the combined earnings from all jobs exceed \$40,000 (\$10,000 if married), see the Two-Earners/Multiple Jobs Worksheet on page 2 to avoid having too little tax withheld.</li> <li>• If neither of the above situations applies, stop here and enter the number from line H on line 5 of Form W-4 below.</li> </ul>		

Cut here and give Form W-4 to your employer. Keep the top part for your records.

Form <b>W-4</b> Department of the Treasury Internal Revenue Service	<h2>Employee's Withholding Allowance Certificate</h2> <p>▶ Whether you are entitled to claim a certain number of allowances or exemption from withholding is subject to review by the IRS. Your employer may be required to send a copy of this form to the IRS.</p>	OMB No. 1545-0074 <h1 style="font-size: 2em;">2011</h1>
1 Type or print your first name and middle initial. Last name <u>Alexander S</u> <u>Fischer</u>		2 Your social security number <u>524 75-106</u>
Home address (number and street or rural route) <u>190 Flint way</u>		3 <input checked="" type="checkbox"/> Single <input type="checkbox"/> Married <input type="checkbox"/> Married, but withhold at higher Single rate. Note. If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.
City or town, state, and ZIP code <u>Broomfield CO, 80020</u>		4 If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a replacement card. ▶ <input type="checkbox"/>
5 Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)		5 <u>1</u>
6 Additional amount, if any, you want withheld from each paycheck		6 \$ <u>0</u>
7 I claim exemption from withholding for 2011, and I certify that I meet both of the following conditions for exemption. <ul style="list-style-type: none"> <li>• Last year I had a right to a refund of all federal income tax withheld because I had no tax liability and</li> <li>• This year I expect a refund of all federal income tax withheld because I expect to have no tax liability.</li> </ul> If you meet both conditions, write "Exempt" here . . . . . ▶ 7		
Under penalties of perjury, I declare that I have examined this certificate and to the best of my knowledge and belief, it is true, correct, and complete.		
Employee's signature (This form is not valid unless you sign it.) ▶ <u>Alexander Fischer</u>		Date ▶ <u>8-26-11</u>
8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)		9 Office code (optional)
		10 Employer identification number (EIN)

Department of Homeland Security  
 U.S. Citizenship and Immigration Services

Read instructions carefully before completing this form. The instructions must be available during completion of this form.

**ANTI-DISCRIMINATION NOTICE:** It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination.

**Section 1. Employee Information and Verification** (To be completed and signed by employee at the time employment begins.)

Print Name: Last <u>Fischer</u>	First <u>Alexander</u>	Middle Initial <u>S</u>	Maiden Name
Address (Street Name and Number) <u>190 Flint way</u>		Apt. #	Date of Birth (month/day/year) <u>1-9-1985</u>
City <u>Broomfield</u>	State <u>CO</u>	Zip Code <u>80020</u>	Social Security # <u>524757046</u>

I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this form.

I attest, under penalty of perjury, that I am (check one of the following):

A citizen of the United States

A noncitizen national of the United States (see instructions)

A lawful permanent resident (Alien #) \_\_\_\_\_

An alien authorized to work (Alien # or Admission #) \_\_\_\_\_ until (expiration date, if applicable - month/day/year) \_\_\_\_\_

Alex Fischer  
 Employee's Signature

Date (month/day/year) 8-26-11

**Preparer and/or Translator Certification** (To be completed and signed if Section 1 is prepared by a person other than the employee.) I attest, under penalty of perjury, that I have assisted in the completion of this form and that to the best of my knowledge the information is true and correct.

Preparer's/Translator's Signature	Print Name
Address (Street Name and Number, City, State, Zip Code)	
Date (month/day/year)	

**Section 2. Employer Review and Verification** (To be completed and signed by employer. Examine one document from List A OR examine one document from List B and one from List C, as listed on the reverse of this form, and record the title, number, and expiration date, if any, of the document(s).)

List A	OR	List B	AND	List C
Document title: _____		<u>Drivers License</u>		<u>Birth Certificate</u>
Issuing authority: _____		<u>CO DMV</u>		<u>State of CO</u>
Document #: _____		<u>01-060-0892</u>		<u>1051985000751</u>
Expiration Date (if any): _____		<u>11/9/15</u>		
Document #: _____				
Expiration Date (if any): _____				

**CERTIFICATION:** I attest, under penalty of perjury, that I have examined the document(s) presented by the above-named employee, that the above-listed document(s) appear to be genuine and to relate to the employee named, that the employee began employment on (month/day/year) 8/26/11 and that to the best of my knowledge the employee is authorized to work in the United States. (State employment agencies may omit the date the employee began employment.)

Signature of Employer or Authorized Representative <u>DT [Signature]</u>	Print Name <u>Deb Roberts</u>	Title <u>Recruiting Mgr</u>
Business or Organization Name and Address (Street Name and Number, City, State, Zip Code) <u>CTG 12000 N Washington Thornton CO 80241</u>		Date (month/day/year) <u>8/26/11</u>

**Section 3. Updating and Reverification** (To be completed and signed by employer.)

A. New Name (if applicable)	B. Date of Rehire (month/day/year) (if applicable)
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C. If employee's previous grant of work authorization has expired, provide the information below for the document that establishes current employment authorization.

Document Title: _____	Document #: _____	Expiration Date (if any): _____
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I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented document(s), the document(s) I have examined appear to be genuine and to relate to the individual.

Signature of Employer or Authorized Representative	Date (month/day/year)
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## SENSITIVE BUT UNCLASSIFIED

Department of Homeland Security  
E-Verify

Report Prepared: 09/02/2011  
Page: 1 of 1

Case Verification Number: 2011245164914KA

**Case Information:****Employee Information:**

Last Name:	Fischer	First Name:	Alexander
Middle Initial:	S	Maiden Name:	
Social Security Number:	*** ** 7046	Date of Birth:	01/09/1985
Citizenship Status:	A citizen of the United States		

**Document Information:**

List B Document:	Driver's license or ID card issued by a U.S. state or outlying possession	List C Document:	U.S. birth certificate (original or certified copy)
Document Name:	Driver's license	Document State:	Colorado
Driver's License or ID Card Number:		Document Expiration Date:	01/09/2015
Alien Number:		I-94 Number:	

**Additional Information:**

Hire Date:	09/06/2011	Employer Case ID:	
Three-Day Rule Reason:		Three-Day Rule - Other:	
Submitted By:	LNUN4987	Submitted On:	09/02/2011

**Initial Case Result:**

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:		Maiden Name:	
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:

Closed By:

Closed On:

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**SENSITIVE BUT UNCLASSIFIED**

**Colorado**  
**Identification Card**

01-060-0892 Expires: 01-09-2015  
Issued: 09-13-2010  
DOB: 01-09-1985  
Previous Type: N

Ht: 6'01"  
Wt: 155  
Eyes: HAZ  
Sex: M  
Voter: Y



ALEXANDER SCOTT FISCHER  
190 FLINT WAY  
BROOMFIELD, CO 80020

Alexander Scott Fischer



# STATE OF COLORADO

COLORADO DEPARTMENT OF PUBLIC HEALTH AND ENVIRONMENT  
HOLD TO LIGHT TO VIEW WATERMARK

## CERTIFICATE OF LIVE BIRTH

STATE FILE NUMBER

**1051985000751**



NAME OF REGISTRANT

**ALEXANDER SCOTT FISCHER**

DATE AND TIME OF BIRTH

**JANUARY 09, 1985 07:05 AM**

GENDER OF REGISTRANT

**MALE**

CITY OF BIRTH

**BOULDER**

COUNTY OF BIRTH

**BOULDER**

MOTHER'S NAME PRIOR TO FIRST MARRIAGE

**MELANIE KAY JONES**

MOTHER'S PLACE OF BIRTH

**VIRGINIA**

MOTHER'S AGE AT TIME OF BIRTH

**31**

FATHER'S NAME

**NICKY ALAN FISCHER**

FATHER'S PLACE OF BIRTH

**IOWA**

FATHER'S AGE AT TIME OF BIRTH

**35**

DATE RECORD FILED

**JANUARY 24, 1985**

DATE ISSUED

**JUNE 06, 2008**

THIS IS A TRUE CERTIFICATION OF NAME AND FACTS AS RECORDED IN THIS OFFICE. Do not accept unless prepared on security paper with engraved border displaying the Colorado state seal and signature of the Registrar. PENALTY BY LAW, Section 25-2-118, Colorado Revised Statutes, 1982, if a person alters, uses, attempts to use or furnishes to another for deceptive use any vital statistics record. NOT VALID IF PHOTOCOPIED.

*Ronald S. Hyman*

RONALD S. HYMAN  
STATE REGISTRAR



003602573

REV 01/07



**Affirmation of Legal Work Status**  
Pursuant to § 8-2-122, Colorado Revised Statutes

Employee Name: Fischer, Alexander 1/9/1985  
Last First Middle Date of Birth

Social Security Number: 524 - 75 - 7046 Date of Hire: 8/29/11

In accordance with § 8-2-122, C.R.S., within twenty days after hiring the new employee listed above,

**I affirm all four of the following:**

1. I have examined the legal work status of the above named employee.
2. I have retained file copies of the documents required by 8 U.S.C. sec. 1324a.
3. I have not altered or falsified the employee's identification documents.
4. I have not knowingly hired an unauthorized alien.

Deb Roberts  
 Print Name of Employer (or Designated Representative)

Recruiting Mgr  
 Official Title

[Signature]  
 Signature of Employer (or Designated Representative)

8/26/11  
 Date Signed

CMG  
 Business or Organization Name

303-594-6457  
 Employer Phone Number

§ 8-2-122(2), C.R.S.: On and after January 1, 2007, within twenty days after hiring a new employee, each employer in Colorado shall affirm that the employer has examined the legal work status of such newly-hired employee and has retained file copies of the documents required by 8 U.S.C. sec. 1324a; that the employer has not altered or falsified the employee's identification documents; and that the employer has not knowingly hired an unauthorized alien. The employer shall keep a written or electronic copy of the affirmation, and of the documents required by 8 U.S.C. sec. 1324a, for the term of employment of each employee.

This affirmation and the documents required by 8 U.S.C. sec. 1324 (copies or electronic copies) will be retained for the duration of the above named individual's employment.

**PLEASE READ CAREFULLY  
APPLICATION FORM WAIVER**

In exchange for the consideration of my job application by Employer Solutions Staffing Group LLC, (hereinafter called "the Company"),

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 the Company, 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 the Owner/Managing Member of the Company. Both the undersigned and the Company may end the employment relationship at any time, without specified notice or reason. If employed, I understand that the Company 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 called for is cause for dismissal at any time without any previous notice. I hereby give the Company permission to contact schools, all previous employers (unless otherwise indicated), references and others and hereby release the Company from any liability as a result of such contact.

I understand that, in connection with the routine processing of your employment application, the Company 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, the Company, 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 the Company 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 the Company is terminable at will for any reason by either party.

Signature of applicant Albert S. [Signature]

Date: 8-26-11

Alexander Scott Fischer  
190 Flint Way  
Broomfield, CO 80020  
(720) 530-8094  
axfischer@hotmail.com

I have always been a willful individual, which I translated into a strong work ethic. I consider myself a very kind and compassionate person, which I have utilized in all customer interactions. Soon I found that a good sense of empathy goes along way when someone is distraught or bothered by his or her service or product. My patience is high at this point in life, so that makes any work related stress easy to manage. Not to mention, my composure and etiquette is maintained regardless of how angry or irritated the customer may be, who must be treated as always being correct.

Thank you for consideration for any position, I appreciate your valuable time and hope to hear from you soon. Have a wonderful day, I most certainly will.

## Employment History

### **Compassionate Pain Management LLC.**

**09/2010-03/2011**

Here I gained more experience in trimming, harvesting, and maintaining quality control for medical marijuana. I also developed better skills in working as team and training people in areas where they have no experience.

### **Taco Bell**

**04/2010-01/2011**

Here I honed my already good customer service skills. I gained a dozen regulars who drove out of their way to come to this store in particular because of how politely they were treated. I had one woman who told me she came by during her lunch because she said I always made her smile, she was having a bad day up until that point.

### **Earthscape Medicine**

**06/2008-01/2010**

While I worked for Jason brown I was in charge of overseeing or ground keeping his medical marijuana farm. I worked fifteen hour days, which allowed me to further develop a strong work ethic, and strong multitasking skills. I had to leave this position due to the fact he was unable to pay my salary at the end of the year, as is an issue with a lot of small businesses in a bad economy. This position was my introduction to this field.

### **King Soopers**

**02/2007-03/2008**

I stocked shelves, rotated stock, and worked repack then towards the end of my employment here I worked in the dairy, and added ordering to my responsibilities. This was my first physical job,

this job helped develop work ethic, and proper storage for many different types of product and handling. I also had many times where I had to work the register and interact with customers, I loved all these opportunities to help people, I feel its very important to try and make anyone's day you can a little easier.

### **Arby's**

**01/2006-01/2007**

At first, I started out on a fryer, then moved up to slicer. Despite the fact that its fast food, Arby's does a lot of prep, most of the food has to be prepared several times a day, I would arrive at 7 do all cold prep (slice meats, make chicken salad, boil out fryers once a week and make sure all sauces were stocked) as well as hot prep( bake roasts, and turnovers). After that clean up, do dishes and then make sandwiches and smile at every customer I could, since I didn't get to much direct contact, except when they were short staffed and I had to work one of the registers. Through out the day I would constantly make sure all hot food remained at temp.

### **Dominoes**

**04/2006-11/2006**

While working at dominoes I was awarded black, when the regional came through and tested me, I made a perfect pepperoni pizza in 37 seconds, which is the second best award for speed. I was working three jobs at this time due to temporary high expenses. Here I furthered my knowledge in making pizza in a faster paced environment and I learned how much your attitude affects the people around you. The assistant manager Bernardo would send anyone home who was in a bad mood at which point I asked him about it. He explained to me that how you show your feelings and interact with people directly will effect your environment and everyone's attitudes. He also showed me an exceptionally fast way to do dishes and mop.

### **Papa John's**

**2004-2006(08/2006)**

I started out as a in-store employee, but quickly moved up to shift manager, my duties included managing between 3-10 employees, register management, counting down all cash at end of the night, running reports for credit cards, closing out drivers, and dropping money off at the bank. I never had any money go missing on my watch, I also opened a lot, which included doing prep, assigning tasks and making sure said tasks were done with a follow up. Make sure second prep got done after the lunch rush so the next shift was ready for said manager. I was sent away to a million dollar store for two weeks for training. During this time I learned quite a bit about marketing, employee management, customer service, money management and the value of quality presentation.

### **Denny's**

**2004**

This is my only waiting experience, I worked here for about a year, this was second real customer related experience. This is the position where I found my love of dealing people and providing the style of service I always liked. I had to greet customers as soon as I saw them and whenever possible hold the door for them. I enjoyed making my rounds roughly see every table, or at least pass by in case they needed a refill or if they had a question every 5-10 minutes. I really liked this aspect, because you could see immediate effects of quality service, with

someone's enjoyment or smiling face. Although under rated, it's the simple positions like these that make you feel like you are directly affecting someone's day, either making it better or helping an already good day along

#### **AMC 14**

**2003**

I started this position in the concession stand; this was my first introduction into any customer-based interaction. I learned what tasks were needed and accomplished them readily, so got moved around from cleaning aisles, to selling tickets and finally ended up in final position as guest services. This is where I discovered my love of customer interaction. There's nothing more satisfying then making someone irate become satisfied, even if its as simple as giving them a free ticket or popcorn till there movie is ready.

#### **Education**

New Vista High School – Boulder, CO (1999-2003)

#### **References**

Nate Ishe (trim manager) -- 303-834-5881

Ian Rizk (flower manager/grower) -- 720-775-7449

Kye Brundage (trimmer) -- 720-982-8899

Justin Baker (ex co-worker at denny's, amc[supervisor]) --720-366-3760