

employer solutions staffing group

PO Box 46270  
Minneapolis, MN 55344-9956  
Tel: 952.835.1288

## New Hire Application

Personal Data-- PLEASE PRINT LEGIBLY IN INK

Last Name URBINA First Name ASHLEY Middle Initial R  
 Street Address 6531 E 76TH PL Apt/Ste \_\_\_\_\_  
 City/State/Zip COMMERCE CITY, CO, 80022 Social Security Last Four XXX-XX- 3194  
 Phone Number 7203823991 Email Address ASHLEYURBINA91@GMAIL.COM  
 Staffing Agency/Recruitment Partner CMG

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.

ASHLEY URBINA

Name (Print or type)

ASHLEY URBINA

Applicant's Signature

Mar 19, 2018

Date

A copy or facsimile ("fax") will be considered the same as an original signature. Email will ONLY be used for employment correspondence

| For ESSG Office Use Only        |                                  |                             |                                                 |                          |
|---------------------------------|----------------------------------|-----------------------------|-------------------------------------------------|--------------------------|
| DOH _____                       | NHW _____                        | I-9 _____                   | 8850 _____                                      | W4 _____                 |
| Emergency Contact Info<br>_____ | Background Release Form<br>_____ | Background Results<br>_____ | Unemployment Letter<br>(If applicable)<br>_____ | ESC Application<br>_____ |
| For ESSG Client Use             |                                  |                             |                                                 |                          |
| DOH _____                       | ROP _____                        | Work Site Loc. _____        | WC Code _____                                   |                          |



# Form W-4 (2018)

**Future developments.** For the latest information about any future developments related to Form W-4, such as legislation enacted after it was published, go to [www.irs.gov/FormW4](http://www.irs.gov/FormW4).

**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.** You may claim exemption from withholding for 2018 if **both** of the following apply.

- For 2017 you had a right to a refund of **all** federal income tax withheld because you had **no** tax liability, **and**
- For 2018 you expect a refund of **all** federal income tax withheld because you expect to have **no** tax liability.

If you're exempt, complete **only** lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2018 expires February 15, 2019. See Pub. 505, Tax Withholding and Estimated Tax, to learn more about whether you qualify for exemption from withholding.

## General Instructions

If you aren't exempt, follow the rest of these instructions to determine the number of withholding allowances you should claim for withholding for 2018 and any additional amount of tax to have withheld. For regular wages, withholding must be based on allowances you claimed and may not be a flat amount or percentage of wages.

You can also use the calculator at [www.irs.gov/W4App](http://www.irs.gov/W4App) to determine your tax withholding more accurately. Consider

using this calculator if you have a more complicated tax situation, such as if you have a working spouse, more than one job, or a large amount of nonwage income outside of your job. After your Form W-4 takes effect, you can also use this calculator to see how the amount of tax you're having withheld compares to your projected total tax for 2018. If you use the calculator, you don't need to complete any of the worksheets for Form W-4.

Note that if you have too much tax withheld, you will receive a refund when you file your tax return. If you have too little tax withheld, you will owe tax when you file your tax return, and you might owe a penalty.

**Filers with multiple jobs or working spouses.** If you have more than one job at a time, or if you're married and your spouse is also working, read all of the instructions including the instructions for the Two-Earners/Multiple Jobs Worksheet before beginning.

**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 might owe additional tax. Or, you can use the Deductions, Adjustments, and Other Income Worksheet on page 3 or the calculator at [www.irs.gov/W4App](http://www.irs.gov/W4App) to make sure you have enough tax withheld from your paycheck. If you have pension or annuity income, see Pub. 505 or use the calculator at [www.irs.gov/W4App](http://www.irs.gov/W4App) to find out if you should adjust your withholding on Form W-4 or W-4P.

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

## Specific Instructions

### Personal Allowances Worksheet

Complete this worksheet on page 3 first to determine the number of withholding allowances to claim.

#### Line C. Head of household please note:

Generally, you can claim head of household filing status on your tax return only if you're unmarried and pay more than 50% of the costs of keeping up a home for yourself and a qualifying individual. See Pub. 501 for more information about filing status.

**Line E. Child tax credit.** When you file your tax return, you might be eligible to claim a credit for each of your qualifying children. To qualify, the child must be under age 17 as of December 31 and must be your dependent who lives with you for more than half the year. To learn more about this credit, see Pub. 972, Child Tax Credit. To reduce the tax withheld from your pay by taking this credit into account, follow the instructions on line E of the worksheet. On the worksheet you will be asked about your total income. For this purpose, total income includes all of your wages and other income, including income earned by a spouse, during the year.

#### Line F. Credit for other dependents.

When you file your tax return, you might be eligible to claim a credit for each of your dependents that don't qualify for the child tax credit, such as any dependent children age 17 and older. To learn more about this credit, see Pub. 505. To reduce the tax withheld from your pay by taking this credit into account, follow the instructions on line F of the worksheet. On the worksheet, you will be asked about your total income. For this purpose, total income includes all of

Separate here and give Form W-4 to your employer. Keep the worksheet(s) for your records.

| Form <b>W-4</b><br>Department of the Treasury<br>Internal Revenue Service                                                                                                                                                                                                                                                                                                                                                                                       |  | Employee's Withholding Allowance Certificate                                                                                                                                                                                           |  | OMB No. 1545-0074<br><b>2018</b>                  |  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|---------------------------------------------------|--|
| 1 Your first name and middle initial<br><b>ASHLEY R</b>                                                                                                                                                                                                                                                                                                                                                                                                         |  | Last name<br><b>URBINA</b>                                                                                                                                                                                                             |  | 2 Your social security number<br><b>524973194</b> |  |
| Home address (number and street or rural route)<br><b>6531 E 76TH PL</b>                                                                                                                                                                                                                                                                                                                                                                                        |  | 3 <input type="radio"/> Single <input checked="" type="radio"/> Married <input type="radio"/> Married, but withhold at higher Single rate.<br>Note: If married filing separately, check "Married, but withhold at higher Single rate." |  |                                                   |  |
| City or town, state, and ZIP code<br><b>COMMERCE CITY, CO,80022</b>                                                                                                                                                                                                                                                                                                                                                                                             |  | 4 If your last name differs from that shown on your social security card, check here. You must call 800-772-1213 for a replacement card. <input type="checkbox"/>                                                                      |  |                                                   |  |
| 5 Total number of allowances you're claiming (from the applicable worksheet on the following pages) . . . . .                                                                                                                                                                                                                                                                                                                                                   |  | 5 1                                                                                                                                                                                                                                    |  | 6 \$                                              |  |
| 6 Additional amount, if any, you want withheld from each paycheck . . . . .                                                                                                                                                                                                                                                                                                                                                                                     |  |                                                                                                                                                                                                                                        |  |                                                   |  |
| 7 I claim exemption from withholding for 2018, and I certify that I meet <b>both</b> of the following conditions for exemption.<br>• Last year I had a right to a refund of <b>all</b> federal income tax withheld because I had <b>no</b> tax liability, <b>and</b><br>• This year I expect a refund of <b>all</b> federal income tax withheld because I expect to have <b>no</b> tax liability.<br>If you meet both conditions, write "Exempt" here . . . . . |  |                                                                                                                                                                                                                                        |  |                                                   |  |
| 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<br>(This form is not valid unless you sign it.) ▶ <b>ASHLEY URBINA</b>                                                                                                                                                                                                                                                                                                                                                                     |  | Date ▶ <b>Mar 19, 2018</b>                                                                                                                                                                                                             |  |                                                   |  |
| 8 Employer's name and address (Employer: Complete boxes 8 and 10 if sending to IRS and complete boxes 8, 9, and 10 if sending to State Directory of New Hires.)                                                                                                                                                                                                                                                                                                 |  | 9 First date of employment                                                                                                                                                                                                             |  | 10 Employer identification number (EIN)           |  |

your wages and other income, including income earned by a spouse, during the year.

**Line G. Other credits.** You might be able to reduce the tax withheld from your paycheck if you expect to claim other tax credits, such as the earned income tax credit and tax credits for education and child care expenses. If you do so, your paycheck will be larger but the amount of any refund that you receive when you file your tax return will be smaller. Follow the instructions for Worksheet 1-6 in Pub. 505 if you want to reduce your withholding to take these credits into account.

### Deductions, Adjustments, and Additional Income Worksheet

Complete this worksheet to determine if you're able to reduce the tax withheld from your paycheck to account for your itemized deductions and other adjustments to income such as IRA contributions. If you do so, your refund at the end of the year will be smaller, but your paycheck will be larger. You're not required to complete this worksheet or reduce your withholding if you don't wish to do so.

You can also use this worksheet to figure out how much to increase the tax withheld from your paycheck if you have a large amount of nonwage income, such as interest or dividends.

Another option is to take these items into account and make your withholding more accurate by using the calculator at [www.irs.gov/W4App](http://www.irs.gov/W4App). If you use the calculator, you don't need to complete any of the worksheets for Form W-4.

### Two-Earners/Multiple Jobs Worksheet

Complete this worksheet if you have more

than one job at a time or are married filing jointly and have a working spouse. If you don't complete this worksheet, you might have too little tax withheld. If so, you will owe tax when you file your tax return and might be subject to a penalty.

Figure the total number of allowances you're entitled to claim and any additional amount of tax to withhold on all jobs using worksheets from only one Form W-4. Claim all allowances on the W-4 that you or your spouse file for the highest paying job in your family and claim zero allowances on Forms W-4 filed for all other jobs. For example, if you earn \$60,000 per year and your spouse earns \$20,000, you should complete the worksheets to determine what to enter on lines 5 and 6 of your Form W-4, and your spouse should enter zero ("0-0") on lines 5 and 6 of his or her Form W-4. See Pub. 505 for details.

Another option is to use the calculator at [www.irs.gov/W4App](http://www.irs.gov/W4App) to make your withholding more accurate.

**Tip:** If you have a working spouse and your incomes are similar, you can check the "Married, but withhold at higher Single rate" box instead of using this worksheet. If you choose this option, then each spouse should fill out the Personal Allowances Worksheet and check the "Married, but withhold at higher Single rate" box on Form W-4, but only one spouse should claim any allowances for credits or fill out the Deductions, Adjustments, and Additional Income Worksheet.

### Instructions for Employer

Employees, do not complete box 8, 9, or 10. Your employer will complete these boxes if necessary.

**New hire reporting.** Employers are

required by law to report new employees to a designated State Directory of New Hires. Employers may use Form W-4, boxes 8, 9, and 10 to comply with the new hire reporting requirement for a newly hired employee. A newly hired employee is an employee who hasn't previously been employed by the employer, or who was previously employed by the employer but has been separated from such prior employment for at least 60 consecutive days. Employers should contact the appropriate State Directory of New Hires to find out how to submit a copy of the completed Form W-4. For information and links to each designated State Directory of New Hires (including for U.S. territories), go to [www.acf.hhs.gov/programs/css/employers](http://www.acf.hhs.gov/programs/css/employers).

If an employer is sending a copy of Form W-4 to a designated State Directory of New Hires to comply with the new hire reporting requirement for a newly hired employee, complete boxes 8, 9, and 10 as follows.

**Box 8.** Enter the employer's name and address. If the employer is sending a copy of this form to a State Directory of New Hires, enter the address where child support agencies should send income withholding orders.

**Box 9.** If the employer is sending a copy of this form to a State Directory of New Hires, enter the employee's first date of employment, which is the date services for payment were first performed by the employee. If the employer rehired the employee after the employee had been separated from the employer's service for at least 60 days, enter the rehire date.

**Box 10.** Enter the employer's employer identification number (EIN).

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

|          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                |
|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| <b>A</b> | Enter "1" for yourself . . . . .                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>A</b> _____ |
| <b>B</b> | Enter "1" if you will file as married filing jointly . . . . .                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>B</b> _____ |
| <b>C</b> | Enter "1" if you will file as head of household . . . . .                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>C</b> _____ |
| <b>D</b> | Enter "1" if: <div style="display: inline-block; vertical-align: middle;"> <ul style="list-style-type: none"> <li>• You're single, or married filing separately, and have only one job; or</li> <li>• You're married filing jointly, have only one job, and your spouse doesn't 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> </div>                                                                                                                                                                                                                                                                                                       | <b>D</b> _____ |
| <b>E</b> | <b>Child tax credit.</b> See Pub. 972, Child Tax Credit, for more information. <ul style="list-style-type: none"> <li>• If your total income will be less than \$69,801 (\$101,401 if married filing jointly), enter "4" for each eligible child.</li> <li>• If your total income will be from \$69,801 to \$175,550 (\$101,401 to \$339,000 if married filing jointly), enter "2" for each eligible child.</li> <li>• If your total income will be from \$175,551 to \$200,000 (\$339,001 to \$400,000 if married filing jointly), enter "1" for each eligible child.</li> <li>• If your total income will be higher than \$200,000 (\$400,000 if married filing jointly), enter "-0-" . . . . . <b>E</b> _____</li> </ul> |                |
| <b>F</b> | <b>Credit for other dependents.</b> <ul style="list-style-type: none"> <li>• If your total income will be less than \$69,801 (\$101,401 if married filing jointly), enter "1" for each eligible dependent.</li> <li>• If your total income will be from \$69,801 to \$175,550 (\$101,401 to \$339,000 if married filing jointly), enter "1" for every two dependents (for example, "-0-" for one dependent, "1" if you have two or three dependents, and "2" if you have four dependents).</li> <li>• If your total income will be higher than \$175,550 (\$339,000 if married filing jointly), enter "-0-" . . . . . <b>F</b> _____</li> </ul>                                                                             |                |
| <b>G</b> | <b>Other credits.</b> If you have other credits, see Worksheet 1-6 of Pub. 505 and enter the amount from that worksheet here . . . . .                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>G</b> _____ |
| <b>H</b> | Add lines A through G and enter the total here . . . . .                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>H</b> _____ |

For accuracy,  
complete all  
worksheets  
that apply.

- If you plan to **itemize** or **claim adjustments to income** and want to reduce your withholding, or if you have a large amount of nonwage income and want to increase your withholding, see the **Deductions, Adjustments, and Additional Income Worksheet** below.
- If you have **more than one job at a time** or are **married filing jointly and you and your spouse both work**, and the combined earnings from all jobs exceed \$52,000 (\$24,000 if married filing jointly), see the **Two-Earners/Multiple Jobs Worksheet** on page 4 to avoid having too little tax withheld.
- If **neither** of the above situations applies, **stop here** and enter the number from line H on line 5 of Form W-4 above.

**Deductions, Adjustments, and Additional Income Worksheet**

**Note:** Use this worksheet *only* if you plan to itemize deductions, claim certain adjustments to income, or have a large amount of nonwage income.

|           |                                                                                                                                                                                                                                                                                                              |                   |
|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| <b>1</b>  | Enter an estimate of your 2018 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes (up to \$10,000), and medical expenses in excess of 7.5% of your income. See Pub. 505 for details . . . . .                                             | <b>1</b> \$ _____ |
| <b>2</b>  | Enter: <div style="display: inline-block; vertical-align: middle;"> <ul style="list-style-type: none"> <li>\$24,000 if you're married filing jointly or qualifying widow(er)</li> <li>\$18,000 if you're head of household</li> <li>\$12,000 if you're single or married filing separately</li> </ul> </div> | <b>2</b> \$ _____ |
| <b>3</b>  | <b>Subtract</b> line 2 from line 1. If zero or less, enter "-0-" . . . . .                                                                                                                                                                                                                                   | <b>3</b> \$ _____ |
| <b>4</b>  | Enter an estimate of your 2018 adjustments to income and any additional standard deduction for age or blindness (see Pub. 505 for information about these items) . . . . .                                                                                                                                   | <b>4</b> \$ _____ |
| <b>5</b>  | <b>Add</b> lines 3 and 4 and enter the total . . . . .                                                                                                                                                                                                                                                       | <b>5</b> \$ _____ |
| <b>6</b>  | Enter an estimate of your 2018 nonwage income (such as dividends or interest) . . . . .                                                                                                                                                                                                                      | <b>6</b> \$ _____ |
| <b>7</b>  | <b>Subtract</b> line 6 from line 5. If zero, enter "-0-". If less than zero, enter the amount in parentheses . . . . .                                                                                                                                                                                       | <b>7</b> \$ _____ |
| <b>8</b>  | <b>Divide</b> the amount on line 7 by \$4,150 and enter the result here. If a negative amount, enter in parentheses. Drop any fraction . . . . .                                                                                                                                                             | <b>8</b> _____    |
| <b>9</b>  | Enter the number from the <b>Personal Allowances Worksheet</b> , line H above . . . . .                                                                                                                                                                                                                      | <b>9</b> _____    |
| <b>10</b> | <b>Add</b> lines 8 and 9 and enter the total here. If zero or less, enter "-0-". If you plan to use the <b>Two-Earners/Multiple Jobs Worksheet</b> , also enter this total on line 1, page 4. Otherwise, <b>stop here</b> and enter this total on Form W-4, line 5, page 1 . . . . .                         | <b>10</b> _____   |

**Two-Earners/Multiple Jobs Worksheet**

**Note:** Use this worksheet *only* if the instructions under line H from the **Personal Allowances Worksheet** direct you here.

- 1 Enter the number from the **Personal Allowances Worksheet**, line H, page 3 (or, if you used the **Deductions, Adjustments, and Additional Income Worksheet** on page 3, the number from line 10 of that worksheet) . . . . . 1 \_\_\_\_\_
- 2 Find the number in **Table 1** below that applies to the **LOWEST** paying job and enter it here. **However**, if you're married filing jointly and wages from the highest paying job are \$75,000 or less and the combined wages for you and your spouse are \$107,000 or less, don't enter more than "3" . . . . . 2 \_\_\_\_\_
- 3 If line 1 is **more than or equal to** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter "-0-") and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet . . . . . 3 \_\_\_\_\_

**Note:** If line 1 is **less than** line 2, enter "-0-" on Form W-4, line 5, page 1. Complete lines 4 through 9 below to figure the additional withholding amount necessary to avoid a year-end tax bill.

- 4 Enter the number from line 2 of this worksheet . . . . . 4 \_\_\_\_\_
- 5 Enter the number from line 1 of this worksheet . . . . . 5 \_\_\_\_\_
- 6 Subtract line 5 from line 4 . . . . . 6 \_\_\_\_\_
- 7 Find the amount in **Table 2** below that applies to the **HIGHEST** paying job and enter it here . . . . . 7 \$ \_\_\_\_\_
- 8 Multiply line 7 by line 6 and enter the result here. This is the additional annual withholding needed . . . . . 8 \$ \_\_\_\_\_
- 9 Divide line 8 by the number of pay periods remaining in 2018. For example, divide by 18 if you're paid every 2 weeks and you complete this form on a date in late April when there are 18 pay periods remaining in 2018. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck . . . . . 9 \$ \_\_\_\_\_

| Table 1                                     |                       |                                             |                       | Table 2                                      |                       |                                              |                       |
|---------------------------------------------|-----------------------|---------------------------------------------|-----------------------|----------------------------------------------|-----------------------|----------------------------------------------|-----------------------|
| Married Filing Jointly                      |                       | All Others                                  |                       | Married Filing Jointly                       |                       | All Others                                   |                       |
| If wages from <b>LOWEST</b> paying job are— | Enter on line 2 above | If wages from <b>LOWEST</b> paying job are— | Enter on line 2 above | If wages from <b>HIGHEST</b> paying job are— | Enter on line 7 above | If wages from <b>HIGHEST</b> paying job are— | Enter on line 7 above |
| \$0 - \$5,000                               | 0                     | \$0 - \$7,000                               | 0                     | \$0 - \$24,375                               | \$420                 | \$0 - \$7,000                                | \$420                 |
| 5,001 - 9,500                               | 1                     | 7,001 - 12,500                              | 1                     | 24,376 - 82,725                              | 500                   | 7,001 - 36,175                               | 500                   |
| 9,501 - 19,000                              | 2                     | 12,501 - 24,500                             | 2                     | 82,726 - 170,325                             | 910                   | 36,176 - 79,975                              | 910                   |
| 19,001 - 26,500                             | 3                     | 24,501 - 31,500                             | 3                     | 170,326 - 320,325                            | 1,000                 | 79,976 - 154,975                             | 1,000                 |
| 26,501 - 37,000                             | 4                     | 31,501 - 39,000                             | 4                     | 320,326 - 405,325                            | 1,330                 | 154,976 - 197,475                            | 1,330                 |
| 37,001 - 43,500                             | 5                     | 39,001 - 55,000                             | 5                     | 405,326 - 605,325                            | 1,450                 | 197,476 - 497,475                            | 1,450                 |
| 43,501 - 55,000                             | 6                     | 55,001 - 70,000                             | 6                     | 605,326 and over                             | 1,540                 | 497,476 and over                             | 1,540                 |
| 55,001 - 60,000                             | 7                     | 70,001 - 85,000                             | 7                     |                                              |                       |                                              |                       |
| 60,001 - 70,000                             | 8                     | 85,001 - 90,000                             | 8                     |                                              |                       |                                              |                       |
| 70,001 - 75,000                             | 9                     | 90,001 - 100,000                            | 9                     |                                              |                       |                                              |                       |
| 75,001 - 85,000                             | 10                    | 100,001 - 105,000                           | 10                    |                                              |                       |                                              |                       |
| 85,001 - 95,000                             | 11                    | 105,001 - 115,000                           | 11                    |                                              |                       |                                              |                       |
| 95,001 - 130,000                            | 12                    | 115,001 - 120,000                           | 12                    |                                              |                       |                                              |                       |
| 130,001 - 150,000                           | 13                    | 120,001 - 130,000                           | 13                    |                                              |                       |                                              |                       |
| 150,001 - 160,000                           | 14                    | 130,001 - 145,000                           | 14                    |                                              |                       |                                              |                       |
| 160,001 - 170,000                           | 15                    | 145,001 - 155,000                           | 15                    |                                              |                       |                                              |                       |
| 170,001 - 180,000                           | 16                    | 155,001 - 185,000                           | 16                    |                                              |                       |                                              |                       |
| 180,001 - 190,000                           | 17                    | 185,001 and over                            | 17                    |                                              |                       |                                              |                       |
| 190,001 - 200,000                           | 18                    |                                             |                       |                                              |                       |                                              |                       |
| 200,001 and over                            | 19                    |                                             |                       |                                              |                       |                                              |                       |

**Privacy Act and Paperwork Reduction Act Notice.** We ask for the information on this form to carry out the Internal Revenue laws of the United States. Internal Revenue Code sections 3402(f)(2) and 6109 and their regulations require you to provide this information; your employer uses it to determine your federal income tax withholding. Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may subject you to penalties. Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation; to cities, states, the District of Columbia, and

U.S. commonwealths and possessions for use in administering their tax laws; and to the Department of Health and Human Services for use in the National Directory of New Hires. We may also disclose this information to other countries under a tax treaty, to federal and state agencies to enforce federal nontax criminal laws, or to federal law enforcement and intelligence agencies to combat terrorism.

You aren't required to provide the information requested on a form that's subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be

retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The average time and expenses required to complete and file this form will vary depending on individual circumstances. For estimated averages, see the instructions for your income tax return.

If you have suggestions for making this form simpler, we would be happy to hear from you. See the instructions for your income tax return.



Employment Eligibility Verification  
Department of Homeland Security  
U.S. Citizenship and Immigration Services

USCIS  
Form I-9  
OMB No. 1615-0047  
Expires 08/31/2019

► **START HERE:** Read instructions carefully before completing this form. The instructions must be available, either in paper or electronically, during completion of this form. Employers are liable for errors in the completion of this form.

**ANTI-DISCRIMINATION NOTICE:** It is illegal to discriminate against work-authorized individuals. Employers **CANNOT** specify which document(s) an employee may present to establish employment authorization and identity. The refusal to hire or continue to employ an individual because the documentation presented has a future expiration date may also constitute illegal discrimination.

**Section 1. Employee Information and Attestation** (*Employees must complete and sign Section 1 of Form I-9 no later than the first day of employment, but not before accepting a job offer.*)

|                                                    |                                            |                                                       |                               |                                           |                                       |
|----------------------------------------------------|--------------------------------------------|-------------------------------------------------------|-------------------------------|-------------------------------------------|---------------------------------------|
| Last Name (Family Name)<br>URBINA                  |                                            | First Name (Given Name)<br>ASHLEY                     |                               | Middle Initial<br>R                       | Other Last Names Used (if any)<br>N/A |
| Address (Street Number and Name)<br>6531 E 76TH PL |                                            | Apt. Number<br>N/A                                    | City or Town<br>COMMERCE CITY |                                           | State<br>CO<br>ZIP Code<br>80022      |
| Date of Birth (mm/dd/yyyy)<br>10181995             | U.S. Social Security Number<br>524973194 - | Employee's E-mail Address<br>ASHLEYURBINA91@GMAIL.COM |                               | Employee's Telephone Number<br>7203823991 |                                       |

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 boxes):

|                                                                                                                                                                                                                                                                                                                                                                                                           |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input checked="" type="radio"/> 1. A citizen of the United States                                                                                                                                                                                                                                                                                                                                        |
| <input type="radio"/> 2. A noncitizen national of the United States ( <i>See instructions</i> )                                                                                                                                                                                                                                                                                                           |
| <input type="radio"/> 3. A lawful permanent resident (Alien Registration Number/USCIS Number): N/A                                                                                                                                                                                                                                                                                                        |
| <input type="radio"/> 4. An alien authorized to work until (expiration date, if applicable, mm/dd/yyyy): N/A<br>Some aliens may write "N/A" in the expiration date field. ( <i>See instructions</i> )                                                                                                                                                                                                     |
| <p><i>Aliens authorized to work must provide only one of the following document numbers to complete Form I-9:<br/>An Alien Registration Number/USCIS Number OR Form I-94 Admission Number OR Foreign Passport Number.</i></p> <p>1. Alien Registration Number/USCIS Number: N/A<br/>OR<br/>2. Form I-94 Admission Number: N/A<br/>OR<br/>3. Foreign Passport Number: N/A<br/>Country of Issuance: N/A</p> |
| QR Code - Section 1<br>Do Not Write in This Space                                                                                                                                                                                                                                                                                                                                                         |

|                                                                                          |                                        |
|------------------------------------------------------------------------------------------|----------------------------------------|
| Signature of Employee <u>ASHLEY URBINA</u><br><small>ASHLEY URBINA, MAR 19, 2018</small> | Today's Date (mm/dd/yyyy) Mar 19, 2018 |
|------------------------------------------------------------------------------------------|----------------------------------------|

**Preparer and/or Translator Certification (check one):**

☒ I did not use a preparer or translator. ☐ A preparer(s) and/or translator(s) assisted the employee in completing Section 1.  
(Fields below must be completed and signed when preparers and/or translators assist an employee in completing Section 1.)

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

|                                     |  |                           |                   |
|-------------------------------------|--|---------------------------|-------------------|
| Signature of Preparer or Translator |  | Today's Date (mm/dd/yyyy) |                   |
| Last Name (Family Name)             |  | First Name (Given Name)   |                   |
| Address (Street Number and Name)    |  | City or Town              | State<br>ZIP Code |



Employer Completes Next Page



## LISTS OF ACCEPTABLE DOCUMENTS

**All documents must be UNEXPIRED**

Employees may present one selection from List A  
or a combination of one selection from List B and one selection from List C.

| LIST A<br>Documents that Establish<br>Both Identity and<br>Employment Authorization                                                                                                                                                                                                                                                                                                                                                                             | OR | LIST B<br>Documents that Establish<br>Identity                                                                                                                                                                    | AND | LIST C<br>Documents that Establish<br>Employment Authorization                                                                                                                                                                            |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. U.S. Passport or U.S. Passport Card                                                                                                                                                                                                                                                                                                                                                                                                                          |    | 1. Driver's license or ID card issued by a State or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address |     | 1. A Social Security Account Number card, unless the card includes one of the following restrictions:<br>(1) NOT VALID FOR EMPLOYMENT<br>(2) VALID FOR WORK ONLY WITH INS AUTHORIZATION<br>(3) VALID FOR WORK ONLY WITH DHS AUTHORIZATION |
| 2. Permanent Resident Card or Alien Registration Receipt Card (Form I-551)                                                                                                                                                                                                                                                                                                                                                                                      |    | 2. ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address                |     | 2. Certification of report of birth issued by the Department of State (Forms DS-1350, FS-545, FS-240)                                                                                                                                     |
| 3. Foreign passport that contains a temporary I-551 stamp or temporary I-551 printed notation on a machine-readable immigrant visa                                                                                                                                                                                                                                                                                                                              |    | 3. School ID card with a photograph                                                                                                                                                                               |     | 3. Original or certified copy of birth certificate issued by a State, county, municipal authority, or territory of the United States bearing an official seal                                                                             |
| 4. Employment Authorization Document that contains a photograph (Form I-766)                                                                                                                                                                                                                                                                                                                                                                                    |    | 4. Voter's registration card                                                                                                                                                                                      |     | 4. Native American tribal document                                                                                                                                                                                                        |
| 5. For a nonimmigrant alien authorized to work for a specific employer because of his or her status:<br>a. Foreign passport; and<br>b. Form I-94 or Form I-94A that has the following:<br>(1) The same name as the passport, and<br>(2) An endorsement of the alien's nonimmigrant status as long as that period of endorsement has not yet expired and the proposed employment is not in conflict with any restrictions or limitations identified on the form. |    | 5. U.S. Military card or draft record                                                                                                                                                                             |     | 5. U.S. Citizen ID Card (Form I-179)                                                                                                                                                                                                      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |    | 6. Military dependent's ID card                                                                                                                                                                                   |     | 6. Identification Card for Use of Resident Citizen in the United States (Form I-179)                                                                                                                                                      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |    | 7. U.S. Coast Guard Merchant Mariner Card                                                                                                                                                                         |     | 7. Employment authorization document issued by the Department of Homeland Security                                                                                                                                                        |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |    | 8. Native American tribal document                                                                                                                                                                                |     |                                                                                                                                                                                                                                           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |    | 9. Driver's license issued by a Canadian government authority                                                                                                                                                     |     |                                                                                                                                                                                                                                           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |    | <b>For persons under age 18 who are unable to present a document listed above:</b>                                                                                                                                |     |                                                                                                                                                                                                                                           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |    | 10. School record or report card                                                                                                                                                                                  |     |                                                                                                                                                                                                                                           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |    | 11. Clinic, doctor, or hospital record                                                                                                                                                                            |     |                                                                                                                                                                                                                                           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |    | 12. Day-care or nursery school record                                                                                                                                                                             |     |                                                                                                                                                                                                                                           |
| 6. Passport from the Federated States of Micronesia (FSM) or the Republic of the Marshall Islands (RMI) with Form I-94 or Form I-94A indicating nonimmigrant admission under the Compact of Free Association Between the United States and the FSM or RMI                                                                                                                                                                                                       |    |                                                                                                                                                                                                                   |     |                                                                                                                                                                                                                                           |

Examples of many of these documents appear in Part 13 of the Handbook for Employers (M-274).

Refer to the instructions for more information about acceptable receipts.



Employment Eligibility Verification  
Department of Homeland Security  
U.S. Citizenship and Immigration Services

USCIS  
Form I-9  
OMB No. 1615-0047  
Expires 08/31/2019

**Section 2. Employer or Authorized Representative Review and Verification**

(Employers or their authorized representative must complete and sign Section 2 within 3 business days of the employee's first day of employment. You must physically examine one document from List A OR a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents.")

|                              |                                          |                                          |                  |                                                     |
|------------------------------|------------------------------------------|------------------------------------------|------------------|-----------------------------------------------------|
| Employee Info from Section 1 | Last Name (Family Name)<br><u>Urbina</u> | First Name (Given Name)<br><u>Ashley</u> | M.I.<br><u>R</u> | Citizenship/Immigration Status<br><u>US Citizen</u> |
|------------------------------|------------------------------------------|------------------------------------------|------------------|-----------------------------------------------------|

List A  
Identity and Employment Authorization

List B  
Identity

List C  
Employment Authorization

|                                                            |                                               |
|------------------------------------------------------------|-----------------------------------------------|
| Document Title<br><u>CD Driver License</u>                 | Document Title<br><u>Social Security Card</u> |
| Issuing Authority<br><u>State of CO</u>                    | Issuing Authority<br><u>SSA</u>               |
| Document Number<br><u>11-320-0700</u>                      | Document Number<br><u>524-97-3194</u>         |
| Expiration Date (if any) (mm/dd/yyyy)<br><u>10/18/2021</u> | Expiration Date (if any) (mm/dd/yyyy)         |
| Document Title                                             |                                               |
| Issuing Authority                                          |                                               |
| Document Number                                            |                                               |
| Expiration Date (if any) (mm/dd/yyyy)                      |                                               |
| Document Title                                             |                                               |
| Issuing Authority                                          |                                               |
| Document Number                                            |                                               |
| Expiration Date (if any) (mm/dd/yyyy)                      |                                               |

**Certification:** I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear to be genuine and to relate to the employee named, and (3) to the best of my knowledge the employee is authorized to work in the United States.

The employee's first day of employment (mm/dd/yyyy): 03/20/2018 (See instructions for exemptions)

|                                                                                                                  |                                                                      |                                                                                          |                    |
|------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|------------------------------------------------------------------------------------------|--------------------|
| Signature of Employer or Authorized Representative<br><u>Andrea Findley</u>                                      | Today's Date (mm/dd/yyyy)<br><u>03/20/2018</u>                       | Title of Employer or Authorized Representative<br><u>Executive Assistant</u>             |                    |
| Last Name of Employer or Authorized Representative<br><u>Findley</u>                                             | First Name of Employer or Authorized Representative<br><u>Andrea</u> | Employer's Business or Organization Name<br><u>EMPLOYER SOLUTIONS STAFFING GROUP LLC</u> |                    |
| Employer's Business or Organization Address (Street Number and Name)<br><u>7480 FLYING CLOUD DRIVE SUITE 200</u> |                                                                      | City or Town<br><u>EDEN PRAIRIE</u>                                                      | State<br><u>MN</u> |
|                                                                                                                  |                                                                      | ZIP Code<br><u>55344</u>                                                                 |                    |

**Section 3. Reverification and Rehires** (To be completed and signed by employer or authorized representative.)

|                             |                         |                |                                   |
|-----------------------------|-------------------------|----------------|-----------------------------------|
| A. New Name (if applicable) |                         |                | B. Date of Rehire (if applicable) |
| Last Name (Family Name)     | First Name (Given Name) | Middle Initial | Date (mm/dd/yyyy)                 |

C. If the employee's previous grant of employment authorization has expired, provide the information for the document or receipt that establishes continuing employment authorization in the space provided below.

|                |                 |                                       |
|----------------|-----------------|---------------------------------------|
| Document Title | Document Number | Expiration Date (if any) (mm/dd/yyyy) |
|----------------|-----------------|---------------------------------------|

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 | Today's Date (mm/dd/yyyy) | Name of Employer or Authorized Representative |
|----------------------------------------------------|---------------------------|-----------------------------------------------|

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DL

USA

# COLORADO

## DRIVER LICENSE

|    |                                    |                           |      |
|----|------------------------------------|---------------------------|------|
| 1  | URBINA                             | 9a Endorsements           |      |
| 2  | ASHLEY ROSE                        | 12 Restrictions           | NONE |
| 3  | 6540 E 77TH AVE                    | 9 Vehicle Classifications | R    |
| 4  | COMMERCE CITY, CO 80022            |                           |      |
| 5  | DOB 10/18/1995                     |                           |      |
| 6  | 4d Customer Identifier 11-320-0700 |                           |      |
| 7  | EXP 10/18/2021                     |                           |      |
| 8  | DD                                 |                           |      |
| 9  | Sex F                              |                           |      |
| 10 | 16292161120                        |                           |      |
| 11 | 16 Hgt 5'03"                       |                           |      |
| 12 | 17 Wgt 150 lb                      |                           |      |
| 13 | 18 Eyes                            |                           |      |
| 14 | HAZ                                |                           |      |
| 15 | 19 Hair                            |                           |      |
| 16 | BRO                                |                           |      |
| 17 | Signature                          |                           |      |



# SOCIAL SECURITY

524-97-3194

THIS NUMBER HAS BEEN VERIFIED FOR

ASHLEY ROSE

URBINA

*Ashley Rose Urbina*

08/02/2013





SENSITIVE BUT UNCLASSIFIED

**Case Verification Number: 2018080120533PT**

Report Prepared: 03/21/2018

**Company Information**

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Company ID: 47429

Company Name: Employer Solutions Staffing Group

**Employee Information**

---

Last Name: Urbina

First Name: Ashley

Date of Birth: 10/18/1995

Social Security Number: \*\*\* \*\* 3194

Hire Date: 03/20/2018

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: Social Security Card

Document Name: Driver's license

Document State: Colorado

Driver's License or ID Card Number:

Document Expiration Date: 10/18/2021

**Case Status Information**

---

Final Case Result: Employment Authorized

Employer Case ID:

Case Submitted On: 03/21/2018

Case Submitted By: AFIN3846

Closed On: 03/21/2018

Closed By: AFIN3846

Closure Statement: The employee continues to work for the employer after receiving an Employment Authorized result.

SENSITIVE BUT UNCLASSIFIED



EMPLOYER SOLUTIONS STAFFING GROUP  
BACKGROUND CHECK AUTHORIZATION

Employee Name: ASHLEY URBINA  
(First) (Middle) (Last)

Former Name(s) and Dates Used: \_\_\_\_\_

Current Address Since: 6531 E 76TH PL COMMERCE CITY CO 80022  
(Mo/Yr) (Street) (City) (State/Zip)

Previous Address From: \_\_\_\_\_  
(Mo/Yr) (Street) (City) (State/Zip)

Previous Address From: \_\_\_\_\_  
(Mo/Yr) (Street) (City) (State/Zip)

Social Security Number: 524973194 DOB: 10181995

Phone Number: 7203823991

Driver's License Number/State: 113200700

The information contained in this application is correct to the best of my knowledge.

I hereby authorize Employer Solutions Staffing Group, LLC and its designated agents and representatives to conduct a comprehensive review of my background causing a consumer report and/or an investigative consumer report to be generated for employment purposes. I understand that the scope of the consumer report/ investigative consumer report may include, but is not limited to the following areas: verification of social security number; credit reports, current and previous residences; employment history, education background, character references; drug testing, civil and criminal history records from any criminal justice agency in any or all federal, state, county jurisdictions; driving records, birth records, and any other public records.

I further authorize any individual, company, firm, corporation, or public agency to divulge any and all information, verbal or written, pertaining to me, to Employer Solutions Staffing Group, LLC or its agents. I further authorize the complete release of any records or data pertaining to me which the individual, company, firm, corporation, or public agency may have, to include information or data received from other sources. Employer Solutions Staffing Group, LLC and its designated agents and representatives shall maintain all information received from this authorization in a confidential manner in order to protect the applicants personal information, including, but not limited to, addresses, social security numbers, and dates of birth.

Signature: ASHLEY URBINA Date: Mar 19, 2018

**Notice to CA, MN, and OK Residents:**

Please check the box below if you wish to receive a copy of a consumer report that is requested.

☐ I wish to receive a copy of any Background Check Report on me that is requested.

Para información en español, visite [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) o escriba a la Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.

#### A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. For more information, including information about additional rights, go to [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
  - a person has taken adverse action against you because of information in your credit report;
  - you are the victim of identity theft and place a fraud alert in your file;
  - your file contains inaccurate information as a result of fraud;
  - you are on public assistance;
  - you are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) for an explanation of dispute procedures.
- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need – usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore).
- **You may limit “prescreened” offers of credit and insurance you get based on information in your credit report.** Unsolicited “prescreened” offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt-out with the nationwide credit bureaus at 1-888-567-8688.
- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore).

*States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. For information about your federal rights, contact:*

| TYPE OF BUSINESS:                                                                                                                                                                                                                                                                                             | CONTACT:                                                                                                                                |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|
| 1. a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates.                                                                                                                                                                                             | a. Bureau of Consumer Financial Protection<br>1700 G Street NW<br>Washington, DC 20552                                                  |
| b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the Bureau:                                                                                                                                                                                    | b. Federal Trade Commission: Consumer Response Center – FCRA<br>Washington, DC 20580<br>(877) 382-4357                                  |
| 2. To the extent not included in item 1 above:                                                                                                                                                                                                                                                                |                                                                                                                                         |
| a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks                                                                                                                                                                                                   | a. Office of the Comptroller of the Currency<br>Customer Assistance Group<br>1301 McKinney Street, Suite 3450<br>Houston, TX 77010-9050 |
| b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and insured state branches of foreign banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act | b. Federal Reserve Consumer Help Center<br>P.O. Box 1200<br>Minneapolis, MN 55480                                                       |
| c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations                                                                                                                                                                                                   | c. FDIC Consumer Response Center<br>1100 Walnut Street, Box #11<br>Kansas City, MO 64106                                                |
| d. Federal Credit Unions                                                                                                                                                                                                                                                                                      | d. National Credit Union Administration                                                                                                 |

## EMERGENCY CONTACT INFORMATION

EMPLOYER SOLUTIONS STAFFING GROUP  
IN CASE OF AN EMERGENCY - NOTIFICATION INFORMATION

Employee Name: ASHLEY URBINA

Address: 6531 E 76TH PL COMMECER CITY CO 80022

Home Phone: 7203823991

### EMERGENCY CONTACTS

Please list two people (in priority order) who could be contacted in case of an emergency

|                      |                        |
|----------------------|------------------------|
| <b>Contact #1</b>    | Home Phone: 7202267414 |
| Name: JOSE RAMIREZ   | Cell Phone:            |
| Relationship: SPOUSE | Work Phone:            |
| <b>Contact #2</b>    | Home Phone:            |
| Name: JOSE URBINA    | Cell Phone: 7203578901 |
| Relationship: FATHER | Work Phone:            |

Additional information you want Employer Solutions Staffing Group and our clients to know in the event of an emergency:

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*This information will remain confidential and will only be used in the case of an emergency.*



employer solutions staffing group

## Direct Deposit/Payroll Debit Card Authorization

Employees have the option of receiving wages by Direct Deposit and/or Payroll Debit Card.  
If you do not provide a written election, wages will be paid by Payroll Debit Card.

### SECTION 1 BASIC INFORMATION

|                                    |                                  |                |
|------------------------------------|----------------------------------|----------------|
| Employee Name <b>ASHLEY URBINA</b> | SSN# (last 4 digits) <b>3194</b> | Effective Date |
|------------------------------------|----------------------------------|----------------|

### SECTION 2 PAYROLL ELECTION

☐ Direct Deposit (Please complete Sections 3 and 5 below) *Note: Direct Deposit accounts may take up to 7 days to be activated.*  
☒ Payroll Debit Card (Please complete Sections 4 and 5 below)

### SECTION 3 DIRECT DEPOSIT

**A  
C  
C  
O  
U  
N  
T**

☐ Update Bank Account

Bank Name: \_\_\_\_\_

Routing# \_\_\_\_\_

Account# \_\_\_\_\_

Account Type: ☐ Checking ☐ Savings ☐ Other \_\_\_\_\_

I understand and acknowledge that if I do not provide a  
voided check with this direct deposit form, I am  
responsible for any delays in payroll or extra costs  
incurred if the account number that I provide is incorrect.

Initial **AU** Date \_\_\_\_\_

- To help us avoid making an error, please attach a copy of a voided check. (a deposit slip will not work)
- If you change banks, do not close your old bank account until your direct deposit has started at the new bank, which may take 2 pay periods.

### SECTION 4 PAYROLL DEBIT CARD (GLOBAL CASH CARD)

Federal law requires all financial institutions to obtain, verify, and record information that identifies each person who opens an account. In order to request a Payroll Debit Card for you, we must provide all of the following information that will enable the financial institution to identify you. If you do not submit a Direct Deposit/Payroll Debit Card Authorization, ESSG will provide the necessary information and issue you a Payroll Debit Card to pay your wages. For your protection, the financial institution may ask you to provide them additional identification information so they can verify your identity.

Except for the routing and account number, ESSG does not have access to any information regarding your Payroll Debit Card account or transactions. On your first payday, you will receive your new Payroll Debit Card, and a packet containing all of the terms and conditions. You will then sign acknowledging that you received the Payroll Debit Card and packet. Your Payroll Debit Card will be reloaded on each payday you receive wages.

#### CARDHOLDER INFORMATION (as you want your Payroll Debit Card to be issued)

|                                                                 |                 |                         |                                       |
|-----------------------------------------------------------------|-----------------|-------------------------|---------------------------------------|
| First Name <b>ASHLEY</b>                                        | M.I. <b>R</b>   | Last Name <b>URBINA</b> | Date of Birth <b>10181995</b>         |
| Street Address (PO BOX NOT ACCEPTABLE)<br><b>6531 E 76TH PL</b> |                 |                         | Social Security#<br><b>254973194</b>  |
| City <b>COMMERCE CITY</b>                                       | State <b>CO</b> | Zip <b>80022</b>        | Cell Phone (mobile) <b>7203823991</b> |

#### RECEIPT OF PAYROLL DEBIT CARD (to be completed when you pick up your Payroll Debit Card)

|                                                  |                                       |
|--------------------------------------------------|---------------------------------------|
| Payroll Debit Card Routing #<br><b>073972181</b> | Payroll Debit Card Account #<br>_____ |
|--------------------------------------------------|---------------------------------------|

I have received my Payroll Debit Card, welcome brochure, program fees, program terms, conditions, and disclosures. By activating my Payroll Debit Card, I am agreeing to the program terms, conditions, and disclosures that are included or made available to me from time to time from the financial institution. I authorize the financial institution to debit my Payroll Debit Card account for the fees described in the fee schedule that is part of the program terms, conditions, and disclosures.

Employee's Signature: ASHLEY URBINA  
ASHLEY URBINA (Mar 19, 2018)

Date: Mar 19, 2018

### SECTION 5 AUTHORIZATION

I authorize ESSG to directly deposit my periodic wages/compensation payments, net of required tax withholdings, other required withholdings or authorized deductions, into my account(s) as designated above and to initiate, if necessary, debit entries and adjustments for any credit entries made in error to my account(s). **\* E-mail is required for pay stub information.**

\*E-mail: ashleyurbina91@gmail.com @

this information will only be used to send your paystubs electronically

Employee's Signature: ASHLEY URBINA  
ASHLEY URBINA (Mar 19, 2018)

Date: Mar 19, 2018

3972 Barranca Pkwy  
STE J610  
Irvine, CA 92606

**IMPORTANT**  
...DO NOT DISCARD...



172994.7/000076

exp date 10/21

welcome

...PLEASE READ...  
DO NOT DISCARD



**Activate and set your PIN:** Go to [globalcashcard.com/activate](http://globalcashcard.com/activate) or call 866-929-8096.

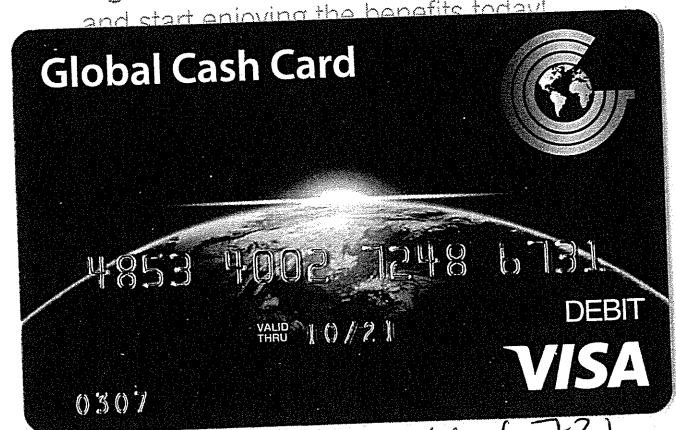


**Start using your card:** Sign the back of your card and start using it.



**Manage your card:** Manage your funds your way! Go to [globalcashcard.com](http://globalcashcard.com) and click "User Login" to manage your card account online.

Congratulations! Activate your new card and start enjoying the benefits today!



**Mobile Access** – Check your card balance, transfer funds, pay bills, find ATMs, and much more by visiting our mobile friendly site at [globalcashcard.com/login](http://globalcashcard.com/login).<sup>1</sup>



**Use Your Card** – Pay retailers, restaurants, gas stations, online merchants, and more by using your card as a signature type of purchase.



**Get Cash Back** – Use your PIN for purchases, and get cash back from merchants.



**Get Cash at ATMs** – Get cash at ATMs worldwide.



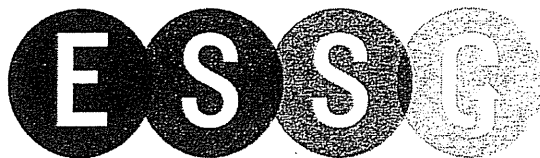
**Alert Notifications** – Go to your online account at [globalcashcard.com](http://globalcashcard.com) to set up text or e-mail alerts.<sup>1</sup>

<sup>1</sup> Standard text message and data rates, fees, and charges may apply.

Find helpful card tips inside

628R10030817





employer solutions staffing group LLC

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**STATEMENT OF CONFIDENTIALITY**

This agreement made this \_\_\_\_ day of \_\_\_\_\_, 201\_\_, between Employer Solutions Staffing Group LLC, hereinafter referred to as "employer", and \_\_\_\_\_ hereafter referred to as "employee".

**WITNESSETH:**

~~For the duration of my employment and after resignation or termination of this employment with employer, for any reason whatsoever, the employee shall~~  
not use or disclose to any other person or company, and confidential or proprietary information or know-how related to the business of the employer.

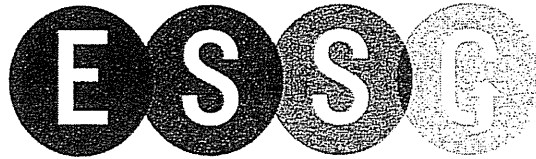
In view of the difficulty of determining the amount of damages which may result to the employer from a violation of any of the provisions hereof, the employee agrees to pay to the employer the sum of \$10,000 as liquidated damages for every such violation; provided, however, that the payment of such amount as liquidated damages shall not be construed as a release or waiver by the employer of the right to prevent any such violation in equity or otherwise.

ASHLEY URBINA

ASHLEY URBINA (Mar 19, 2018)

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Employer Solutions Staffing Group LLC, Representative



employer solutions staffing group, inc.

## INJURY MANAGEMENT PROGRAM

### Injured Worker's Responsibilities

As your employer, we are concerned about your full recovery. Reasonable and necessary medical care will be paid for any compensable work injury. Medically authorized time away from work will be reimbursed in accordance with the **State of Minnesota workers' compensation laws**. Wherever possible light duty restrictions imposed as a result of your injury will be accommodated.

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#### RESPONSIBILITIES OF THE INJURED WORKER:

Minnesota Rule Sec. 5221.0430, Subp. 1 requires that you choose one primary health care provider. Subpart 2 places limitations on your right to change primary health care providers. Discuss with your employer any change in health care provider.

Attend all scheduled appointments. While on physical limitations, visits should be a minimum of once every two weeks. Failure to have current medical support for disability may result in termination of benefits. Schedule your next appointment immediately after your doctor visit, before you leave the clinic if possible.

Obtain a Report of Workability from your physician at every appointment, a minimum of once every two weeks. M.R. 5221.0420 requires that your physician cooperate with return to work planning and that you be released to return to work at the earliest appropriate time.

Immediately following your appointment, provide a copy of the report to the designated employer representative. You should deliver this in person so that changes in work restrictions may be addressed and any questions answered.

Follow all physical restrictions at home and at work.

Report to work and perform physically suitable tasks as assigned. These may or may not be in your regular department. The work may or may not be on your usual shift.

Maintain regular, weekly, communication with your employer if you are unable to return to work. Contact your employer a minimum of after every visit with your primary health care provider. Keep the claims representative advised of your status.

Notify your employer immediately of any new injuries or conditions that impact your physical condition.

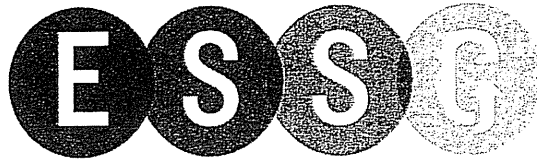
If it is necessary to miss scheduled work due to a work injury, you must be seen by your primary health care provider the same day in order to receive compensation for the time away from work. The physician must complete a Report of Workability.

**I have read my responsibilities and agree to abide by these guidelines.**

Signed: ASHLEY URBINA  
ASHLEY URBINA (Mar 19, 2018)

Printed Name: ASHLEY URBINA

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employer solutions staffing group LLC

## Important/Importante

### LOST OR STOLEN PAYCHECKS

If a paycheck is **lost** (*missing, misplaced, destroyed, lost in the mail, etc.*), you must notify your staffing recruiter that the check cannot be found. If it can be verified that the check has not been cashed, ESSG will stop payment on the check and re-issue the check to you, deducting a fee of between \$25-\$35.

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If your paycheck was **stolen**, you must first file a police report before we can re-issue the check. Once you have done so, you must provide a copy of the police report to your staffing recruiter that the check was stolen. If the check has not been cashed and if the loss of the check was not your fault, ESSG will issue a new check and no fee will be deducted.

### CHEQUES DE PAGO PERDIDOS O ROBADOS

Si un cheque de pago se pierde (que falta, fuera de lugar, destruido, perdido en el correo, etc), usted debe notificar a su reclutador de personal que el cheque no se puede encontrar. Si se puede verificar que el cheque no ha sido cobrado, ESSG se detendrá el cheque de pago y reemitir el cheque a usted, descontando un cargo de entre \$ 25 - \$ 35.

Si su cheque de pago fue robado, primero debe denunciar el robo a la policía antes de que podamos volver a emitir el cheque. Una vez hecho esto, usted debe proporcionar una copia de la denuncia a su reclutador de personal que el cheque fue robado. Si el cheque no ha sido cobrado y si la pérdida del cheque no fue su culpa, ESSG emitirá un nuevo cheque y no hay cuota se deducirá.

AGREED/SE ACUERDA—

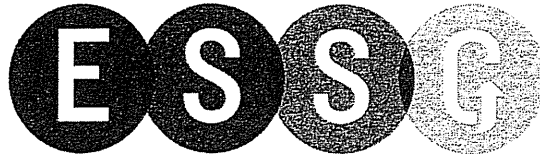
Name/Nombre (con letra de molde): ASHLEY URBINA

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Signature/Firma:

ASHLEY URBINA  
ASHLEY URBINA (Mar 10, 2019)

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employer solutions staffing group, inc.

## ESSG WORKPLACE SAFETY POLICY

It is ESSG's policy that all employees should be able to enjoy a hazard free and safe work environment. It is ESSG's duty to:

- (1) Ensure that its clients provide you with a workplace free from serious recognized hazards and comply with standards, rules and regulations issued under the OSH Act.
- (2) Ensure that its clients perform a job hazard assessment in order to identify and eliminate potential safety and health hazards and to determine necessary training and protections for employees at the facility.
- ~~(3) Make sure employees have and use safe tools and equipment.~~
- (4) Establish or update operating procedures and communicate them so that employees follow safety and health requirements.
- (5) Provide safety training in a language and vocabulary workers can understand.

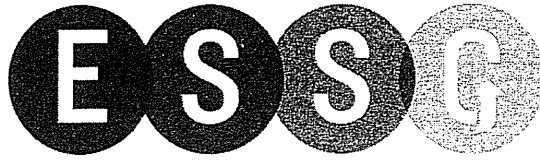
ESSG is committed to vigorously enforcing its OSHA Compliance Policy.

To help ensure a safe workplace, you have certain responsibilities too, which include the following:

- Responsibility to work in compliance with OSHA laws and regulations
- Responsibility to use personal protective equipment and clothing as directed by the host employer
- Responsibility to report workplace hazards and dangers
- Responsibility to work in a manner as required by the employer and use the prescribed safety equipment.

You have the following basic rights:

- Right to refuse unsafe work
- Right to know or be informed about actual and potential dangers in the workplace
- Right to review copies of appropriate standards, rules, regulations and requirements that the host employer is required to have available at the workplace.



employer solutions staffing group, LLC

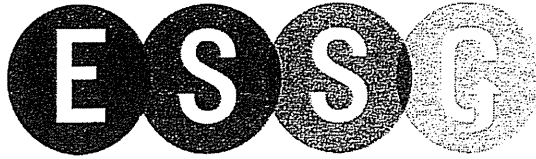
- Right to request information about safety and health hazards in the workplace, appropriate precautions to take, and procedures to follow if involved in an accident or exposed to hazardous substances
- Right to gain access to relevant personal exposure and medical records.

You can have your name withheld from the host employer and any other entity, by request, if you sign and file a written complaint. You can request to be advised of OSHA actions regarding a complaint, and request an informal review of any decision not to inspect the site or issue a citation. And, you can file a complaint if you are punished or discriminated against for acting as a “whistleblower” under the OSH Act or 13 other federal statutes for which OSHA has jurisdiction, or for

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refusing to work when faced with imminent danger of death or serious injury and there is insufficient time for OSHA to inspect. Retaliation or reprisal taken against anyone who has expressed concern about workplace safety is illegal.

If you believe that your right to a safe workplace has been violated, you can make a report to a manager of the host worksite employer and/or ESSG (by telephoning **952.835.1288/1.866.496.7573**) and asking for the ESSG Safety Director. You can also contact OSHA directly with any concern. ESSG recognizes the serious nature of ensuring workplace safety will endeavor to protect any employee who may have been subjected to unsafe or hazardous worksite conditions.



employer solutions staffing group, LLC

### Acknowledgement of Receipt of Workplace Safety Policy

I certify that I have received a copy of Employer Solutions Staffing Group's ESSG WORKPLACE SAFETY POLICY. I understand that it is my responsibility to read this policy and ask my supervisor, a member of management or to telephone Employer Solutions Group (ESSG) at 952.835.1288/1.866.496.7573 with any questions I may have about this policy. I agree to comply with ESSG's policy on ESSG WORKPLACE SAFETY POLICY and I understand failure to comply is grounds for disciplinary action, up to and including termination.

I also agree that if at any time during my employment I am believe that I am working in an unsafe or dangerous work environment, I will immediately contact my supervisor, manager, director or ESSG's Safety Director at 952.835.1288/1.866.496.7573 in order to obtain assistance in the resolution of such matters.

Employee Name (Please Print)

ASHLEY URBINA

Employee's Signature:

ASHLEY URBINA

ASHLEY URBINA (Mar 16, 2018)

Date: Mar 19, 2018

**Pre-Screening Notice and Certification Request for  
the Work Opportunity Credit**

OMB No. 1545-1500

► Information about Form 8850 and its separate instructions is at [www.irs.gov/form8850](http://www.irs.gov/form8850).

**Job applicant: Fill in the lines below and check any boxes that apply. Complete only this side.**

Your name ASHLEY URBINA Social security number ► 524913194  
Street address where you live 6531 E 76TH PL  
City or town, state, and ZIP code COMMERCE CITY CO 80022  
County ADAMS Telephone number 7203823991  
If you are under age 40, enter your date of birth (month, day, year) 10181995

- 1 ☐ Check here if you received a conditional certification from the state workforce agency (SWA) or a participating local agency for the work opportunity credit.
- 2 ☐ Check here if **any** of the following statements apply to you.
- I am a member of a family that has received assistance from Temporary Assistance for Needy Families (TANF) for any 9 months during the past 18 months.
  - I am a veteran and a member of a family that received Supplemental Nutrition Assistance Program (SNAP) benefits (food stamps) for at least a 3-month period during the past 15 months.
  - I was referred here by a rehabilitation agency approved by the state, an employment network under the Ticket to Work program, or the Department of Veterans Affairs.
  - I am at least age 18 but **not** age 40 or older and I am a member of a family that:
    - a. Received SNAP benefits (food stamps) for the past 6 months; **or**
    - b. Received SNAP benefits (food stamps) for at least 3 of the past 5 months, **but** is no longer eligible to receive them.
  - During the past year, I was convicted of a felony or released from prison for a felony.
  - I received supplemental security income (SSI) benefits for any month ending during the past 60 days.
  - I am a veteran and I was unemployed for a period or periods totaling at least 4 weeks but less than 6 months during the past year.
- 3 ☐ Check here if you are a veteran and you were unemployed for a period or periods totaling at least 6 months during the past year.
- 4 ☐ Check here if you are a veteran entitled to compensation for a service-connected disability and you were discharged or released from active duty in the U.S. Armed Forces during the past year.
- 5 ☐ Check here if you are a veteran entitled to compensation for a service-connected disability and you were unemployed for a period or periods totaling at least 6 months during the past year.
- 6 ☐ Check here if you are a member of a family that:
- Received TANF payments for at least the past 18 months; **or**
  - Received TANF payments for any 18 months beginning after August 5, 1997, **and** the earliest 18-month period beginning after August 5, 1997, ended during the past 2 years; **or**
  - Stopped being eligible for TANF payments during the past 2 years because federal or state law limited the maximum time those payments could be made.
- 7 ☐ Check here if you are in a period of unemployment that is at least 27 consecutive weeks and for all or part of that period you received unemployment compensation.

**Signature—All Applicants Must Sign**

Under penalties of perjury, I declare that I gave the above information to the employer on or before the day I was offered a job, and it is, to the best of my knowledge, true, correct, and complete.

Job applicant's signature ► ASHLEY URBINA  
ASHLEY URBINA (Mar 19, 2018)

Date Mar 19, 2018



U.S. Department of Labor  
Employment and Training Administration

OMB Control No. 1205-0371  
Expiration Date: January 31, 2020

**LONG-TERM UNEMPLOYMENT RECIPIENT SELF-ATTESTATION FORM**  
**Work Opportunity Tax Credit (WOTC) Program**

Instructions: This Self-Attestation Form (SAF) is to be completed, signed, and dated by the new hire only. Employers or consultants submit this SAF to the State Workforce Agency with IRS Form 8850 or if filed separately, with ETA Form 9061 (or ETA Form 9062) for each certification request filed for the new target group.

Under penalties of perjury, I declare that this information is true and correct to the best of my knowledge.

New Hire's Signature: ASHLEY URBINA Date Mar 19, 2018

New Hire Name: ASHLEY URBINA

Social Security Number: 524973194

Employer Name: \_\_\_\_\_

Please check the statements below if they apply to you.

☐ I declare that I was in a period of unemployment that is at least 27 consecutive weeks and for all or part of that period I received unemployment compensation.

☐ I declare that I have been in a period of unemployment since \_\_\_\_\_  
(Enter start date)

**Privacy Act Notice:**

The Internal Revenue Code of 1986, Section 51, as amended and its enacting legislation, P.L. 104-188, specify that the State Workforce Agencies are the "designated" agencies responsible for administering the WOTC certification procedures of this program. The information you have provided completing this form will be disclosed by your employer to the State Workforce Agency. Provision of this information is voluntary; however the information is required to determine your employer's eligibility for the federal tax credit.

**Public Burden Statement:**

Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Respondents' obligation to complete this form is required to obtain or retain benefits (P.L. 111-5). Public reporting burden is estimated to average 10 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate to the U.S. Department of Labor, Division of National Programs Tools Technical Assistance, Room C-4510, Washington, D.C. 20210 (Paperwork Reduction Project 1205-0371). Please do not submit completed forms to this address.

## TAX CREDIT QUESTIONNAIRE



## EMPLOYER SECTION:

|           |           |                   |
|-----------|-----------|-------------------|
| Client:   | Company:  |                   |
| Location: | Position: | Starting Wage: \$ |

## EMPLOYEE SECTION:

|                        |                |                 |                                                               |                   |
|------------------------|----------------|-----------------|---------------------------------------------------------------|-------------------|
| First Name: Last Name: | Suffix:        | Street Address: | City/State:                                                   | Zip:              |
| ASHLEY URBINA          |                | 6531 E 76TH PL  | COMMERCE CITY CO                                              | 80022             |
| SS#:                   | Date of Birth: | Age:            | Have you worked for this company before?                      | If yes, location: |
| 524973194              | 10181995       | 22              | Yes <input type="radio"/> No <input checked="" type="radio"/> | N/A               |

Please complete all questions, and sign and date the form.

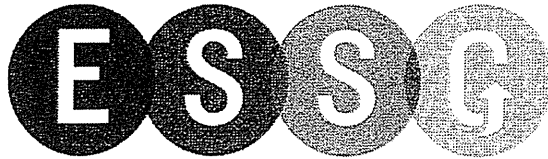
Yes No

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                  |                                  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|----------------------------------|
| 1. Have you or has anyone living with you received Temporary Assistance to Needy Families (TANF) at any time since August 5, 1997? (If yes, please provide information below.)<br>Name of the person receiving benefits: _____ Relationship to you: _____<br>City: _____ County: _____ State: _____                                                                                                                                                                                                                                                                                                                                                                                                                              | <input type="radio"/>            | <input checked="" type="radio"/> |
| 2. Have you or has anyone living with you received Food Stamps (SNAP) at any time during the past 15 months? (If yes, please provide information below.)<br>Name of the person receiving benefits: _____ Relationship to you: _____<br>City: _____ County: _____ State: _____                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <input type="radio"/>            | <input checked="" type="radio"/> |
| 3. Have you received Supplemental Security Income (SSI) at any time within the past 3 months?<br>Please note, this is not the same as Social Security benefits (SS) or Social Security Disability (SSDI) benefits.<br>*If you checked yes please provide a copy of your SSI documentation.                                                                                                                                                                                                                                                                                                                                                                                                                                       | <input type="radio"/>            | <input checked="" type="radio"/> |
| 4. Have you received any type of vocational rehabilitation services within the past two years?<br>If yes, please indicate which type of agency you worked with and provide their location information below:<br><input type="checkbox"/> Vocational Rehabilitation Agency <input type="checkbox"/> Dept. of Veterans Affairs <input type="checkbox"/> Employment Network (Ticket to Work Program)<br>Name of Agency: _____ Phone #: _____<br>City: _____ County: _____ State: _____<br>*If you checked yes please provide a copy of your active Individual Work Plan and Ticket to Work documentation.                                                                                                                           | <input type="radio"/>            | <input checked="" type="radio"/> |
| 5. Are you a Veteran of the U.S. Military? *If yes, please provide a copy of your DD-214 and letter of separation.<br>(If yes, please provide information below. If no, please continue to question #6.)<br>Dates of Service - From: _____ To: _____<br>Branch of Service: _____<br>Are you entitled to or are you receiving compensation for a service-connected disability?                                                                                                                                                                                                                                                                                                                                                    | <input type="radio"/>            | <input checked="" type="radio"/> |
| 6. Have you been unemployed at any time during the last 12 months?<br>If yes, dates of unemployment - From: _____ To: _____<br>Did you receive unemployment compensation at any point during your unemployment?<br>If yes, in which state did you receive unemployment compensation? _____                                                                                                                                                                                                                                                                                                                                                                                                                                       | <input checked="" type="radio"/> | <input type="radio"/>            |
| 7. Have you been convicted of a felony or released from prison for a felony conviction in the past 12 months?<br>Conviction Date: _____ Release Date: _____<br>Was this a <input type="checkbox"/> Federal or <input type="checkbox"/> State conviction? If State - County: _____ State: _____                                                                                                                                                                                                                                                                                                                                                                                                                                   | <input type="radio"/>            | <input checked="" type="radio"/> |
| <p align="center"><b>Additional Tax Credits</b></p> <p>IEC (Native American): Are you or your spouse a member of a Native American Tribe? <input type="checkbox"/> <input type="radio"/> <input checked="" type="radio"/><br/>If you checked yes please provide a copy of your CDIB card.</p> <p>CA Residents: <input type="checkbox"/> Are you the child of foster parents? <input type="checkbox"/> Do you receive CalWorks? <input type="checkbox"/> Workforce Investment Act?<br/><input type="checkbox"/> Are you a migrant or seasonal farm worker? <input type="checkbox"/> Have you ever been convicted of a misdemeanor?</p> <p>SC Residents: <input type="checkbox"/> Do you receive Family Independence Benefits?</p> |                                  |                                  |

## PLEASE READ, SIGN, AND DATE:

Under penalties of perjury, I declare the information above to be true and accurate to the best of my knowledge, and I hereby authorize any agency, organization, or individuals to supply such verification or information that may be needed to determine tax credit eligibility to my employer, employer representative (Associated Consultants, Inc. dba Retrotax), or the Department of Labor.

New Employee Signature: ASHLEY URBINADate: Mar 19, 2018



employer solutions staffing group...

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## **Notification of Colorado Law Requirement – Unemployment Acknowledgement**

*According to Colorado Statutes section 8-73-105.3. A temporary employee who is given a notice that the employee is required to contact or notify the employer upon completion of an assignment and to be available to work, as agreed upon at the time of hire, during a specified period of time, on specified dates, or upon call by the employer on an as-needed basis and who does not contact or notify the employer upon completion of an assignment in compliance with the notice and is not available to work at the agreed-upon times is deemed to have voluntarily terminated employment for the purpose of determining benefits*

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*pursuant to section 8-73-108 (5) (e). Also, a temporary employee who agrees to work on an as-needed basis and refuses all work within three separate pay periods when contacted by the employer is deemed to have voluntarily terminated employment for reasons that may or may not allow an award of benefits pursuant to section 8-73-108.*

It is your responsibility to contact or notify ESSG (For example, by calling 303-920-1425, or using another means of contact) once your assignment ends. If you fail to do so, it may affect your unemployment benefits.

I understand by signing this form that I am responsible to contact or notify ESSG once an assignment ends. I also acknowledge that I have received a separate copy of this form. AU (Initial)

ASHLEY URBINA

ASHLEY URBINA (Mar 19, 2018)

Employee Signature:

Mar 19, 2018

Date:

ASHLEY URBINA

Employee (please print your name here)

# DRUG AND ALCOHOL TESTING POLICY

## I. PURPOSE

Alcohol and drug abuse adversely affects job performance, the kind of work an employee performs and an employee's opportunities for successful employment. It is the intent of this document to provide employees with ESSG's [hereafter "the Company"] policy regarding the use of drugs and alcohol while at work. The Company does not intend to intrude into the private lives of its employees, but strongly believes that a drug-free workplace is in the best interest of employees and non-employees alike.

## II. SCOPE

This policy applies to all applicants for employment and to all employees including contract or temporary employees. The policy is applicable at Company facilities or whenever Company employees are performing company business.

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## III. DISCLAIMER

Employment at the Company is at-will. This policy is not a unilateral employment contract and should not be interpreted as creating a unilateral employment contract.

## IV. PROHIBITIONS

A. No employee shall report to work under the influence of alcohol, any controlled substances, or any other drugs or medications that may affect the employee's alertness, coordination, reaction, response, judgment, decision-making, or safety.

B. No employee shall operate, use, or drive any equipment, machinery, or vehicle of the Company or any client of Company while under the influence of alcohol, any controlled substances, or any other drugs or medications that may adversely affect the employee's ability to operate such equipment, machinery, or vehicle. Employees are under an affirmative duty to immediately notify their supervisor if they are not in an appropriate mental or physical condition to operate, use, or drive any equipment machinery, or vehicle or otherwise safely perform their job duties.

C. No employee shall unlawfully manufacture, distribute, dispense, possess, transfer, or use a controlled substance in the workplace or wherever the Company's work is being performed.

D. Engaging in off-duty sale, purchase, transfer, use or possession of illegal drugs or controlled substances may have a negative effect on an employee's ability to perform his/her work for the Company. In such circumstances, the employee is subject to discipline.

E. When an employee is taking medically authorized drugs or other substances that may alter job performance, the employee is under an affirmative duty to notify their supervisor of the temporary inability to perform his or her job duties.

F. The Company shall notify the appropriate law enforcement agency, licensing boards, and other relevant authorities when it has reasonable suspicion to believe that an employee may have illegal drugs in his or her possession at work or on company premises.

G. Employees shall not consume alcoholic beverages during lunch periods, dinner periods, or breaks when returning immediately thereafter to perform work on behalf of the Company. In situations where the employee conducts the Company's business after the intake of alcohol, the employee shall be subject to discipline up to and including discharge.

## V. ALCOHOL AND DRUG TESTING

As part of the Company's commitment to an alcohol and drug-free workplace, the Company reserves the right to require that applicants and employees submit to drug or alcohol testing in accordance with the provisions of applicable law. This policy represents the notice required under applicable law and a copy will be provided to all applicants and employees who are requested to undergo testing. In the event of any conflict between this policy and applicable law in effect at the time of the test, the law will control.

### A. Who May be Subject to Testing.

1. Job Applicants. The Company may require that all applicants for a particular position be tested for drugs or alcohol after receiving a conditional offer of employment. If the applicant tests positive for drugs or alcohol, the conditional offer may be withdrawn.

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2. Routine Physical Examination Testing. The Company may require employees to undergo a drug or alcohol test once a year as part of a routine physical examination. Affected employees will be given two weeks written notice that they will be tested for drugs or alcohol as part of a routine physical.

3. Random Testing. The Company may require employees in safety-sensitive positions to undergo testing on a random selection basis. Once the random selection has been made, the Company will not waive the selection of any employees identified through the random process.

4. Reasonable Suspicion Testing. The Company may require an employee to undergo drug or alcohol testing if the Company reasonably suspects that the employee:

- a. is under the influence of drugs or alcohol;
- b. has violated the Company's written work rules prohibiting drug and alcohol use;
- c. has sustained or caused another employee to sustain personal injury; or
- d. has caused a work-related accident or was operating or helping to operate machinery, equipment or vehicles involved in a work-related accident.

5. Treatment Program Testing. The Company may require an employee who has been referred for chemical dependency treatment or evaluation or is participating in a treatment program under an employee benefit plan to undergo drug or alcohol testing on a random basis and without advance notice during the evaluation or treatment period and for up to two years following the completion of any treatment program.

**B. Conducting the Testing.**

1. Consent. All employees required to undergo testing will be required to complete and sign the employee consent form attached as Appendix A.

2. Refusal to Participate. An employee or job applicant has the right to refuse testing. However, a refusal of testing will be treated as a failure to comply with Company policy and may result in withdrawal of a job offer or disciplinary action up to and including termination of employment.

3. The Laboratory. The Company will use a laboratory certified by the National Institute on Drug Abuse (NIDA) or its successor, the College of American Pathologists (CAP), or the New York State Department of Health or other licensing body recognized by applicable law to perform all drug and alcohol tests.

4. Test Results.

The laboratory will conduct both an initial test and a confirmatory test if the initial test is positive. A negative result on either the initial or confirmatory test will be deemed a negative test result (i.e. the employee passed the test). A positive result on both the initial and confirmatory test will be deemed a positive test result (i.e. the employee failed the test.)

a. Negative Test Result. An employee or applicant who tests negative for drugs or alcohol will be given written notice that they passed the test within three working days of the Company receiving the test results from the testing laboratory.

b. Positive Test Result. An employee or applicant who tests positive for drugs or alcohol will be given written notice that they have failed the test within three working days of the Company receiving the test results from the testing laboratory. The employee or applicant will then be given the opportunity to provide any information to explain the positive result, including any over-the-counter or prescription medications the employee or applicant may have taken. An employee or applicant who wishes to submit any explanatory information must do so within three working days after being notified of the positive test result.

An employee or applicant who has a positive test result may also request a retest of the original sample by the same or different certified laboratory at his or her own expense. An employee or applicant who wishes to conduct a retest must notify the Company in writing of their intention to conduct such a retest within five working days after being notified of the positive test result. If the results of the retest are negative, the test will be considered a negative test result.

C. Right to Test Result. An employee or job applicant has the right to request and receive from the Company a copy of the test result report on any drug or alcohol test.

C. Costs. All costs related to alcohol and drug testing will be paid by the Company, with the exception of any retests requested by the employee or applicant following a positive test result.

**D. Disciplinary Action in Response to a Positive Test Result.**

1. Interim Discipline and Action: The Company reserves the right to temporarily suspend an employee or transfer the employee to another position at the same rate of pay pending the outcome of any drug or alcohol test. An employee who is suspended without pay will be reinstated with back pay if the test or any requested retest is negative.

2. Applicants. The Company reserves the right to withdraw the conditional job offer of any job applicant with a positive test result, without the opportunity to complete evaluation or treatment.

3. Employees - First Positive Test Result - Termination: The Company will not discharge an employee for the first positive test result. Instead the employee will be given the opportunity to participate in an appropriate drug or alcohol counseling or rehabilitation program as determined by a certified chemical use counselor or physician trained in the diagnosis and treatment of chemical dependency chosen by the Company. The employee will be responsible for paying all costs associated with any evaluation and subsequent treatment themselves or pursuant to coverage under an employee benefit plan. An employee who refuses or fails to participate in, cooperate with, or complete the evaluation or recommended treatment may be terminated. An employee who successfully completes treatment may be subject to random follow-up testing for a period of up to two years in accordance with section V.A.5. of this policy.

4. Employees - First Positive Test Result—Discipline: The Company reserves the right to take any other disciplinary action short of discharge it deems warranted following a first positive test result.

~~5. Employees-Subsequent Positive Test Result: An employee who has more than one positive test result may be terminated immediately following any second or subsequent positive test result without referral to or the opportunity to complete additional chemical dependency counseling or rehabilitation.~~

**E. Privacy of Test Results.**

1. Test results and other information acquired as a result of the testing program are private and confidential information and will not be disclosed by the Company or the testing laboratory to another employee or to third party individuals, government agencies, or private organizations without written consent of the employee or applicant being tested.

2. Evidence of a positive test result, however, may be used in an arbitration proceeding pursuant to a collective bargaining agreement, an administrative hearing, or a judicial proceeding, provided the information is relevant to the hearing or proceeding. Such evidence may also be disclosed to any federal agency or other unit of the United States government as required under federal law, regulation, or order. Evidence of a positive test result may also be disclosed to a substance abuse treatment facility for the purpose of evaluation or treatment.

3. The Company will provide an employee with access to information in the employee's file relating to positive test result reports and other information acquired in the testing process as well as conclusions drawn from or actions taken based upon such information.

**DRUG AND ALCOHOL  
TESTING CONSENT FORM**

1. I have been allowed to read and inspect a written copy of ESSG policy on drugs and alcohol.

2. I have read the entire contents of this policy and I am aware and fully understand: (a) the policy and its contents; (b) what conduct the policy prohibits and the consequences of such conduct; (c) my rights under the policy and the consequences if I exercise certain rights; and (d) that certain events as described in the policy may result in adverse personnel action, including my termination from employment with ESSG. I understand that this policy in any form, and any employee handbook including this policy, are not a unilateral employment contract or offer thereof.

3. I hereby voluntarily consent to ESSG, or its health service providers, or other persons or entities acting for or with them, to collect a body component (blood, urine, breath, or any combination thereof) from me for testing for alcohol and/or drugs. I understand that the laboratory selected by ESSG may conduct testing and other analysis on the sample provided by me. I further voluntarily consent to the laboratory's disclosure to ESSG of the results of my drug and/or alcohol test and other information related to the test.

ASHLEY URBINA  
ASHLEY URBINA (Mar 19, 2018)

Individual's Name

Mar 19, 2018

Date

**SIGN THIS VERSION OF CONSENT—SAME AS PAGE 6**

## Employee Keeps This Form

# Healthcare Notice of Exchange

As your employer, we are required to provide you with the following information under Section 1512 of the Affordable Care Act:

### What is the Health Insurance Marketplace?

The Marketplace is designed to help you find health insurance that meets your needs and fits your budget. The Marketplace offers "one-stop shopping" to find and compare private health insurance options. You may also be eligible for a new kind of tax credit that lowers your monthly premium right away. Open enrollment for health insurance coverage through the Marketplace begins in October 2013 for coverage starting as early as January 1, 2014.

### Can I Save Money on my Health Insurance Premiums in the Marketplace?

You may qualify to save money and lower your monthly premium, but only if your employer does not offer coverage, or offers coverage that doesn't meet certain standards. The savings on your premium that you're eligible for depends on your household income.

### Does Employer Health Coverage Affect Eligibility for Premium Savings through the Marketplace?

Yes. If you have an offer of health coverage from your employer that meets certain standards, you will not be eligible for a tax credit through the Marketplace and may wish to enroll in your employer's health plan. However, you may be eligible for a tax credit that lowers your monthly premium, or a reduction in certain cost-sharing if your employer does not offer coverage to you at all or does not offer coverage that meets certain standards. If the cost of a plan from your employer that would cover you (and not any other members of your family) is more than 9.5% of your household income for the year, or if the coverage your employer provides does not meet the "minimum value" standard set by the Affordable Care Act, you may be eligible for a tax credit.<sup>1</sup>

~~Note: If you purchase a health plan through the Marketplace instead of accepting health coverage offered by your employer, then you may lose the employer contribution (if any) to the employer-offered coverage. Also, this employer contribution -as well as your employee contribution to employer-offered coverage- is often excluded from income for Federal and State income tax purposes. Your payments for coverage through the Marketplace are made on an after-tax basis.~~

\*\*\*The Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the Marketplace and its cost. Please visit [HealthCare.gov](http://HealthCare.gov) for more information, including an online application for health insurance coverage and contact information for a Health Insurance Marketplace in your area\*\*\*

If you decide to complete an application for coverage in the Marketplace, you will be asked to provide this information:

|                                                              |                                                        |                               |                                   |                                                        |                                               |
|--------------------------------------------------------------|--------------------------------------------------------|-------------------------------|-----------------------------------|--------------------------------------------------------|-----------------------------------------------|
| Employer Name:<br>Employer Solutions Staffing Group, LLC     |                                                        |                               |                                   | Employer FEIN:<br>20-8084369                           |                                               |
| Employer Address:<br>PO Box 46270 Minneapolis, MN 55344-9956 |                                                        |                               |                                   | Phone Number for Health Benefits Team:<br>952-767-9519 |                                               |
|                                                              |                                                        |                               |                                   |                                                        |                                               |
| Insurance Plans Available:                                   | Who is Eligible?                                       | Meets Minimum Value Standard? | Meets Minimum Essential Coverage? | When is it effective?                                  | Will I be penalized if I only have this plan? |
| Fixed Indemnity Plan                                         | Everyone                                               | No                            | No                                | Available immediately – offered upon hire              | Yes                                           |
| MEC Plan                                                     | Everyone                                               | No                            | Yes                               | Available immediately – offered upon hire              | No                                            |
| Major Medical Plan                                           | Full time employees after 120 hours are met in 30 days | Yes                           | Yes                               | Within 60 days of being determined eligible            | No                                            |

For more information about ESSG's Insurance options, contact:

The Health Benefits Team

Employer Solutions Staffing Group

952-767-9519 | [health@employersolutionsgroup.com](mailto:health@employersolutionsgroup.com)

## Employee Keeps This Form

### NOTICE: ESSG Electronic Pay Stubs

#### ATTENTION

ESSG provides employees with electronic pay stubs. You are able to view your pay stub by using either of the following methods:

1. You can view your check stub by logging into the employee portal at [www.MyPayESG.com](http://www.MyPayESG.com)

Your username is the **first four letters of your last name followed by the last four numbers of your SSN**.  
The log-in is case sensitive, so be sure that you capitalize the first letter of your last name.

*For example: John Woods SSN: 111-22-3333 would have a username of Wood3333*

Your password will initially be **Temp1234**, and you will be directed to change it when you first log in. Be sure to write down and keep your log-in information in a secure location. For support please email [MyPayESG@MyPayESG.com](mailto:MyPayESG@MyPayESG.com)

2. You can also receive your check stub **by email** by providing us with your email address on **page 1** of this packet.  
\*\* Your check stub will come from [payroll@MyPayESG.com](mailto:payroll@MyPayESG.com), be sure to check spam folder.

### Empleado Toma Copiar

#### ATENCIÓN

ESSG proporciona a los empleados con los talones de pago electrónicos. Usted puede examinar su talon de pago utilizando cualquiera de los métodos siguientes:

1. Usted puede ver su talón de cheque por la tala en el portal electrónico del empleados en [www.MyPayESG.com](http://www.MyPayESG.com)

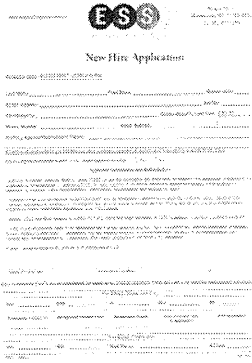
Su nombre de usuario son las cuatro primeras letras de su apellido seguido por los cuatro últimos dígitos de su número de seguro social.

El portal es caso delicado, asegúrese de que la primera letra de su apellido sea mayúscula.

*Por ejemplo: Juan Garcia SSN: 111-22-3333 tendría un nombre de usuario de Garc3333*

Su contraseña inicialmente será **Temp1234**, y usted será dirigido a cambiarla la primera vez que inicie sesión. Asegúrese de anotar y guardar su información de registro en un lugar seguro. para apoyar email: [MyPayESG@MyPayESG.com](mailto:MyPayESG@MyPayESG.com)

2. También puede recibir su talón de cheque por correo electrónico, al proveir su correo electronico en la **pagina 1** de este paquete  
\*\* Su talón de cheque vienen de [payroll@MyPayESG.com](mailto:payroll@MyPayESG.com), asegúrate de revisar la carpeta de spam



# ESG New Hire Paperwork -- CO

Adobe Sign Document History

03/19/2018

|                 |                                             |
|-----------------|---------------------------------------------|
| Created:        | 03/19/2018                                  |
| By:             | Jamie Ready (jamie@corpmgmtgroup.com)       |
| Status:         | Signed                                      |
| Transaction ID: | CBJCHBCAABAAcCn2-1c-wOWAx4PwUgZoprVhw6_5vz8 |

## "ESG New Hire Paperwork -- CO" History

-  Document created by Jamie Ready (jamie@corpmgmtgroup.com)  
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03/19/2018 - 2:24:48 PM MDT





Q

## Contract Assignment Guidelines for Allegro

Name: Ashtey Urbana Contact Phone: 720 382 3991

Emergency Contact & Phone: Jose Ramirez 720 226 7414

LOCATION: Allegro Coffee Company, 12799 Claude Court, Thornton, CO 80241

### CONTACTS:

CMG: (303) 920-1425

#### Allegro Coffee:

Tea Production -Jude Martinez 303-920-5472

Spice Production - Rachel Power 303-920-5541

Coffee Production -Brian Martinez/Jacob Luhmann 303-920-5475

Shipping -Chenda Ouk 303-920-5457

Roasting -Joe DelaTerre/Terry Kolodzik 303-920-5495

Human Resources Contact: Jessica, Tiffany and Wendy (303) 920-5400

### Specific Notes on Assignment:

- ☐ Labeling, packing boxes, assistance in the production line. (Production positions)
- ☐ Pick orders for outgoing shipments, stocking, cleaning, other duties assigned by the team leader. (Shipping)
- ☐ Assisting with loading of green coffee beans, inventory, paperwork (Roasting)

### GUIDELINES:

- ♦ You are a temporary employee of CMG who arranged for this assignment. All questions regarding your employment or paycheck should be directed towards your agency.
- ♦ Allegro Coffee places great importance on attendance, timeliness and performance. You may be released from your assignment at any time for those reasons.
- ♦ In the event of tardiness or absence, it is necessary that you contact your agency and your assigned team leader at least ONE HOUR prior to your scheduled start time.
- ♦ In case of an accident that results in an injury you must immediately notify your assigned team leader and your Agency.
- ♦ Allegro Coffee does not tolerate any kind of threatening or unprofessional behavior. Acts of this nature will be dealt with accordingly.

PERSONAL PROPERTY: We are not responsible for personal property that is lost, damaged, stolen or destroyed. We ask that you not bring any valuables or large amounts of cash to work. Purses and wallets should be stored in a secure place at all times. Please see your team leader contact above if you are in need of a secure location for your valuables.

BREAKS & LUNCHES: In order for all of us to remain productive, we all need time to rejuvenate:

- If you work at least a 4-6 hour shift, you will receive one paid 15-minute break.
- If you work at least 8-10 hour shift, you will receive two paid 15-minute breaks and one unpaid 30 minute lunch break.

Your assigned team leader will give you your assigned break and meal periods.

CELL PHONES: Use of cell phones are prohibited in the warehouse except those authorized in order to conduct business.

### SAFETY, QUALITY, QUANTITY:

- ◆ Be aware of your environment!
  - Forklifts
  - People carrying boxes that may not see you.
  - Packaging machines with gears that could harm you or your clothing if caught.
- ◆ Exhibit good housekeeping practices
  - Continue to clean up after self to keep debris from floor and potentially causing accident
- ◆ Use proper lifting techniques! (see below)
- ◆ Do things right the first time!
  - Quality is as important as speed.
  - Listen carefully to instructions, ask questions, and focus on your task.

### SAFE FOOD PRACTICES, APPAREL AND HYGIENE REQUIREMENTS:

Personal hygiene is an integral part of our Food Safety program. All team members/temporary employees who handle food in some fashion need to be aware of your personal hygiene in order to prevent food contamination or food borne illness.

**Eating** – No food is allowed in the Plant Operations area. Only eat in designated areas (i.e. offices, retail café, break room) Never eat while preparing food, this includes chewing gum.

**Drinking** – Water and disposable cups are available to Production and Shipping Team Members. No other beverages are allowed in the Plant Operations.

**Smoking** – This is a Non-smoking facility. Smoking is permitted in designated areas outside of the building. No other tobacco products are allowed in the Plant Operations.

**Hair** – Hairnets must be worn in the Plant Operations area. Beard covers are required for beards over 1/8 inch in length.

**Personal Hygiene** – Wash hands thoroughly after using the restroom, touching face or hair, coughing, sneezing, using a tissue, eating or smoking, etc. Hands must be washed before returning from breaks.

**Jewelry** – Team Members in Plant Operations should not wear jewelry. Medical Alert jewelry and plain wedding bands are permissible.

**Clothing** – Team Members should always wear clean outerwear. Shirts should not have any buttons or snaps that could potentially fall into product. Clothes that are baggy, torn, or ripped are not permitted. Shorts must be at mid-thigh and hemmed.

**Illness** – Team Members should not work with food if they are ill and should report any other Team Member who is complaining of illness. Be sure to report if you have any of the following symptoms: diarrhea, vomiting, fever, jaundice or sore throat with fever.

**Injury** – Do not work with food if you have infected cuts, abrasions, boils or any other condition that causes flaking of the skin (i.e. eczema, rash, etc.) on hands unless the affected area is bandaged and covered with a glove.

**Other things to consider** – Team Members in Plan Operations are not wear false nails or nail polish. If they do, gloves must be worn so as not to affect the product or risk a chip or nail to contaminate the product. Perfumes and other strong odors can affect the product and are not permitted.

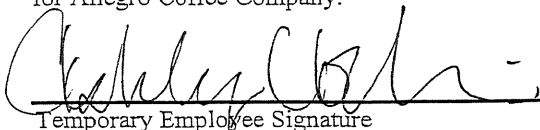
### SAFE LIFTING PRACTICES:

Back injuries account for 20% of all work place injuries, 40% of lost workdays. 80% of these injuries are to the lower back and 75% occur while lifting. By practicing safe lifting techniques at home and on the job you can lower your risk of having an injury that may keep you from working and even caring for your home and family.

#### **Tips to avoid back injury:**

1. Stretch and exercise on a regular basis
2. Plan your lift, if it's too big or awkward, get help
3. If using a cart or a dolly, push - don't pull.
4. Lift with your legs
5. Keep the load close
6. Keep your head up and keep the natural curve of your spine
7. Keep your shoulders over your hips when setting the load down
8. Avoid over-reaching and twisting

I acknowledge that I have received and understand the information provided in the Contract Assignment Guidelines for Allegro Coffee Company.



Temporary Employee Signature

Date

3/19/18