



**SCHEDULE A1**  
**Substance Abuse Testing Certificate**

*(This form is required for all assignments to be submitted to nextSource 48 hours before start date.)*

Full Name of Contract Worker: David Montano

Date of Birth: 12 - 17 (Do NOT provide Year of Birth)  
(Month) (Day)

Date of Hire by Contractor (Company): 1.26.12

Contractor Company hereby certifies:

Check one:

A **substance abuse test** has been conducted in accordance with the requirements stipulated by Client (BASF Corporation) on the named Contractor above and the results are **satisfactory**.

OR

A **substance abuse test** and **physical examination** have been conducted in accordance with the requirements stipulated by Client (BASF Corporation) on the named Contractor above and the results are **satisfactory**. The clearance forms are attached.

Name of Contractor Company: Corporate Management Group

By: Tina Krol

Title: Account Manager

Date: 1.31.12

# Form W-4 (2011)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

<b>W-4</b>		<b>Employee's Withholding Allowance Certificate</b>		OMB No. 1545-0074
Form Department of the Treasury Internal Revenue Service		▶ Whether you are entitled to claim a certain number of allowances or exemption from withholding is subject to review by the IRS. Your employer may be required to send a copy of this form to the IRS.		2011
1 Type or print your first name and middle initial. <i>David</i>		Last name <i>Montalvo</i>		2 Your social security number <i>547-79-3093</i>
Home address (number and street or rural route) <i>1439 Lowell Blvd.</i>		3 <input type="checkbox"/> Single <input type="checkbox"/> Married <input checked="" type="checkbox"/> Married, but withhold at higher Single rate. <small>Note. If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.</small>		
City or town, state, and ZIP code <i>Denver, CO. 80204</i>		4 If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a replacement card. ▶ <input type="checkbox"/>		
5 Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)		5 <u>4</u>		
6 Additional amount, if any, you want withheld from each paycheck		6 \$		
7 I claim exemption from withholding for 2011, and I certify that I meet <b>both</b> of the following conditions for exemption. <ul style="list-style-type: none"> <li>• Last year I had a right to a refund of all federal income tax withheld because I had <b>no tax liability and</b></li> <li>• This year I expect a refund of all federal income tax withheld because I expect to have <b>no tax liability.</b></li> </ul> If you meet both conditions, write "Exempt" here . . . . . ▶		7		
Under penalties of perjury, I declare that I have examined this certificate and to the best of my knowledge and belief, it is true, correct, and complete.				
Employee's signature (This form is not valid unless you sign it.) ▶ <i>David M.</i>		Date ▶ <i>1/26/12</i>		
8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)		9 Office code (optional)	10 Employer identification number (EIN)	

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

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

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

Print Name: Last <u>Montalvo</u>		First <u>David</u>	Middle Initial	Maiden Name <u>N/A</u>
Address (Street Name and Number) <u>1439 Lowell Blvd.</u>		Apt. #	Date of Birth (month/day/year) <u>12/17/1983</u>	
City <u>Denver,</u>	State <u>CO.</u>	Zip Code <u>80204</u>	Social Security # <u>547-79-3093</u>	

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

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

- A citizen of the United States
- A noncitizen national of the United States (see instructions)
- A lawful permanent resident (Alien #) \_\_\_\_\_
- An alien authorized to work (Alien # or Admission #) \_\_\_\_\_ until (expiration date, if applicable - month/day/year) \_\_\_\_\_

Employee's Signature David M.

Date (month/day/year) 1/26/12

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

Preparer's/Translator's Signature

Print Name

Address (Street Name and Number, City, State, Zip Code)

Date (month/day/year)

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

List A	OR	List B	AND	List C
Document title: _____		<u>Drivers License</u>		<u>Social Security Card</u>
Issuing authority: _____		<u>State of Colorado</u>		<u>Social Security Administrator</u>
Document #: _____		<u>03-077-0539</u>		<u>547-79-3093</u>
Expiration Date (if any): _____		<u>12.17.2015</u>		_____
Document #: _____		_____		_____
Expiration Date (if any): _____	_____	_____	_____	

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

Signature of Employer or Authorized Representative

Print Name

Title

Tina Keol

Tina Keol

Account Manager

Business or Organization Name and Address (Street Name and Number, City, State, Zip Code)

Date (month/day/year)

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

A. New Name (if applicable)

B. Date of Rehire (month/day/year) (if applicable)

C. If employee's previous grant of work authorization has expired, provide the information below for the document that establishes current employment authorization.

Document Title: \_\_\_\_\_

Document #: \_\_\_\_\_

Expiration Date (if any): \_\_\_\_\_

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

Signature of Employer or Authorized Representative

Date (month/day/year)

**Colorado**  
**Driver License**



03-077-0539 Expires: 12-17-2015  
Class: R<sup>1</sup> Issued: 09-13-2010  
Sex: M DOB: 12-17-1983  
Race: Previous Type: N  
Ht: 5'08" Wt: 175 Eyes: BRO Hair: M  
Voter: Y

*David Montalvo*

**DAVID MONTALVO**  
2625 E 104TH AVE UNIT 1124  
THORNTON, CO 80233



**SOCIAL SECURITY**

SOCIAL SECURITY  
547-72-3093

THIS NUMBER HAS BEEN ESTABLISHED FOR  
**DAVID MONTALVO**

*David Montalvo*  
SIGNATURE

**Direct Deposit Application**

First Name: David Middle Initial: \_\_\_\_\_ Last Name: Montalvo

Social Security #: 547-79-3093 Employer: Managed Staffing

Bank Name: TCF Bank

**Account Disbursement**

I would like my payroll/wages deposited to the bank account indicated below:

Checking Account - I wish to deposit how much of your Net Pay 100%

Savings Account - I wish to deposit how much of your Net Pay \_\_\_\_\_

Pay Card – You must provide a document from the Pay Card Company showing the Routing and Account number

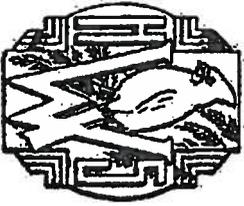
Waive direct deposit. I fully realize that live checks is mailed out by regular US Post office from Dallas TX and can take up to another week before you receive your check.

\_\_\_\_\_ Enter your initials on line that you understand this procedure.

I herby authorize Managed Staffing to deposit any amounts owed to me, by initiating credit entries to my account at the financial institution (hereinafter BANK) indicated above. Further, I authorize BANK to accept and credit and credit entries indicated by Managed Staffing to my account. In the event that Managed Staffing deposit funds erroneously into my account, I authorize Managed Staffing to debit my account for an amount not to exceed the original amount of the erroneous credit.

This authorization is to remain in full force and effect until Managed Staffing and BANK, have received written notice from me of its termination in such time and in such manner as to afford Managed Staffing and BANK a reasonable opportunity to act on it.

Employee Signature: David M Date: 2/1/12



# Whittier High School

Whittier, California

This Diploma Certifies That  
**David Montalvo**



satisfactorily completed the course of study prescribed by the State of California  
and the Board of Trustees of the Whittier Union High School District on  
June 16, 2002.

*Carol A. Parker*

President, Board of Trustees

*Janice Johnston*

Superintendent

*Terri Danner*

Principal



01/31/2012

**Dr. Alan W. Burgess**  
 4900 S Monaco St  
 Ste 210  
 Denver, CO 80237  
 (303) 584-8165

**TO:** CORPORATE MANAGEMENT GROUP  
 12000 N WASHINGTON ST  
 # 290  
 THORNTON, CO 80241

## Medical Review Officer Report

*-Confidential-*

*This is a notification of a controlled substance test result on:*

**Individual Tested:** DAVID MONTAVO  
**Donor ID:** 547793093  
**Collection Site:** HealthONE Occ @ North Suburban  
 9195 Grant St #100  
 Thornton, CO 80229  
 (303) 292 - 0034  
**Laboratory:** Quest Diagnostics/ West Hills

**Reason for Test:** Pre-Employment  
**Specimen ID#:** 0035870  
**Date of Collection:** 01/26/2012 Time: 1623  
**Lab Accession#:** 442346X  
**Lab Reported Date:** 01/28/2012 Time: 0618  
**MRO:** Dr. Alan Burgess MD  
**MRO Received Date:**  
**MRO Report Date:** 01/30/2012 Time: 0657  
**MRO Date CCF2:**  
**Specimen Type:** Urine  
**Drug Panel:** SAP 5-50+MDMA/6AM/T

### Substances Included In test profile:

Drug	Screen	Confirm	Drug	Screen	Confirm
6-monoacetylmorphine	10	10	Amphetamines	500	250
Cocaine	150	100	MDA-Analogues	500	250
Opiates	2000	2000	Phencyclidine	25	25
Marijuana	50	15			

The verified result is: **\*\*\* Negative \*\*\***

Comments:

Dr. Alan Burgess MD



Nationsearch.com 11160 Huron St. #201 Thornton, CO. 80234  
Phone 800.827.9550 Fax 800.827.6118

**AUTHORIZATION FOR RELEASE OF INFORMATION FOR EMPLOYMENT PURPOSES**

I hereby authorize Nationsearch.com, and its designated agents and representatives to conduct a review of my background through a consumer report and /or an investigative consumer report to be generated for employment purposes, promotion, reassignment or retention as an employee of

Corporate Management Group

I understand and am aware that the scope of the consumer report/investigative consumer report may include, but is not limited to the following areas: names and dates of previous/current employment, work experience, criminal history records, sexual offenders lists, motor vehicle records, educational records, professional license verification, credit history, civil cases, OFAC list, OIG/GSA lists and any other sanctions lists. Upon request, Nationsearch.com will supply a copy of the consumer report (completed) along with a copy of the rights under the FCRA.

I, David Montalvo, authorize the release of these records or data pertaining to me which an individual, company, firm, corporation, or public agency may have. I authorize the full release of the information described above, without any reservation, throughout any duration of my employment at (company name)

Corporate Management Group

I hereby release Nationsearch.com and its agents, officials, representatives or assigned agencies, including officers, employees or related personnel both individually and collectively, from any and all liability for damages of any kind, which may at any time, result to me, my heirs, family or associates because of compliance with this authorization for release of information. I hereby certify that all information provided below and on my resume, CV or questionnaire is correct to the best of my knowledge. Any false statements provided on this form and/or on my resume, CV or application questionnaire will be considered just cause for the termination of employment at any time. This authorization and consent shall be valid in original, fax, copy or scanned form.

Please provide the following information, which is required by government agencies and other entities for identification purposes when conducting the background screening process. This information is confidential and will not be used for any other purpose.

David Montalvo

Applicant Signature

1/26/12

Date

Other Names Used: \_\_\_\_\_

Social Security Number	547-79-3093
Date of Birth: To be used for screening purposes only	12/17/1983
Drivers License number : State of Issue:	03-077-0539

Street Address	City	State	Zip Code
1439 Lowell Blvd.	Denver	CO.	80204



**SCHEDULE B**  
**AGREEMENT AND WAIVER**

In consideration of my assignment to Client by Associate Vendor, I agree that I am solely an employee of Associate Vendor for all purposes including but not limited to benefits plan purposes, and that I am eligible only for such benefits as Associate Vendor may offer to its employees. I further understand and agree that I am not eligible for or entitled to participate in any benefit plan offered by Client, its parents, affiliates, subsidiaries, or successors to any of its direct employees, regardless of the length of my assignment to Client by Associate Vendor and regardless of whether I am held to be a common-law employee of Client for any purpose, and therefore, with full knowledge and understanding, I hereby expressly waive any claim or right that I may have, now or in the future, to such benefits and agree not to make any claim for such benefits.

**ASSIGNED EMPLOYEE**

*[Handwritten Signature]*  
Signature

David Montalvo  
Printed Name

\_\_\_\_\_  
Title

1/26/12  
Date

Corporate management group  
(Associate Vendor Employee)

*[Handwritten Signature]*  
Signature

Tina Krol  
Printed Name

Account Manager  
Title

1-26-12  
Date



## SCHEDULE C

### Temporary Worker Invention and Secrecy Agreement

The undersigned ("Temporary Worker"), as a condition of the Temporary Worker's retention concerning services for BASF Corporation (herein called the "Client"), agrees as follows:

#### 1. Confidential Relationship.

Temporary Worker admits that during Temporary Worker's performance of services related to the Client matters, Temporary Worker may have access to and further may contribute to the Client's Proprietary Information (as hereinafter defined). Temporary Worker shall during and after termination of Temporary Worker's work concerning the Client keep secret and treat confidentially all of the Client's Proprietary Information (as hereinafter defined).

#### 2. Definitions.

A. **Inventions.** The term "Invention(s)" means discoveries, concepts and ideas, whether patentable, patented or not, including but not limited to proprietary or secret processes, trade secrets, methods, designs, programs, formulae and technique, developments, modifications, procedures, methods, adaptations, and applications, as well as improvements thereof or know-how related thereto, with respect to:

1. any past, present or prospective activities concerning the Client with which Temporary Worker is or becomes acquainted as a result of the performance of services by the Temporary Worker concerning the Client; or
2. the use of any Proprietary Information (as hereinafter defined).

B. **Proprietary Information.** The term "Proprietary Information" means information which may be disclosed to the Temporary Worker or which Temporary Worker may learn, observe, discover, develop, or otherwise acquire, during, or as a result of, Temporary Worker's work concerning the Client and which includes, without limitation, any information, whether patentable, patented or not, relating to any existing or contemplated products, inventions, services, technology, concepts, designs, patterns, processes, compounds, formulae, programs, devices, tools, compilations of information, methods, techniques, and including information relating to any research, development, manufacture, purchasing, engineering, know-how, business plans, sales or marketing methods, methods of doing business, customer lists, customer usages or requirements, or supplier information, which is owned or licensed by the Client, or held by the Client in confidence.

#### 3. Rights to Inventions.

With respect to Inventions made by Temporary Worker in whole or in part, or conceived by Temporary Worker alone or with others, Temporary Worker agrees that:

- a) Temporary Worker shall inform the Client promptly and fully of such Inventions by a written report in a form satisfactory to the Client, setting forth in detail the procedures employed and the results achieved and that a report will be submitted by Temporary Worker upon completion of any and all studies or research projects undertaken concerning the Client, whether or not Temporary Worker believes a given project has resulted in an Invention;
- b) Temporary Worker shall apply, at the Client's request and expense, and through the Client, for United States and foreign patents, copyrights, and/or trademarks, for any Inventions either in the name of the Client or otherwise as the Client shall direct in writing;
- c) Temporary Worker shall assign to the Client or otherwise as the Client shall designate in writing, all of Temporary Worker's rights to such Inventions, if any, including but not limited to United States and foreign patents granted upon such Inventions;
- d) Temporary Worker shall assign to the Client or otherwise as the Client shall designate in writing, all of Temporary Worker's rights to copyrights and trade name or trademarks, if any, including but not limited to United States and foreign copyright registrations, trade name and trademark registrations ;
- e) Temporary Worker shall execute all documents reasonably requested by the Client to formally assign any interest that Temporary Worker may have in such Inventions to the Client or otherwise as the Client shall designate in writing; and



- f) Temporary Worker shall execute any other written instrument and shall do any other acts reasonably requested by the Client to assist the Client or such other party as the Client may designate in writing to perfect or protect any or all of its rights in any Inventions, including but not limited to trade secret, trademark, trade name, copyright and/or patent rights, both United States and foreign.

**4. Warranty of Original Development.**

Temporary Worker represents and warrants that all services performed concerning the Client and all work products produced concerning the Client will be of original development by Temporary Worker, and will be specifically developed for the Client and will not knowingly infringe upon or violate any patent, copyright, trade secret or other property or proprietary right of any third party.

**5. Rights to Work Product.**

With respect to all work product which is not an Invention, but which is conceived or produced by Temporary Worker in the performance of the services or with the use or assistance of the Client's facilities, materials, or personnel, Temporary Worker agrees that the Client shall own all rights, title and interest to such work product, and such product shall be considered as a "work for hire" and that Temporary Worker hereby assigns all right title and interest in and to such work product.

**6. Protection of Trade Secrets.**

Temporary Worker hereby acknowledges that the Inventions and products developed by the Temporary Worker in the performance of services concerning the Client, whether by Temporary Worker or by anyone else associated with Temporary Worker, and the Proprietary Information disclosed to Temporary Worker pursuant to this Agreement, are valuable trade secrets of the Client, and Temporary Worker shall maintain and protect them in the strictest confidence.

**7. Nondisclosure and Nonuse of Proprietary Information.**

Temporary Worker will not, at any time, disclose to others, use for Temporary Worker's or any third parties benefit, or otherwise appropriate or copy any Proprietary Information, whether or not developed by Temporary Worker, except to the extent required in the performance of Temporary Worker's services concerning for the Client.

**8. Adherence to Procedure for Preserving Confidentiality.**

Temporary Worker agrees to comply with any and all procedures which the Client may adopt from time to time to preserve the confidentiality of any Proprietary Information, which may include the affixing of a legend on certain materials indicating their confidential nature.

**9. Temporary Worker's Policies and Procedures.**

Temporary Worker represents and warrants to the Client that Temporary Worker has and will enforce such security policies and procedures as are necessary to protect the confidentiality and unauthorized use of Proprietary Information. A copy of such policies and procedures together with a statement detailing the actions taken to implement them will be transmitted to the Client upon request.

**10. Duty Upon Termination.**

- a) Upon termination of Temporary Worker's retention concerning the Client for any reason, Temporary Worker agrees to deliver to the Client all Proprietary Information, writings, designs, documents, records, data, memoranda, prototype, sample, computer source code and object code listings, file layouts, record layouts, system design information, models, manuals, documentation, notes, repositories of Proprietary Information and other material of any nature which are in Temporary Worker's possession or control and which contain any Proprietary Information.
- b) Temporary Worker further agrees to retain in the strictest confidence any Proprietary Information Temporary Worker learned, through observation or otherwise, during Temporary Worker's retention by the Client.

**11. Right to Injunctive Relief.**

Temporary Worker agrees and acknowledges as follows:

- a) Temporary Worker's compliance with the provisions of this Agreement is necessary to preserve and protect the goodwill and proprietary rights of the Client as a going concern and to prevent persons, firms, joint ventures,



partnerships, corporations, institutions and enterprises engaged in businesses and activities which are competitive with the businesses and activities conducted or carried on by the Client from obtaining an unfair competitive advantage over the Client;

- b) Any failure by Temporary Worker to comply with the provisions of this Agreement will result in irreparable and continuing damage to the Client for which there will be no adequate remedy at law; and
- c) In the event that Temporary Worker fails to comply with the provisions of this Agreement, in addition to any other remedies available to it, the Client shall be entitled to, and Temporary Worker hereby consents to the entry without objection of injunctive relief (a court order causing Temporary Worker to comply with this Agreement), and to such other and further relief as may be necessary or appropriate to cause Temporary Worker to comply with Temporary Worker's duties and obligations under this Agreement.

**12. Unauthorized Use or Disclosure.**

Temporary Worker shall promptly advise the Client orally of, and confirm in writing, any actual or threatened disclosure or use of Proprietary Information which Temporary Worker knows or suspects may not be authorized by the Client.

**13. Other Agreements.**

Temporary Worker represents, warrants and covenants that Temporary Worker's signing of this Agreement and the performance of Temporary Worker's services hereunder is not and will not knowingly be in violation of any other contract, agreement or understanding to which Temporary Worker is a party.

**14. Assignment.**

The rights of the Client may be assigned or transferred without Temporary Worker's consent, at the Client's discretion. Neither the rights nor the obligations of Temporary Worker may be assigned without the Client's written consent.

**15. Severability.**

In case it is determined by a court of competent jurisdiction that any provision of this Agreement is illegal or unenforceable, such determination shall solely affect such provision and shall not impair the remaining provisions of this Agreement.

**Witness**

**Temporary Worker**

*Tina Keel*  
Witness' signature

*David M.*  
Temporary Worker's signature

Tina Keel Account Manager  
Witness' name and title (print)

David Montalvo  
Temporary Worker's name (print)

1439 Lowell St. Blvd.  
Temporary Worker's address (print)

1-26-12  
Date

1/26/12  
Date

# managed|Staffing Employment Application

We are an Equal Opportunity Employer. It is our policy to abide by all Federal, State, and Local laws concerning discrimination in employment. No question in this application is intended to elicit information in violation of any such law, nor will any information obtained in response to any question be used in violation of any such law.

## Personal Information

Last Name: Montalvo		First Name: David		M.I.	Preferred Name:	
Street Address: 1439 Lowell Blvd.			City: Denver	State: CO	Zip: 80204	
How long at this address? 6 months		Social Security #: 547-79-3093		Date of Birth: 12-17-1983		
Home Phone:		Alternate Phone: (720) 849-1222		Email Address: dmontalvo@ymail.com		
Have you ever been convicted of a Misdemeanor? If Yes, please provide a brief explanation: <input type="checkbox"/>			Have you ever been convicted of a Felony? If Yes, please provide a brief explanation: <input type="checkbox"/>			
Position Applying For: Packager			Salary Requested	How were you notified of our openings?		

## List any Friends or Relatives working for this organization

Name:	Relationship:	Name:	Relationship:
-------	---------------	-------	---------------

## Education

Institution Attended	Name and Location	Did You Graduate?	Diploma or Degree Type	Course of Study
High School	Whittier High / Frontier	Yes	H.S. Diploma	
Trade / Vocational School				
College / University				

## Employment History

Employer	Supervisor	Start Date	End Date	Position / Title:	Reason for Leaving:
ASI	Curt Christiansen	June '10	Present	Security Officer	
HSS	Everett Mc. Bee	July '08	Sept. '09	Lead Security	Resigned
Tru-Stile Doors	Clayton Irwin	Feb '06	July '08	Cell Leader	Resigned

## Emergency Contact:

Name	Relationship	City, State	Contact #:	Alternate #:
Josue Montalvo	Brother	Denver, CO	(212) 385-8088	( ) - - -
			( ) - - -	( ) - - -

## Applicant's Certification (Please read carefully before signing)

I certify to the best of my knowledge and beliefs, the answers provided by me on this application are accurate and complete. I understand that misrepresentations or omissions of facts in this application, may lead to my dismissal.

As an employee, I understand and agree that such employment maybe terminated at any time, without prior notice, and that my employment will not be governed by any expressed or implied contract, but is 'at-will'.

x David M.  
Applicant Signature

1/26/12  
Date

**managed|Staffing**

**Employee Information Form**

First Name: David Middle Initial: \_\_\_\_\_

Last Name: Montalvo

Name (Preferred to be called): \_\_\_\_\_

Address: 1439 Lowell Blvd. APT # \_\_\_\_\_

City: Denver State: CO. Zip: 80204

What County or Parish do you live in? Don't write USA: Denver

Home Phone: (     ) N/A Work: (     )

Cell Phone: (720) 849-1222 Fax Number: (     )

Social Security #: 547-79-3093 Date of Birth: 12/17/83

Work Email Address: \_\_\_\_\_

Home Email Address: dmontalvo2@gmail.com

Disability:  Yes  No Veteran:  Yes  No

Asian  African American  American Indian  Hispanic  White  Other

**Emergency Contact**

Name: David Josue Montalvo

Relationship: Brother

Address: 1439 Lowell Blvd.

City: Denver State: CO. Zip: 80204

Home Phone: (720) 385-8088 Work: (     )

**Second Emergency Contact**

Name: Dalila Magallon

Relationship: Sister

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Home Phone: (323) 308-7449 Work: (     )

Employee Signature: [Signature] Date: 1/26/12

**Handbook Acknowledgement Form**

My signature below indicates that I have been informed that the company employee handbook is available to me from my resource manager for reference at any given time during my employment at managed Staffing. In addition, I will read the handbook carefully and thoroughly. If I have any questions regarding the policies set forth in the Policy Handbook, I will contact the Human Resources Department for further clarification.

This employee handbook is not a contract or agreement expressed or implied, between Managed Staffing and its employees, and supersedes or replaces all prior employee handbooks to date. Managed Staffing reserves the right to amend, change, revise or eliminate any of these policies set forth at any time in its sole discretion. The only recognized deviations from the stated policies are those authorized and signed by the Human Resources Department.

  
\_\_\_\_\_  
Employees Signature

David Montalvo  
\_\_\_\_\_  
Printed Name

1/26/12  
\_\_\_\_\_  
Date



## Payroll & Timesheet Systems Policies & Procedures

Managed Staffing take great pride in communicating with all employees, so all parties have a full understanding of what is expected from each other during the course of an “employer/employee” relationship.

As an employee of Managed Staffing Inc., it is imperative that you fully understand the policy and procedures as well as client compliance guidelines.

One procedure that can affect all parties is timesheets and payroll. With this said, please read these detailed instructions pertaining to timesheets and payroll.

1. Managed Staffing is your employer not the end client.
2. Managed Staffing has a separate payroll and timesheet system from the client called ExponentHR.
3. The client might have a separate timesheet system for tracking your time and project codes.
4. To stay within compliance guidelines with our clients and Managed Staffing, your timesheet must to be entered and submitted in ALL systems by **10:00 a.m. CST every Monday morning. NO EXCEPTIONS!**
5. As an employee of Managed Staffing, **YOU** are the responsible party for entering your timesheet into ExponentHR and the client system on a **WEEKLY** basis.

Below are rules that need to be followed in order for you to stay within guidelines with our Clients and Managed Staffing, please read and follow the below rules.

1. Payroll is scheduled bi-weekly, pay days are on Friday's.
2. Entering your timesheet on time in Client system and having your client supervisor approve your weekly timesheet is part of the payroll process.
3. Client timesheets need to be approved to process payroll.
4. If your timesheet is not in BOTH systems by the time Managed Staffing processes payroll batches, your pay check can be delayed in reaching you. If this should happen, our payroll department does off cycle check once a week on Thursday if your timesheet has been approved by the client by that Thursday.
5. A Payroll Calendar is posted in ExponentHR. A copy of the payroll calendar was enclosed in your new hire packet. Once you officially start, Managed Staffing will email you another copy to you.
6. Managed Staffing does not mail your pay stubs to you. You may access and print off your pay stubs electronically via ExponentHR. For assistance please contact them at 1-866-612-3200.
7. If you have enrolled in direct deposit, your first check will be direct deposited.
8. If you choose not to sign up for direct deposit, your pay checks will go regular mail and can take up to a week before receiving it. Checks are mailed from Dallas, Texas.
9. Once Managed Staffing places a live check in the US Post Office mail box, Managed Staffing looses all visibly and can't be held responsible for delays.
10. If you need to make changes to your direct deposit a new direct deposit form must be fill out and sent into Human Resources.

11. Cancellation Policy of a live payroll check is as follows. **10 business days** must pass before Managed Staffing places a stop payment on a check and reissues another check. This is again a main reason to establish direct deposit.
12. The website for ExponentHR is [www.exponenthr.com](http://www.exponenthr.com) and can be accessed from any personal or public computer at any time.
13. All questions pertaining to ExponentHR should be directed to ExponentHR at 1-866-612-3200. ExponentHR is open Monday through Friday 8:00 am CST to 7:00 pm CST. Closed on weekends.
14. If for some reason you didn't work, you may still have to submit a ZERO hour timesheet in both systems. Please check with your client supervisor on the rules of entering zero time or contact Managed Staffing.
15. Please take the proactive approach, if you are on vacation or sick and can't submit your time you need to contact you Managed Staffing HR representative. Your Managed Staffing HR representative will explain what needs to be done in order to process payroll.

When timelines are not met it can affect several areas including your pay check.

Again, as a reminder, not only are these policies of Managed Staffing's, your employer, it is also a **compliance issue with our clients.**

I have fully read the above instructions and understand this is my responsibility.

David Montalvo

Print your name

*David Montalvo*

Your signature

1/26/12

Date

**managed|Staffing**  
**Equipment Agreement**

As an employee and/or consultant working for Managed Staffing, you have been issued the equipment described below for your use. **Although Managed Staffing may not issue you equipment at this time, if you sign the form now we will have your signature on file in the event we have to issue you equipment in the future.**

Although the equipment is issued in your name, it is the sole property of Managed Staffing. The equipment is your responsibility. If the equipment is lost, stolen or damaged due to negligence, you will be responsible for replacement or repair. As an employee, the amount of the replacement or repair will be deducted from your wages. If you are a consultant working for Managed Staffing through a contracting company, the amount will be responsibility of your employer and may be deducted from invoices for hours worked.

Please take proper precautions to protect the equipment from theft. Do not leave it unattended unnecessarily. As per company policy, portable equipment should be taken home each evening, or locked in a desk drawer. A locked office door is not considered sufficient security against theft. Any time the equipment is taken offsite, it shall be carried in the container/case in which it was issued. Simply putting it into your briefcase or backpack does not offer sufficient protection from damage.

By signing this form, you are acknowledging that you have read and agree with the policies outlined herein.

David Montalvo  
Name Print Only

David Montalvo  
Signature

1/26/12  
Date

\_\_\_\_\_  
Equipment Description





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

OMB No. 1545-1500

▶ See separate instructions.

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

Your name David Montalvo Social security number ▶ 547 791 3093  
Street address where you live 1439 Lowell Blvd.  
City or town, state, and ZIP code Denver, CO. 80204  
County Denver Telephone number (720) 849-1222  
If you are under age 40, enter your date of birth (month, day, year) 12/17/1983

- 1  Check here if you are completing this form before August 28, 2009, and you lived in the area impacted by Hurricane Katrina on August 28, 2005. If so, please enter the address, including county or parish and state where you lived at that time.
- 2  Check here if you received a conditional certification from the state workforce agency (SWA) or a participating local agency for the work opportunity credit.
- 3  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 discharged or released from active duty in the U.S. Armed Forces during the past 5 years and, for at least 4 weeks during the past year, I received unemployment compensation.
  - I am at least age 16 but not age 25 or older, and:
    - a During the past 6 months, I have not attended a secondary, technical, or post-secondary school for more than an average of 10 hours per week, not counting periods during which the school was closed for scheduled vacations, and
    - b During the past 6 months, if I was employed, during each consecutive 3-month period within the past 6 months, I earned less than I would have earned if I had worked for the applicable minimum wage 30 hours every week during the 3-month period, and
    - c I do not have a certificate of graduation from a secondary school or a General Education Development (GED) certificate or I have a certificate that was awarded at least 6 months ago and I have not held a job (other than occasionally) or been admitted to a technical or post-secondary school since I received the certificate.
- 4  Check here if you are a veteran entitled to compensation for a service-connected disability and, during the past year, you were:
  - Discharged or released from active duty in the U.S. Armed Forces, or
  - Unemployed for a period or periods totaling at least 6 months.
- 5  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.

**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 ▶ David Montalvo

Date 12/26/12

For Employer's Use Only

Employer's name Managed Staffing, Inc. Telephone no. (469) 759 - 7372 EIN ▶ 26 | 0717857

Street address 15770 Dallas Parkway, Suite 800

City or town, state, and ZIP code Dallas, TX 75248

Person to contact, if different from above Marcel Abandonato Telephone no. (951) 272 - 8294

Street address 2279 Eagle Glen Pkwy. # 112-217

City or town, state, and ZIP code Corona, CA 92883

If, based on the individual's age and home address, he or she is a member of group 4 or 6 (as described under Members of Targeted Groups in the separate instructions), enter that group number (4 or 6) . . . . . ▶ \_\_\_\_\_

Date applicant:

Gave information  / /  Was offered job  / /  Was hired  / /  Started job  / /

Complete Only If Box 1 on Page 1 is Checked

State and county or parish of job \_\_\_\_\_

Check if the individual was not your employee on August 28, 2005, and this is the first time the employee has been hired by you since August 28, 2005.

Under penalties of perjury, I declare that the applicant provided the information on this form on or before the day a job was offered to the applicant and that the information I have furnished is, to the best of my knowledge, true, correct, and complete. Based on the information the job applicant furnished on page 1, I believe the individual is a member of a targeted group. I hereby request a certification that the individual is a member of a targeted group.

Employer's signature ▶ \_\_\_\_\_ Title \_\_\_\_\_ Date / / \_\_\_\_\_

Privacy Act and Paperwork Reduction Act Notice

Section references are to the Internal Revenue Code.

Section 51(d)(13) permits a prospective employer to request the applicant to complete this form and give it to the prospective employer. The information will be used by the employer to complete the employer's federal tax return. Completion of this form is voluntary and may assist members of targeted groups in securing employment. Routine uses of this form include giving it to the state workforce agency (SWA), which will contact appropriate sources to confirm that the applicant is a member of a targeted group. This form may also be given to the Internal Revenue Service for administration of the Internal Revenue laws, to the Department of Justice for civil and

criminal litigation, to the Department of Labor for oversight of the certifications performed by the SWA, and to cities, states, and the District of Columbia for use in administering their tax laws. 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 are not required to provide the information requested on a form that is 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 section 6103.

The time needed to complete and file this form will vary depending on individual circumstances. The estimated average time is:

- Recordkeeping . . . . . 3 hrs., 16 min.
Learning about the law or the form . . . . . 46 min.
Preparing and sending this form to the SWA . . . . . 42 min.

If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Internal Revenue Service, Tax Products Coordinating Committee, SE:W:CAR:MP:T:T:SP, 1111 Constitution Ave. NW, IR-6526, Washington, DC 20224.

Do not send this form to this address. Instead, see When and Where To File in the separate instructions.

**YOUTH SELF-ATTESTATION FORM**  
**Work Opportunity Tax Credit Program**

**PLEASE HAVE NEW HIRES UNDER AGE 25 COMPLETE AND SIGN**

**Instructions:** This Self-Attestation Form (SAF) is to be completed, signed and dated by the new hire on or before the day the job offer is made. The employer or consultant is to submit the SAF to the state workforce agency together with IRS Form 8850 within 28 calendar days from the employment start date of the new hire.

New Hire Name: David Montalvo

Social Security Number: 547-79-3093 Date of Birth: 12/17/83

Employer Name: Managed Staffing, Inc.

Employer Federal ID (EIN) Number: 26-0717857

**Please check all the statements that apply to you. Sign and date this form where indicated below.**

- In the past 6 months, I have not attended a secondary, technical or postsecondary school for more than an average of 10 hours per week, not counting periods during which the school is closed for scheduled vacations.
- I do not have a High School Diploma or GED certificate.
- I have a High-School diploma or GED certificate awarded more than 6 months ago and I have not attended or been admitted to a technical or post-secondary school. I also have not held a job (other than occasionally) since receiving my High-School diploma or GED certificate.

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

New Hire's Signature: *David Montalvo* Date 1/26/12

**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 5 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 Adult Services, Room S-4209, Washington, D.C. 20210 (Paperwork Reduction Project 1205-0371).

<b>DISTRICT COURT, BOULDER COUNTY, COLORADO</b> Court Address: Boulder County Justice Center 1777 Sixth St Boulder, Colorado 80302 Court Phone: (303) 441-3750		<b>COURT USE ONLY</b>
<b>PEOPLE OF THE STATE OF COLORADO</b> vs. <b>DAVID MONTALVO,</b> Defendant		
Attorney Name: Karen Coblenz Peters, Reg. #21795 Deputy District Attorney Boulder County Justice Center 1777 Sixth St Boulder, CO 80302 Attorney Phone: (303) 441-3700 Attorney Fax: (303) 441-4703 Attorney E-Mail: kpeters@bouldercounty.org		Case No: 04CR2069  Division: 4
<b>MOTION TO WITHDRAW GUILTY PLEA AND DISMISS CASE</b>		

The People, through District Attorney Mary T. Lacy, respectfully move this Honorable Court to withdraw the guilty plea and dismiss the case for the following reason:

The period of the deferred sentence has expired.

Therefore, it is in the best interests of justice to withdraw the guilty plea and dismiss this case.

Respectfully submitted,

MARY T. LACY  
 DISTRICT ATTORNEY

By:



\_\_\_\_\_  
 Karen Coblenz Peters, Reg. #21795  
 Deputy District Attorney  
 June 3, 2008

IT IS SO ORDERED. Done this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

Donald  
 Judge

MUNICIPAL COURT, CITY OF WESTMINSTER, COLORADO  
3030 Turnpike Drive  
Westminster, CO 80030  
(303) 658 2250  
FAX: 303 429 8684

PLAINTIFF: People of the State of Colorado by and through the  
People of the City of Westminster

vs.

DEFENDANT: David Montalvo  
6885 W 91st Ct #22104  
Westminster, CO 80021

**COURT USE ONLY**

CASE NO.: 2009-010301-DV  
Summons No.: AF120447

**CERTIFICATE OF DISCHARGE**

Date of Notice: 10/23/2009

**THIS CERTIFIES** that the liability of the sureties upon the below referenced bond was discharged by this Court on October 23, 2009.

BOND POSTED FOR: David Montalvo  
DATE BOND POSTED: 9/11/2009  
AMOUNT OF BOND: \$1500.00  
BOND NUMBER: B048884  
BAIL BONDING AGENT: Louis T Scott  
SURETY COMPANY: Louis Scott



CLERK OF COURT

BY: \_\_\_\_\_

  
Deputy Court Clerk

**CERTIFICATE OF MAILING**

I hereby certify that on the 23rd day of October, 2009, I served a copy of the Certificate of Discharge by personal service or postage prepaid mail to the following:

DAVID MONTALVO  
6885 W 91ST CT #22104  
WESTMINSTER CO 80021

MUNICIPAL COURT, CITY OF WESTMINSTER, COLORADO  
3030 Turnpike Drive  
Westminster, CO 80030  
(303) 658 2250  
Fax - 303 429 8684

PLAINTIFF: People of the State of Colorado by and through the  
People of the City of Westminster

vs.

DEFENDANT: David Montalvo  
6885 W 91st Ct #22104  
Westminster, CO 80021

**COURT USE ONLY**

CASE NO.: 2009-010301-DV

**SENTENCING SUMMARY**

**ORIGINAL CHARGE(S):**

DV BATTERY

**FINDING(S):**

Acquitted

**YOU HAVE BEEN ORDERED TO COMPLETE THE FOLLOWING SENTENCING REQUIREMENTS:**

1. All requirements must be completed by the date indicated or you must appear on that date at 8:00 AM.
2. If community service is ordered, it MUST be completed at a Court designated organization.
3. If you have been ordered to complete a class, you must contact the class administrator **within 48 hours**.
4. If you have a Protection Order, it remains in effect until final disposition or further Order of the Court.
5. **FINE/FEE AMOUNT DUE:**
6. The following sentencing requirements must be adhered to:

**SENTENCING REQUIREMENT(S):**

**Hours Assigned:**

**Complete By Date:**

**Disposition:**

Protection Order - Until Final Dispo / Court Order

Vacated

**Jail Facility:** Jefferson County Jail  
**Credited Time Served:**

**Jail Sentence:**

**Suspended Jail:**

**Probation:**

**ON JUVENILE GRAFFITI CASES, A PARENT OR LEGAL GUARDIAN IS TO ATTEND 50% OF COMMUNITY SERVICE ORDERED.**

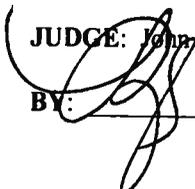
I understand that non-compliance of sentence, or failure to appear in Court will result in a BENCH WARRANT for my ARREST. I understand that I will be referred to a collection agency for any unpaid balance due. I have read this document and fully understand the contents and its meaning.

\_\_\_\_\_  
Defendant Signature

DATE: 10/23/2009

\_\_\_\_\_  
Parent / Guardian Signature (if under 18 years of age)

JUDGE: John A Stipech

BY:  Deputy Court Clerk

ATTN: SEC  
 ATTENTION: MONTALVO, DAVID  
 COLORADO BUREAU OF INVESTIGATION - CRIME INFORMATION CENTER  
 690 KIPLING STREET, #3000, DENVER, COLORADO 80215 303/239-4208

THIS IDENTIFICATION RECORD, FOR LAWFUL USE ONLY, SUMMARIZES INFORMATION SENT TO THE CBI BY FINGERPRINT CONTRIBUTORS IN COLORADO. WHERE THE DISPOSITION IS NOT SHOWN OR FURTHER EXPLANATION OF A CHARGE OR DISPOSITION IS DESIRED, CONTACT THE AGENCY THAT FURNISHED THE FINGERPRINTS. ONLY THE COURT OR DISTRICT ATTORNEY IN WHOSE OFFICE A FINAL DISPOSITION OCCURRED CAN PROVIDE A CERTIFIED COPY OF THAT DISPOSITION. STATE LAW GOVERNS ACCESS TO SEALED RECORDS. UNLESS FINGERPRINTS ACCOMPANIED YOUR INQUIRY, WE CANNOT GUARANTEE THIS RECORD RELATES TO THE PERSON IN WHOM YOU HAVE AN INTEREST. BECAUSE ADDITIONS AND DELETIONS MAY BE MADE AT ANY TIME, A NEW COPY SHOULD BE REQUESTED WHEN NEEDED FOR SUBSEQUENT USE.

NAME(S) USED: MONTALVO, DAVID  
 MONTALYO, DABID  
 MONTALVO, DABID

PHYSICAL: W M 508 160 BRO/BRO SKIN:

DATE(S) OF BIRTH: 121783

PLACE(S) OF BIRTH: CA

SCARS/MARKS: TAT BACK

CONTRIBUTOR / ARREST#	NAME / DATE	CHARGE / DISPOSITION
DPS LONGMONT ARREST # K00136493	MONTALVO, DAVID DATE - 12/04/04 MNU:OA-0411629	FORGERY FORGERY FELONY OFFENSE DATE: 12/04/04 ITEM #001/009
DPS LONGMONT ARREST # K00136493	MONTALVO, DAVID DATE - 12/04/04 MNU:OA-0411629	FRAUD - IMPERSON FELONY OFFENSE DATE: 12/04/04 ITEM #002/009
DPS LONGMONT ARREST # K00136493	MONTALVO, DAVID DATE - 12/04/04 MNU:OA-0411629	FRAUD - ILLEG USE CREDIT CARDS UNAUTH USE/FINAN TRA MISDEMEANOR OFFENSE DATE: 12/04/04 ITEM #003/009
COURT FILING ON DKT D0072004CR002069 ARREST # K00136493		FORGERY-CHECK/COMMERCIAL INSTRUME FELONY OFFENSE DATE: 10/20/04 DISPO: DEFERRED & DISMISSED DISPO DATE: 06/13/2008 2:00 Y DEFERRED SENT - UNSUPERVISED 50:00 H COMMUNITY SERVICE ITEM #004/009
COURT FILING ON DKT D0072004CR002069 ARREST # K00136493		FINANCIAL TRAN DEV/UNAUTH USE-UND MISDEMEANOR OFFENSE DATE: 10/20/04 DISPO: DISMISSED BY DA DISPO DATE: 02/09/2005 ITEM #005/009
COURT FILING ON DKT		THEFT-UNDER \$100

D0072004CR002069  
ARREST # K00136493

MISDEMEANOR  
OFFENSE DATE: 10/20/04  
DISPO: DISMISSED BY DA  
DISPO DATE: 02/09/2005  
ITEM #006/009

PD NORTHGLENN MONTALVO,  
ARREST # 06000126 DABID  
DK-C0872005T 000340 DATE - 01/12/06

FUGITIVE OTHER JURISDICTION  
FTA/BOULDER COUNTY/ TRAFFIC  
MISDEMEANOR  
OFFENSE DATE: 09/13/05  
ITEM #007/009

SO BOULDER COUNTY MONTALVO,  
ARREST # K00152099 DAVID  
DK-C0872005T 000340 DATE - 01/17/06  
MNU:OA-0600526

FAILURE TO APPEAR-SEE MIS  
DUR  
MISDEMEANOR  
OFFENSE DATE: 01/17/06  
ITEM #008/009

PD WESTMINSTER MONTALYO,  
ARREST # 200976250 DABID  
DATE - 09/10/09  
MNU:200914568

ASSAULT  
BATTERY  
FACTUAL BASIS: DOMESTIC VIOLENCE  
MISDEMEANOR  
OFFENSE DATE: 09/10/09  
ITEM #009/009

----- END OF RECORD MEETING DISSEMINATION CRITERIA -----

----- 01/11/10 ----- 1416MT -----

\*\*\* CRIMINAL JUSTICE AGENCIES MAY NOT HAVE PROVIDED ALL ARRESTS, \*\*\*  
\*\*\* CHARGES OR DISPOSITIONS TO THE CBI. THIS RECORD SHOWS ALL \*\*\*  
\*\*\* ARRESTS, CHARGES & DISPOSITIONS THAT WERE PROVIDED, UNLESS \*\*\*  
\*\*\* ACCESS TO THEM HAS BEEN LIMITED BY COURT ORDER. \*\*\*  
\*\*\* FALSIFYING OR ALTERING THIS RECORD WITH THE INTENT TO \*\*\*  
\*\*\* MISREPRESENT THE CONTENTS OF THE RECORD IS PROHIBITED BY \*\*\*  
\*\*\* LAW, AND MAY BE PUNISHABLE AS A FELONY WHEN DONE WITH THE \*\*\*  
\*\*\* INTENT TO INJURE OR DEFRAUD ANY PERSON. \*\*\*  
\*\*\*\*\*

**Dr. Alan W. Burgess**  
4900 S Monaco St  
Ste 210  
Denver, CO 80237  
(303)584-8165

To: TINA KROL  
CORPORATE MANAGEMENT GROUP  
12000 N WASHINGTON ST  
STE 290  
THORNTON, CO 80109

### Medical Review Officer Report

- Confidential -

This is a notification of a controlled substance test result on:

**Individual Tested:** DAVID MONTAVO  
**Donor ID:** 547793093  
**Collection Site:** HealthONE Occ @ North Suburban  
9195 Grant St #100  
Thornton, CO 80229  
(303) 292 - 0034

**Reason for Test:** Pre-Employment  
**Specimen ID#:** 0035870  
**Date of Collection:** 01/26/2012 Time: 1623  
**Lab Accession #:** 442346X  
**Lab Reported Date:** 01/28/2012 Time: 0618  
**MRO:** Dr. Alan Burgess MD  
**MRO Received Date:**  
**MRO Report Date:** 01/30/2012 Time: 0657  
**MRO Date CCF2:**  
**Specimen Type:** Urine  
**Drug Panel:** SAP 5-50+MDMA/6AM/T

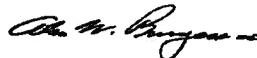
**Laboratory:** Quest Diagnostics/ West Hills

**Substances included in test profile:**

<u>Drug</u>	<u>Screen</u>	<u>Confirm</u>	<u>Drug</u>	<u>Screen</u>	<u>Confirm</u>
6-monoacetylmorphine	10	10	Amphetamines	500	250
Cocaine	150	100	Marijuana	50	15
MDA-Analogues	500	250	Opiates	2000	2000
Phencyclidine	25	25			

The verified result is: **\*\*\* Negative \*\*\***

Comments:



Dr. Alan Burgess MD