



# Unemployment Insurance Minnesota

Document ID: 121389385



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07/03/2012

CORPORATE MANAGEMENT GROUP INC  
MATT FORSS  
12000 WASHINGTON ST STE 290  
THORNTON CO 80241-3133

Employer Account Number: 3637311  
SSN: 408-37-0736

Issue Identification Number: 29907923-1

Applicant Name: Dawn M Zimmerman  
SSN: 408370736

## Determination of Ineligibility

### Reasonings and Findings

Under Minnesota Statute section 268.095, an applicant is not eligible for unemployment benefits if the applicant is discharged for absenteeism or tardiness, but only if the absenteeism or tardiness was employment misconduct. The law defines employment misconduct as intentional or negligent conduct that is a serious violation of standards of behavior the employer has the right to reasonably expect. Absenteeism or tardiness is employment misconduct if it is intentional, excessive, or unreported. It might not be employment misconduct if recent absences or tardinesses were unavoidable or due to illness, or if the applicant was unaware that the absences or tardiness seriously violated employer standards or expectations. The employer discharged the applicant during the week beginning 06/03/2012 because of absenteeism or tardiness. The applicant was excessively absent or tardy, and knew or should have known that it was a serious violation of employer standards or expectations. The applicant had recent absenteeism or tardiness that was avoidable or could have been avoided by reasonable planning. The applicant's actions were employment misconduct.

### Effect of this Determination

The applicant is not eligible for unemployment benefits beginning 06/03/2012 and until the applicant requalifies. To requalify, the applicant must work after 06/03/2012 and earn at least 8 times the applicant's weekly unemployment benefit amount.

Under Minn. Stat. Section 268.047, subd. 3, any unemployment benefits paid will not be used in computing the future unemployment tax rate of CORPORATE MANAGEMENT GROUP INC.



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## Additional Notes

If you have any questions about this determination, you may contact the Unemployment Insurance Program. You must have your identification number available when you call.

## Right of Appeal

This determination will become final unless an appeal is filed by Monday, July 23, 2012. The 'filed' date is the postmark date, if mailed, or the date received by the Unemployment Insurance Program, if sent by fax or internet. The recommended method for filing an appeal is by internet. You can do so by logging in to your account at [www.uimn.org](http://www.uimn.org) and following the prompts. If filing by fax or mail please send this determination, or a photocopy, along with a short statement explaining why you are filing the appeal to the fax number or address listed below.

**All appeals filed by an agent on behalf of an employer must be filed online. Use of another method of filing by an agent does not constitute an appeal.** If the agent does not have access to file the appeal online, the agent must instruct the employer to file the appeal. Details of this requirement can be found at [uimn.org](http://uimn.org).

## Unemployment Insurance Law

Minnesota Statute section 268.095 - Discharges, employment misconduct Minnesota Statute section 268.047 - Effect on an employer of unemployment benefits paid