

**CORPORATE MANAGEMENT GROUP**

**Employment Application**

Office Hours: 9am-4pm Mon-Thur, 9am-3pm Fri  
Office Number: 507-838-5994  
Office Address: 1825 7<sup>th</sup> St NW Rochester, MN 55901



**Applicant Information**

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

Full Name: (Last Name, First Name) DAVID A machar Date: 4/19/24  
Address: (Street Address) 1019 41st Street NW (Apt./Unit #) 105  
(City) Rochester (State) MN (ZIP Code) 55901  
Phone: 806,419,5880 Email: DAVIDmachar11@gmail.com  
Social Security No. 635 78 2663 Date Available: 4/20/24  
Position Applied for: any open Position Desired Wage: \$18.50  
Shift Available to work:  1<sup>st</sup>  2<sup>nd</sup>  3<sup>rd</sup> Employment desired:  Full-Time  Part-Time  
Are you authorized to work in the U.S?  Yes  No  
How did you hear about us? website Referral Name: \_\_\_\_\_  
If under 18, please list age: no

Do you have responsibilities or commitments that will prevent you from meeting specified work schedules?  No  Yes Weekends OK.

**Previous Employment**

Company: JBS Phone: 8069669385  
Address: 5950 Trail end Rd, cactus TX 79013 Supervisor: Thiang ngong  
Job Title: \_\_\_\_\_  
Responsibilities: \_\_\_\_\_  
From: TX To: MN Reason for Leaving: move to Rochester  
May we contact your previous supervisor for reference?  Yes  No

Company: Geotek Phone: 507 5041462  
Address: 1421 2nd Ave NW, Stewartville MN 55976 Supervisor: Don Watson  
Job Title: \_\_\_\_\_  
Responsibilities: \_\_\_\_\_  
From: \_\_\_\_\_ To: \_\_\_\_\_ Reason for Leaving: to far away  
May we contact your previous supervisor for reference?  Yes  No

Chuck time < 10 years

OK  
copy

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### PLEASE READ CAREFULLY APPLICATION FORM WAIVER

In exchange for the consideration of my job application by Corporate Management Group, Inc.,

I agree that:

Neither the acceptance of this application nor the subsequent entry into any type of employment relationship, either in the position applied for or any other position, and regardless of the contents of employee handbooks, personnel manuals, benefit plans, policy statements and the like as they may exist from time to time, or other company practices, shall serve to create an actual or implied contract of employment, or to confer any right to remain an employee of Corporate Management Group, Inc. (CMG), or otherwise to change in any respect the employment-at-will relationship between it and the undersigned, and that relationship cannot be altered except by a written instrument signed by an officer of CMG. Both the undersigned and CMG may end the employment relationship at any time, without specified notice or reason. If employed, I understand that CMG may unilaterally change or revise their benefits, policies and procedures and such changes may include reduction in benefits.

I authorize investigation of all statements contained in this application. I understand that the misrepresentation or omission of facts will result in my disqualification from consideration for employment or, if discovered after I begin employment, will result in my termination. I hereby give CMG permission to contact schools, all previous employers (unless otherwise indicated), references and others and hereby release CMG from any liability as a result of such contact.

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

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

I understand that, in connection with the routine processing of your employment application, CMG may request from a consumer reporting agency an investigative consumer report including information as to my credit records, character, general reputation, personal characteristics and mode of living. Upon written request from me, CMG will provide me with additional information concerning the nature and scope of any such report requested by it, as required by the Fair Credit Reporting Act.

I further understand that my employment with CMG shall be probationary for a period of ninety (90) days and further that at any time during the probationary period or thereafter, my employment relationship with CMG is terminable at will for any reason by either party.

Signature of applicant

A handwritten signature in blue ink, appearing to be 'J. A.', is written over a horizontal line.

Date:

4/19/24

**CMG / Rochester Meat Company  
Interview Questionnaire**

Applicant's Name: \_\_\_\_\_

Date/ Time: \_\_\_\_\_

Position applied for: \_\_\_\_\_

1. Why do you want to come work at the Rochester Meat Company?

Worked for meat company before close to home

2. Can you tell me a little about your previous work experience?

ASAP start \*NOT going back to Geotech

3. What did you like most about your present/past jobs?

People / atmosphere

4. What did you like least about one of your present/past jobs?

2 year > dust / clutter

5. Why did you leave your previous jobs?

to far

6. Sometimes conflicts can arise with co-workers. How have you handled conflicts with coworkers in the past (or how would you handle a conflict with a co-worker)?

7. Sometimes disagreements can arise between supervisors and employees. How have you handled disagreements with your supervisor in the past (or how would handle a disagreement with your supervisor)?

8. With any new job there are a lot of things to learn in a short period of time. What would you do if you did not understand how to perform a particular task?

stand by longer

9. Rochester Meat Company has a lot of safety rules and procedures. Do you feel that sometimes it is acceptable to ignore safety rules if it helps you complete the job faster?

10. While you are working, you notice that something does not seem right with the product or packaging. What would you do?

OK.

11. How much weight can you lift without hurting yourself?

10-50 lbs

12. Some of the work maybe repetitive in nature. Have you done repetitive work before and how do you feel about it?

13. Are you able to work the scheduled shift – Monday through Friday?  YES  NO

14. Are you able to work overtime including Saturdays and Sundays?  YES  NO

15. You would be working in temperature of 40-50 degrees. Would that be a problem for you?

16. Have you ever worked in food service or a restaurant before?  YES  NO

Notes:

Orientation  
politeness  
enter  
hire  
Bg  
verify  
Ntto  
No  
10's  
4/24  
3-33op  
2nd Portion

**You have applied / are interviewing for the following position:**

**JOB TITLE:** Portion / Cutter **Starting Wage:** \$18.50 **Shift/Hours:** 2<sup>nd</sup> shift (3pm to 12a)

**JOB OBJECTIVE:** To trim and/or cut meat products according to company specifications.

**QUALIFICATIONS (based on essential functions):**

- Related experience preferred.
- Must be able to understand instructions and directions in the English language.
- Possess basic mathematics skills.

**JOB FUNCTIONS:** Every effort has been made to identify the essential function of this position. However, it is no way states or implies that these are the only duties you will be required to perform. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or an essential function of the position.

**DUTIES/RESPONSIBILITIES:** Open packages, run through line and needler; Trim primal cuts to specifications; Trim weight steaks to specifications; Box and weigh trim; Perform packager duties as required; cut end cuts and pieces into desired pieces; put steaks into packaging machine with accuracy in weight and neatness; capable of bagging and weighing; palletize all boxes; use hand jack; fill boxes with finished product; assist in cleanup; work effectively with others; report to work on time; follow rules; care for property

**MACHINERY:** Conveyor, tape machine, bar-coder, packaging machine, needler, cutting machine, computer and electronic scale, Sanova line, Cryovac, Skinner

**EQUIPMENT:** Hand pallet jack, combo, table, knives, luggers, carts, PPE.

**PROTECTIVE EQUIPMENT:** bump cap, nitril apron, rubber boots and gloves, face shield and goggles.

**CHEMICALS:** Bleach.

**WORK ENVIRONMENT:** Standing on cement floor. Moderate to high level of noise. Temperature ranges from 30-50 degrees Fahrenheit (-10 degrees in blast freezer).

**PHYSICAL REQUIREMENTS (with or without reasonable accommodation):** Ability to lift/move 10-50 pounds continuously. Requires varying degrees of pushing, pulling, bending and lifting to move boxes. Must be able to continuously perform simple repetitive and manipulative tasks such as cutting steaks. Able to perform tasks requiring action of muscles or group of muscles such as walking and stooping. Able to stand for prolonged periods (eight-hour shift).

**MENTAL REQUIREMENTS (with or without reasonable accommodation):** Able to concentrate on minimal details with little interruption. Must be able to attend to task/function for 60 minutes at a time. Able to remember verbal and/or written task/assignment for an eight-hour shift. Must be able to read and use a pound percentage scale.

**WORK HOURS:** As required, Monday through Friday workweek. Will be required to work some Saturdays.

*I understand by signing this form, I have been informed about what position I am interviewing for.*

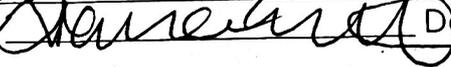
Applicant Signature:



Date:

4/23/24

Interviewer Signature:



Date:

4/23/24

# CMG Preliminary Questions

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

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

## Please Mark Yes or No

1. If hired, are you willing to take a drug test? Yes No

2. Are you able to work with pork and beef? Yes No

## Please Mark Your Preferred Position

3. What shift to you prefer? 1<sup>st</sup> 2<sup>nd</sup> 3<sup>rd</sup>

### **\*To be completed during or after interview\***

Have you ever been convicted of a misdemeanor or felony? Yes \_\_\_\_\_ No X

Explain

Incident \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Employee Signature [Signature]

Interviewer Signature [Signature]

## **Applicant Certification and Authorization for Background Check**

*Please read the below statements and initial on the indicated line*

**(This information will be inputted onto the online NHO form – you will be provided the login information during your interview)**

I authorize Employer Solutions Staffing Group (ESSG) to use the information and statements contained in this application to determine my qualifications. 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 comprehensive background checks may be conducted to determine my eligibility for my 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 my employment, will result in my termination.

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

**I have read and agree** DM **(initial)**

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, country jurisdictions, driving records, birth records, and any other public records.

I further authorize any individual, company, firm, corporation, or public agency to divulge 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.

**I have read and agree** DM **(initial)**

## Authorization to Enter New Hire Information

By signing below, I authorize a member of Corporate Management Group – Rochester Office – to enter my new hire paperwork into the online Zenopole (NHO) site. I understand that I will be provided access via login name and password to view the forms that they have completed on my behalf.

Employee Signature: X [Signature] Date: X 4/23/24

## Insurance Information

I understand that the CMG Staff defaults to decline insurance when entering my new hire paperwork unless specified otherwise during my interview.

I understand that I have 30 days after my employment starts to apply for insurance through ESSG via the login information provided to me.

I agree: DM (initial)

## Employee Photo Consent Form

I, \_\_\_\_\_, agree to let CMG –to take and upload my photo for security purposes.

Employee Signature Name: [Signature]

Date: 4/23/24

## Electronic W-2 Consent:

The IRS has approved employers to send W-2 electronically to employees. Employees who choose to receive their W-2 statements electronically will have the following advantages. Faster access to your W-2. Ongoing availability to view the W-2. Ability to reprint as many times as needed.

Would you like to receive your W-2 statement electronically? Yes \_\_\_\_\_ No X

By completing the box below, you are consenting to receive your W-2 by email to only the email address that you list. A paper copy will **NOT** be provided. This option can be changed at any time but remains in effect until you inform ESSG that you would like to revoke your consent.

I consent to receive my W-2 by email at the address listed below from this date forward.

Email:

I agree: DM (initial)



## PAYROLL DEDUCTION AUTHORIZATION

I, \_\_\_\_\_ (Employee) acknowledge that I owe Employer Solutions Staffing Group for the following:

- A payroll advance in the amount of \$ \_\_\_\_\_
  - this advance will be paid back over the next \_\_\_\_\_ check(s)
  
- Uniform Deduction in the amount of \$ \_\_\_\_\_
  - this uniform deduction is weekly
  - this uniform deduction is a one-time deduction
  
- Other one-time deduction for: Key Card  
in the amount of: \$6.50

I hereby authorize Employer Solutions Staffing Group to deduct the above amount from my paycheck(s) to repay this amount.

Upon termination of my employment, regardless of the reason, I hereby authorize any unpaid amounts to be deducted in full, from my final paycheck.

Dated: \_\_\_\_\_

Signed: [Signature]

Printed Name: DAVID machar