

DISCLOSURE AND AUTHORIZATION [IMPORTANT -- PLEASE READ CAREFULLY BEFORE SIGNING AUTHORIZATION]

DISCLOSURE REGARDING BACKGROUND INVESTIGATION

Employer Solutions Staffing Group LLC (ESSG) may obtain information about you for employment purposes from a third party consumer reporting agency. Thus, you may be the subject of a "consumer report" and/or an "investigative consumer report" that may include information about your character, general reputation, personal characteristics, and/or mode of living, and that can involve personal interviews with sources, such as your neighbors, friends, or associates. These reports may contain information regarding your credit history, criminal history, social security number validation, motor vehicle records ("driving records"), verification of your education or employment history, or other background checks. Credit history will only be requested where such information is substantially related to the duties and responsibilities of the position for which you are applying. You have the right, upon written request made within a reasonable time, to request whether a consumer report has been requested and compiled about you, and disclosure of the nature and scope of any investigative consumer report and to request a copy of your report. Please be advised that the nature and scope of the most common form of investigative consumer report obtained with regard to applicants for employment is an investigation into your education and/or employment history conducted by Orange Tree Employment Screening, 7275 Ohms Lane, Minneapolis, MN 55439. Tel.: 800-886-4777 or 952-941-9040. Fax: 800-886-0774 or 952-941-9041. ORANGE TREE EMPLOYMENT SCREENING's website is at www.orangetreescreening.com, or another outside organization. The scope of this notice and authorization is all-encompassing, however, allowing ESSG to obtain from any outside organization all manner of consumer reports and investigative consumer reports now and throughout the course of your employment to the extent permitted by law. As a result, you should carefully consider whether to exercise your right to request disclosure of the nature and scope of any investigative consumer report.

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| New York and Maine applicants or employees only: You have the right to inspect and receive a copy of any investigative consumer report requested by ESSG by contacting the consumer reporting agency identified above directly. You may also contact ESSG to request the name, address and telephone number of the nearest unit of the consumer reporting agency designated to handle inquiries, which ESSG shall provide within 5 days. |
| New York applicants or employees only: Upon request, you will be informed whether or not a consumer report was requested by ESSG, and if such report was requested, informed of the name and address of the consumer reporting agency that furnished the report. By signing below, you also acknowledge receipt of Article 23-A of the New York Correction Law. |
| Oregon applicants or employees only: Information describing your rights under federal and Oregon law regarding consumer identity theft protection, the storage and disposal of your credit information, and remedies available should you suspect or find that ESSG has not maintained secured records is available to you upon request. |
| Washington State applicants or employees only: You also have the right to request from the consumer reporting agency a written summary of your rights and remedies under the Washington Fair Credit Reporting Act. |

ACKNOWLEDGMENT AND AUTHORIZATION

I acknowledge receipt of the DISCLOSURE REGARDING BACKGROUND INVESTIGATION and A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT and certify that I have read and understand both of these documents. I hereby authorize the obtaining of "consumer reports" and/or "investigative consumer reports" by ESSG at any time after receipt of this authorization and throughout my employment, if applicable. To this end, I hereby authorize, without reservation, any law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, company, or insurance company to furnish any and all background information requested by Orange Tree Employment Screening, 7275 Ohms Lane, Minneapolis, MN 55439. Tel.: 800-886-4777 or 952-941-9040. ORANGE TREE EMPLOYMENT SCREENING's website is at: www.orangetreescreening.com, another outside organization acting on behalf of the company, and/or the company itself. I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original.

New York applicants or employees only: By signing below, you also acknowledge receipt of Article 23-A of the New York Correction Law.
Minnesota and Oklahoma applicants or employees only: Please check this box if you would like to receive a copy of a consumer report if one is obtained by ESSG.

(Must include email address: _____)

Signature:  Date: 5/4/16

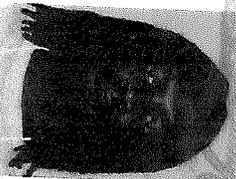
BACKGROUND INFORMATION

Last Name: Deng First: Luai Middle: _____
Other Names/Alias: _____
Social Security #*: 591-87-9467 Date of Birth (mm/dd/yyyy)*: 12-15-1992
Driver's License #: _____ State of Driver's License: _____
Present Address: 2118 Campus Dr. SE #300 Telephone # (Primary): 507-378-2152
City/State/Zip: Rochester, MN 55904

**This information will be used for background screening purposes only and will not be used as hiring criteria.*

MINNESOTA

IDENTIFICATION CARD
NOT A DRIVER'S LICENSE



LUAL JAMES DENG
721 2ND AVE NW
ROCHESTER, MN 55901

Date of Birth 12-15-1992
Sex M Eyes BRN Class ID
Height 6-1 Weight 192 DONOR

ISSUED 03-2016 EXPIRES 12-15-2020

Y015271703806



5/4
11AM

CMG APPLICATION FOR EMPLOYMENT

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

| | | |
|---|--|---|
| PLEASE COMPLETE PAGES 1-5 | | DATE <u>5/3/16</u> |
| Name <u>Deng Luai James</u> <small>Last First Middle Maiden</small> | | |
| Present address <u>2118 Campus Dr SE Suite #300</u> <small>Number Street</small> <u>Rochester</u> <u>MS</u> <u>35904</u> <small>City State Zip</small> | | |
| Social Security No. <u>591 - 87 - 9467</u> | | |
| Telephone <u>(501) 390-2152</u> | | E-Mail _____ |
| If under 18, please list age _____ | | Referred by _____ |
| Position applied for (1) <u>Packagein</u> and salary desired (2) <u>10⁰⁰</u> <small>(Be specific)</small> | | Shift available to work 1 st <input checked="" type="checkbox"/> 2 nd _____ 3 rd _____ <i>Weekends Gth</i> |
| How many hours can you work weekly? <u>40</u> | | Can you work nights? <u>YES</u> |
| Employment desired <input checked="" type="checkbox"/> FULL-TIME ONLY <input type="checkbox"/> PART-TIME ONLY <input type="checkbox"/> FULL- OR PART-TIME | | |
| When available for work? <u>anytime</u> | | |
| Do you have responsibilities or commitments that will prevent you from meeting specified work schedules? <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes If so, please explain _____ | | |
| Do you anticipate any absences from work on a regular basis? <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes If so, please explain _____ | | |

| TYPE OF SCHOOL | NAME OF SCHOOL | LOCATION (Complete mailing address) | NUMBER OF YEARS COMPLETED | MAJOR & DEGREE |
|----------------------|----------------|--|---------------------------|----------------|
| High School | <u>GED</u> | | | |
| College | | | | |
| Bus. or Trade School | | | | |
| Professional School | | | | |

MILITARY

HAVE YOU EVER BEEN IN THE ARMED FORCES? __ Yes No

ARE YOU NOW A MEMBER OF THE RESERVE OR NATIONAL GUARD? __ Yes No

Branch _____ Specialty _____

Date Entered _____ Discharge Date _____

WORK EXPERIENCE

Please list your work experience for the **past five years** beginning with your most recent job held. If you were self-employed, give firm name. **Attach additional sheets if necessary.**

| | | |
|---|-------------------------------------|--------------------|
| Name <u>Minnor</u> | Supervisor name <u>Mike</u> | |
| Position <u>assembly</u> | Employment dates | Pay or salary |
| Company <u>Minnor</u> | From <u>Jan 1/15</u> | Start <u>8.50</u> |
| Address _____ | To <u>April 18/14</u> | Final <u>10.00</u> |
| Telephone () _____ | Your last job title <u>assembly</u> | |
| Reason for leaving (be specific) <u>Seasonal</u> | | |
| List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. <u>packaging Balcons</u> | | |

| | | |
|--|----------------------------------|-------------------|
| Name <u>Power movers</u> | Supervisor name <u>Andy</u> | |
| Position <u>mover</u> | Employment dates | Pay or salary |
| Company _____ | From <u>4/14</u> | Start <u>Cash</u> |
| Address _____ | To <u>8/16</u> | Final _____ |
| Telephone () _____ | Your last job title <u>mover</u> | |
| Reason for leaving (be specific) _____ | | |
| List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. <u>Moving clients</u> | | |

**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



Date:

5/3/14



Preliminary Questions

For CMG use only

Name: Lual Deng

Date: 5/4/16

1. If hired are you willing to take a drug test? Y
2. Do you have any known food allergies to soy, wheat, peanuts, or milk? N
3. Are you able to work with pork? N
4. Which plant do you prefer? S
5. What shift to you prefer? 1st

To be completed during interview only

Date of interview 5/4/16

Have you ever been convicted of a crime? Yes X No

Explain

Incident I was involved in receiving stolen property that happened to be taken from someone. He got robbed that's how it was taken. Which resulted in me getting convicted because of the things I received

Employee Signature [Signature]

Interviewer Signature [Signature]