

*[Handwritten Signature]*



**REGISTERED**

WERN 11/11 10:00-11:00 AM

### CMG APPLICATION FOR EMPLOYMENT

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

PLEASE COMPLETE PAGES 1-5

DATE 11-5-13

Name Shaw Douglas Phillip

Last First Middle Maiden

Present address 4140 13th Ave

Number Street 13th Ave City MN State MN Zip 55901

Social Security No. 472 - 25 - 6533

Telephone (507) 990-8241

E-Mail \_\_\_\_\_

If under 18, please list age \_\_\_\_\_

Referred by WERN

Position applied for (1) Any and salary desired (2) \$600 (Be specific)

Shift available to work  
1st  2nd  3rd   
Woods 11/11 etc 13

How many hours can you work weekly? 40+ Can you work nights? NO

Employment desired  FULL-TIME ONLY  PART-TIME ONLY  FULL- OR PART-TIME

When available for work? 11-7-13

Do you have responsibilities or commitments that will prevent you from meeting specified work schedules?

No  Yes If so, please explain \_\_\_\_\_

Do you anticipate any absences from work on a regular basis?

No  Yes If so, please explain \_\_\_\_\_

TYPE OF SCHOOL	NAME OF SCHOOL	LOCATION (Complete mailing address)	NUMBER OF YEARS COMPLETED	MAJOR & DEGREE
High School	<u>PLC</u>	<u>Montevideo</u>	<u>2</u>	
College				
Bus. or Trade School				
Professional School				

HAVE YOU EVER BEEN CONVICTED OF A CRIME? \_\_\_ No  Yes

If yes, explain number of conviction(s), nature of offense(s), dates of conviction(s), sentence(s) imposed, and type(s) of rehabilitation. Domestic Assault #D-27-12 year in prison sat 2 months

know do anger management

(Following)

### APPLICATION FOR EMPLOYMENT

DO YOU HAVE A DRIVER'S LICENSE? \_\_\_ Yes  No

What is your means of transportation to work? girlfriend

Driver's license number \_\_\_\_\_ State of issue \_\_\_\_\_

Operator \_\_\_ Commercial (CDL) \_\_\_ Chauffeur \_\_\_

Expiration date \_\_\_\_\_

Have you had any accidents during the past three years? \_\_\_ Yes \_\_\_ No

If so, how many? \_\_\_\_\_

Have you had any moving violations during the past three years? \_\_\_ Yes \_\_\_ No

If so, how many? \_\_\_\_\_

Please list two references other than relatives or previous employers.

Name Oliver Ferkleson Name Manda

Position farm help Position \_\_\_\_\_

Company \_\_\_\_\_ Company \_\_\_\_\_

Address \_\_\_\_\_ Address \_\_\_\_\_

\_\_\_\_\_

Telephone (507) 210 4363 Telephone (507) 481 7445

**APPLICATION FOR EMPLOYMENT**

**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>Taco Johns</u>		Supervisor name <u>grisilla</u>	
Position <u>cook</u>		Employment dates	
Company _____		From <u>5 July 4</u>	Pay or salary
Address _____		To <u>still</u>	Start <del>15</del> <u>1800</u>
Telephone ( ) _____		Your last job title <u>cook</u>	Final _____

Reason for leaving (be specific) looking for a second job

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company.

Name <u>MASTER SON</u>		Supervisor name _____	
Position _____		Employment dates	
Company _____		From <u>3-1</u>	Pay or salary
Address _____		To <u>5 July 4</u>	Start <u>9</u>
Telephone ( ) _____		Your last job title _____	Final <u>9</u>

Reason for leaving (be specific) was not paying off

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company.

**APPLICATION FOR EMPLOYMENT**

**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>Field Shippers</u>		Supervisor name _____	
Position <u>electrician</u>		Employment dates	
Company _____		From <u>11-21-12</u>	Start <u>10</u>
Address _____		To _____	Final <u>11</u>
Telephone (____) _____		Your last job title _____	

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.

--	--	--	--

Name <u>Spec Sys</u>		Supervisor name <u>Cory Stock</u>	
Position <u>electrician</u>		Employment dates	
Company _____		From _____	Start <u>10</u>
Address _____		To _____	Final <u>10</u>
Telephone (____) _____		Your last job title _____	

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.

May we contact your present employer?  Yes \_\_\_ No  
 Did you complete this application yourself?  Yes \_\_\_ No  
 If not, who did? \_\_\_\_\_

**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 Douglas Shalor Date: 11-5-13

Preliminary Questions

Name: Douglas Shannon

Date: 11/06/13

1. If hired, can we run a national background study? YES
2. If hired are you willing to take a drug test? YES
3. Are you able to work with soy, wheat, peanuts & milk? YES
4. Are you able to work with pork? YES
5. Which plant do you prefer? Open
6. What shift do you prefer? 1st

If called for an interview please bring two forms of identification.

(Social Security Card, Birth Certificate, passport and license or permanent resident card)

CMG

### Applicant Interview Score Card

Name: \_\_\_\_\_ Date of Interview: \_\_\_\_\_

Position/Shift Assignment \_\_\_\_\_ Standby by position \_\_\_\_\_

Rating weak (1) to strong (5)

- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 1. Understanding of English conversation  | 1 | 2 | 3 | 4 | 5 |
| 2. Speaks English Fluently  | 1 | 2 | 3 | 4 | 5 |
| 3. Work experience related to job-food industry   | 1 | 2 | 3 | 4 | 5 |
| 4. Work history-working presently, yrs in workforce   | 1 | 2 | 3 | 4 | 5 |
| 5. Criminal background information  | 1 | 2 | 3 | 4 | 5 |
| 6. Possesses required New Hire documentation  | 1 | 2 | 3 | 4 | 5 |
| 7. Personality-friendly, pleasant, sense of humor   | 1 | 2 | 3 | 4 | 5 |
| 8. Appearance-well groomed, cleanliness   | 1 | 2 | 3 | 4 | 5 |
| 9. Meets requirements to work w/pork, peanuts & soy   | 1 | 2 | 3 | 4 | 5 |
| 10. Shifts availability-prefers shift that is available for<br>Open positions, willing to be flexible to shifts<br>Available. | 1 | 2 | 3 | 4 | 5 |

Total possible points 50pts. Total points scored \_\_\_\_\_

Former Employer Rating Bonus Points 1-20 \_\_\_\_\_

Interviewer: \_\_\_\_\_ total points \_\_\_\_\_

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

## Rick and Rose

Rick and Rose were good friends. They worked together at Reichel Foods.

One day they had a lot of work, and not enough employees, this same day the supervisor asked Rick to pack carrots and ranch in 100 boxes. Rick was worried he could not finish this before the day ended. He was going to ask Rose for help but he noticed she was gone. He knew if she didn't help, the boxes would not get packed on time.

The supervisor saw Rick working very hard and went to ask Rose for help. He looked for in the cafeteria. When he saw her taking a break, he asked her why she wasn't helping Rick "I didn't know that he needed help," said Rose, "I will go help him right away."

When Rick saw Rose coming to help he felt happy and supported. Please don't be afraid to ask me to help. We are good friends and co-workers, "she said, " and together we make a great team."

1. Who are Rick and Rose?
  - a. Co-Workers
  - b. Good friends
  - c. Both A and B
2. Rick and Rose work at Reichel Foods. True or False?
  - a. True
  - b. False
3. Where did the supervisor find Rose?
  - a. Outside
  - b. Working on the line
  - c. In the cafeteria
  - d. In the bathroom
4. How did Rick feel when he saw Rose?
  - a. mad
  - b. sad
  - c. happy
  - d. confused
5. What lesson did Rick and Rose learn?
  - a. Teamwork
  - b. How to make carrots and ranch
  - c. Communication
  - d. Both A and B