

ESG NEW HIRE PAPERWORK	Date received & initials completed	DATE FAXED & INITIALS	CMG NEW HIRE PAPERWORK	Date received & initials completed	DATE FAXED & INITIALS
EMPLOYEE NAME: (Last, First)			EMPLOYEE NAME: (Last, First)		
Beckerling, Douglas					
ESG New Hire Application	6/10 AP	AP	CMG New Hire Application		
ESG Emergency Contact Info	6/10		CMG Emergency Contact Info		
Employment Eligibility - I-9- 2 forms of ID - copies			Employment Eligibility - I-9 2 forms of ID - copies		
(1) DL	6/10		(1)		
(2) BC			(2)		
W-4	6/10		W-4		
ESG BACKGROUND RELEASE FORM	6/10		CMG BACKGROUND RELEASE FORM		
			E-VERIFY		
			CMG HANDBOOK-date reviewed and distributed with new employee		
Additional information:	Starts 6/16/08		EMPLOYEE CONFIDENTIALITY AGREEMENT		

CMG CORPORATE FAX NUMBER: 303-736-7767



EMPLOYEE INFORMATION SHEET

(STRICTLY CONFIDENTIAL)

CLIENT: Suzlon

LAST NAME: BECKERING
Apellido Nombre

FIRST NAME: DOUGLAS MIDDLE INITIAL: S
Primero Nombre Segunda Inicial

ADDRESS: 620 1st Ave W
Direccion

CITY: EDGERTON STATE: MN. ZIP: 56128
Ciudad Estado Zona Postal

HOME PHONE #: 507-631-0017 CELL PHONE #: 605-988-4678
Teléfono Celular teléfono

DATE OF BIRTH: 9 OCT. 1963
Fecha de Nacimiento

SOCIAL SECURITY NUMBER: 473-56-0210
Numero de Seguro Social

GENDER: FEMALE MALE MARITAL STATUS: MARRIED SINGLE
Género Mujer Masculino Estado Civil Casado Soltero

ETHNIC ID: (WHITE, BLACK, HISPANIC, ASIAN, INDIAN) white
Origen étnia

<p>EMERGENCY CONTACT INFORMATION INFORMACIÓN DE CONTACTO DE EMERGENCIA</p> <p>NAME: <u>KARIN M. BECKERING</u> Nombre</p> <p>PHONE #: <u>605-988-4677</u> Teléfono</p>
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FOR CMG USE ONLY:

HIRE DATE: 06/06/08 START DATE: 06/16/08 TERM DATE: _____

SALARY (Hourly): 10.00 SHIFT DIFFERENTIAL _____ SHIFT: 1-DAY 2-NIGHT 3-OVERNIGHT

DEPARTMENT: _____ SUPERVISOR: _____

PRIMARY LANGUAGE: _____ WORKERS COMP CODE: _____

<p>EMPLOYMENT STATUS</p> <p>Agency Referral <input type="checkbox"/> CMG Recruit <input checked="" type="checkbox"/></p> <p>CMG Rollover Date: _____</p> <p>Client Rollover Date: _____</p>
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Employer Solutions Staffing Group LLC

New Hire Application

7300 Metro Blvd, Suite 635
Edina, MN 55439
Tel. 952.835.1288

Personal Data-- PLEASE PRINT LEGIBLY IN INK

Last Name BECKERING First Name DOUGLAS Middle Initial S

Street Address 620 1st Ave W.

City/State/Zip EDGERTON MN. 56128

Home Phone 507-631-0017 Message Phone 605-988-4678

Company/Employer _____

All offers of employment are conditional upon satisfactory proof of identity and legal ability to work in the U.S.A.

Are you legally authorized to work in the United States of America? YES NO

Applicant Certification and Authorization

I authorize Employer Solutions Staffing Group LLC (ESSG) to use the information and statements contained in this application to determine my qualifications for employment. 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 rehiring.

I understand that a comprehensive background check may be conducted to determine my eligibility for 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 employment, will result in my termination.

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

DOUGLAS S. BECKERING Douglas S. Beckering 10 June 08
Name (Print or type) Applicant's Signature Date

A copy or facsimile will be considered the same as an original signature.

For ESSG Office Use Only

BQ _____	NHW _____	I-9 _____	Direct Deposit _____	W4 _____
Emergency Contact Info _____	Background Release Form _____	Background Results _____	Proof of Insurance _____	Drug Tests _____

Form W-4 (2008)

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 2008 expires February 16, 2009. See Pub. 505, Tax Withholding and Estimated Tax.

Note. You cannot claim exemption from withholding if (a) your income exceeds \$900 and includes more than \$300 of unearned income (for example, interest and dividends) and (b) another person can claim you as a dependent on their tax return.

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits,

adjustments to income, or two-earner/multiple job situations. Complete all worksheets that apply. However, you may claim fewer (or zero) allowances.

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 the Instructions for Form 3233 before completing this Form W-4.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2008. See Pub. 919, especially if your earnings exceed \$130,000 (Single) or \$180,000 (Married).

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for yourself if no one else can claim you as a dependent.	A	<u>1</u>
B	Enter "1" if: <ul style="list-style-type: none"> • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are \$1,500 or less. 	B	<u>1</u>
C	Enter "1" for your spouse. 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.)	C	<u>0</u>
D	Enter number of dependents (other than your spouse or yourself) you will claim on your tax return	D	<u>2</u>
E	Enter "1" if you will file as head of household on your tax return (see conditions under Head of household above)	E	<u>1</u>
F	Enter "1" if you have at least \$1,500 of child or dependent care expenses for which you plan to claim a credit (Note. Do not include child support payments. See Pub. 503, Child and Dependent Care Expenses, for details.)	F	<u>0</u>
G	Child Tax Credit (including additional child tax credit). See Pub. 972, Child Tax Credit, for more information. <ul style="list-style-type: none"> • If your total income will be less than \$58,000 (\$86,000 if married), enter "2" for each eligible child. • If your total income will be between \$58,000 and \$84,000 (\$86,000 and \$119,000 if married), enter "1" for each eligible child plus "1" additional if you have 4 or more eligible children. 	G	<u>4</u>
H	Add lines A through G and enter total here. (Note. This may be different from the number of exemptions you claim on your tax return.)	H	<u>9</u>
	For accuracy, complete all worksheets that apply. <ul style="list-style-type: none"> • If you plan to itemize or claim adjustments to income and want to reduce your withholding, see the Deductions and Adjustments Worksheet on page 2. • If you have more than one job or are married and you and your spouse both work and the combined earnings from all jobs exceed \$40,000 (\$25,000 if married), see the Two-Earners/Multiple Jobs Worksheet on page 2 to avoid having too little tax withheld. • If neither of the above situations applies, stop here and enter the number from line H on line 5 of Form W-4 below. 		

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

Form W-4 Department of the Treasury Internal Revenue Service	<h2 style="margin: 0;">Employee's Withholding Allowance Certificate</h2> <p style="font-size: small; margin: 0;">▶ 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.</p>	OMB No. 1545-0074 <div style="font-size: 2em; font-weight: bold; margin: 5px 0;">2008</div>
1 Type or print your first name and middle initial. Last name BECKERING DOUGLAS S. BECKERING		2 Your social security number 473 56 0210
Home address (number and street or rural route) 620 1st Ave W		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 EDGERTON, MN. 56128		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) 1		6 Additional amount, if any, you want withheld from each paycheck \$
7 I claim exemption from withholding for 2008 and I certify that I meet both of the following conditions for exemption. <ul style="list-style-type: none"> • Last year I had a right to a refund of all federal income tax withheld because I had no tax liability and • This year I expect a refund of all federal income tax withheld because I expect to have no tax liability. If you meet both conditions, write "Exempt" here ▶ 7		
Under penalties or 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 <small>(Form is not valid unless you sign it.)</small> ▶ Douglas S. Beckering Date ▶ 10 June 08		
8 Employer's name and job title. (Employer. Complete lines 9 and 10 only if sending to the IRS.)		9 Check one option: <input type="checkbox"/> 10 Employer identification number (EIN)

LISTS OF ACCEPTABLE DOCUMENTS

LIST A

Documents that Establish Both
Identity and Employment
Eligibility

LIST B

Documents that Establish
Identity

LIST C

Documents that Establish
Employment Eligibility

OR

AND

1. U.S. Passport (unexpired or expired)	1. Driver's license or ID card issued by a state or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, gender, height, eye color and address	1. U.S. Social Security card issued by the Social Security Administration <i>(other than a card stating it is not valid for employment)</i>
2. Permanent Resident Card or Alien Registration Receipt Card (Form I-551)	2. ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or information such as name, date of birth, gender, height, eye color and address	2. Certification of Birth Abroad issued by the Department of State <i>(Form FS-545 or Form DS-1350)</i>
3. An unexpired foreign passport with a temporary I-551 stamp	3. School ID card with a photograph	3. Original or certified copy of a birth certificate issued by a state, county, municipal authority or outlying possession of the United States bearing an official seal
4. An unexpired Employment Authorization Document that contains a photograph (Form I-766, I-688, I-688A, I-688B)	4. Voter's registration card	4. Native American tribal document
5. An unexpired foreign passport with an unexpired Arrival-Departure Record, Form I-94, bearing the same name as the passport and containing an endorsement of the alien's nonimmigrant status, if that status authorizes the alien to work for the employer	5. U.S. Military card or draft record	5. U.S. Citizen ID Card <i>(Form I-197)</i>
	6. Military dependent's ID card	6. ID Card for use of Resident Citizen in the United States <i>(Form I-179)</i>
	7. U.S. Coast Guard Merchant Mariner Card	
	8. Native American tribal document	7. Unexpired employment authorization document issued by DHS <i>(other than those listed under List A)</i>
	For persons under age 18 who are unable to present a document listed above:	
	10. School record or report card	
	11. Clinic, doctor or hospital record	
	12. Day-care or nursery school record	

Illustrations of many of these documents appear in Part 8 of the Handbook for Employers (M-274)

Form I-9, Employment Eligibility Verification

Please 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 eligible 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 BECKERING	First DOUGLAS	Middle Initial S	Maiden Name N/A
Address (Street Name and Number) 620 1st Ave W		Apt. #	Date of Birth (month/day/year) OCT. 9, 1963
City EDGERTON	State MN.	Zip Code 56128	Social Security # 473-56-0210

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 or national of the United States
- A lawful permanent resident (Alien #) A _____
- An alien authorized to work until _____
(Alien # or Admission #)

Employee's Signature

Date (month/day/year)

Douglas S. Beckering

JUNE 10, 2008

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: _____		DL		Birth Cert.
Issuing authority: _____		MN		MN
Document #: _____		X444282638412		N/A
Expiration Date (if any): _____		10-9-2010		
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) **6/10/08 and that to the best of my knowledge the employee is eligible to work in the United States. (State employment agencies may omit the date the employee began employment.)**

Signature of Employer or Authorized Representative <i>Ashley Pastma</i>	Print Name Ashley Pastma	Title Admin Assistant
Business or Organization Name and Address (Street Name and Number, City, State, Zip Code) ESSG 7301 Ohmns lane Ste 405 Edina MN 55439		Date (month/day/year) 6/10/08

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

Document Title: _____	Document #: _____	Expiration Date (if any): _____
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I attest, under penalty of perjury, that to the best of my knowledge, this employee is eligible 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)
--	-----------------------

MINNESOTA
DRIVER'S LICENSE



DOUGLAS SCOT BECKERING
828 1ST AVE W
EDGERTON, MN 56128
Date of Birth: 10-09-1963
Sex: M Eyes: HZL Class: D
Height: 6-3 Weight: 205 DONOR
ISSUED 10-2006 expires 10-09-2010

X444282638412

Douglas S. Beckering

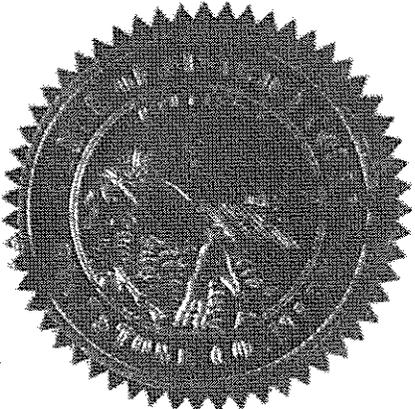
Certificate of Birth

No.	Full Name of Child Douglas Scot Beckering	Date of Birth October 9, 1963
Birthplace City of Pipestone	Residence of Mother Village of Edgerton	Date Filed by Local Registrar October 15, 1963
Sex Male	Single, Twin, or Other Single	No. of Children 4
Full Name Roland Glen Beckering	FATHER	Full Maiden Name Sandra Ann Berge
MOTHER		
Color or Race White	Age at Last Birthday 31 (years)	Color or Race White
		Age at Last Birthday 30 (years)
Birthplace (State or Country) Illinois	Birthplace (State or Country) Minnesota	

State of Minnesota, } DISTRICT COURT
 County of Pipestone } Fifth JUDICIAL DISTRICT

I, O. T. Johnson, Clerk of the District Court in and for said County and State aforesaid, do hereby certify that the above is a true and correct copy of the legal birth record of Douglas Scot Beckering, on file and of record in my office.

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed the seal of said court at Pipestone, Minnesota, this 5th day of November, 1963.



O. T. Johnson
 Clerk of the District Court
 By: Arlene B. Mosley
 Deputy

SENSITIVE BUT UNCLASSIFIED

Department of Homeland Security
E-Verify

Report Prepared: 06/10/2008
Page: 1 of 1

Case Verification Number: 2008162135502AD

Initial Verification:

Last Name:	Beckering	First Name:	Douglas
Middle Initial:		Maiden Name:	
Social Security Number:	473-56-0210	Date of Birth:	10/09/1963
Hire Date:	06/10/2008	Citizenship Status:	Citizen or National of the United States
Alien Number:		I-94 Number:	
Document Type:	List B, C Documents	Doc. Expiration Date:	
Initiated By:	SEVA4775	Initiated On:	06/10/2008

Initial Verification Results:

Initial Eligibility: EMPLOYMENT AUTHORIZED

SSA Referral:

Referral By: Referral Date:

Verification Response:

Eligibility: Response Date:

SSA Resubmittal:

Last Name:		First Name:	
Middle Initial:		Maiden Name:	
Social Security Number:		Date of Birth:	
Initiated By:		Initiated On:	

Resubmittal Verification Results:

Eligibility:

Additional Verification:

Comments:
Initiated By: Initiated On:

Verification Response:

Eligibility: Response Date:

DHS Referral:

Referral By: Referral Date:

DHS Referral Results:

Eligibility: Response Date:

Case Resolution:

Resolve Option:	Resolved Authorized		
Resolved By:	SEVA4775	Resolved On:	06/10/2008

SENSITIVE BUT UNCLASSIFIED



REQUEST A NEW ASSIGNMENT UPON COMPLETION OF AN ASSIGNMENT

Minnesota Statute Section 268.095, subd. 2 (d) states in part—"An applicant who, within 5 calendar days after completion of a suitable temporary job assignment from a staffing service employer, (1) fails without good cause to affirmatively request an additional job assignment, or (2) refuses without good cause an additional suitable job assignment offered, shall be considered to have quit employment.

"This paragraph shall apply only if, at the time of beginning of employment with the staffing service employer, the applicant signed and was provided a copy of a separate document written in clear and concise language that informed the applicant of this paragraph and that unemployment benefits may be affected.

"For purposes of this paragraph, "good cause" shall be a reason that is significant and would compel an average, reasonable worker, who would otherwise want an additional temporary job assignment with the staffing service employer, (1) to fail to contact the staffing service employer, or (2) to refuse an offered assignment."

You will be an employee of Employer Solutions Staffing Group while on probation at any client company assignment. Should an assignment end for any reason, you must contact Employer Solutions Staffing Group within 5 business days for another assignment. You must stay in contact with Employer Solutions Staffing Group at least once a week until you are placed on another assignment.

I furthermore understand that if I fail to request an additional assignment I will be considered to have quit my employment with Employer Solutions Staffing Group. I understand that unemployment benefits may be affected if I do not request an additional work assignment.

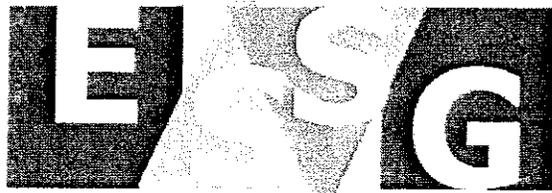
To request an additional assignment, I need to call (952) 835-1288 (1.866.496.7573) between the hours of 8:00 AM - 5:00 PM Monday through Thursday, 8:00 AM - 3:00 PM Friday.

I have read and I understand the above policy.

Douglas S. Beckering
Signature

DOUGLAS S. BECKERING
Print Name

Date JUNE 10, 2008



**Employer
Solutions
Staffing
Group LLC**

It is necessary for us to have current information readily available to the supervisor where you are working and also in your employee file. **Thank you for your cooperation. We appreciate you!**

DOUGLAS S. Beckering
Your Name

620 1st Ave W. Apt# _____
Your Address

EDGERTON. MN. 56128
Your City, State, Zip Code

(507) 631-0017
Your Telephone Number

EMERGENCY CONTACT INFORMATION

KARIN M. Beckering
Name

SPOUSE
Relationship

620 1st Ave W.
Address

EDGERTON. MN. 56128
City, State, Zip Code

(507) 631-0017
Telephone Number

(605) 988-4677
Alternate Telephone Number



STATEMENT OF CONFIDENTIALITY

This agreement made this 10 day of June, 2007, between Employer Solutions Staffing Group LLC, hereinafter referred to as "employer", and hereafter referred to as "employee".

WITNESSETH:

For the duration of my employment and after resignation or termination of this employment with employer, for any reason whatsoever, the employee shall not use or disclose to any other person or company, and confidential or proprietary information or know-how related to the business of the employer.

In view of the difficulty of determining the amount of damages that may result to the employer from a violation of any of the provisions hereof, the employee agrees to pay to the employer the sum of \$10,000 as liquidated damages for every such violation; provided, however, that the payment of such amount as liquidated damages shall not be construed as a release or waiver by the employer of the right to prevent any such violation in equity or otherwise.

Douglas S. Beckering
Employee Signature

[Signature]
Employer Solutions Staffing Group LLC, Representative

Background Investigation Information Release Form

Please read this form carefully and be aware that by allowing Employer Solutions Staffing Group LLC to investigate your background with state and federal agencies, you will be waiving and releasing all claims for damages you might sustain arising out of the criminal and driving record background check and review.

I understand that a successful criminal and driving record background investigation is a condition of my employment by Employer Solutions Staffing Group LLC to work at facilities of

and, further, that Employer Solutions Staffing Group may, at its discretion, conduct periodic criminal and driving record background investigations on me during the course of my employment with Employer Solutions Staffing Group.

I agree to waive and relinquish all claims I may have against Employer Solutions Staffing Group LLC and its officers, agents, servants and employees as a result of my participation in any criminal and driving record background investigation.

I do hereby fully release and discharge Employer Solutions Staffing Group LLC, its respective officers, agents, servants, and employees from any and all claims from damages that I may have or that may accrue to me on account of the results of any aspect of any criminal and driving record background investigation.

I further agree to indemnify and hold harmless and defend Employer Solutions Staffing Group LLC, its respective officers, agents, servants, and employees from any and all claims resulting from damages sustained by me or arising out of, connected with, or in any way associated with, any of the activities of any criminal and driving record background investigation and review.

I have read and fully understand this Waiver and Release of All Claims.

Employee Full Legal Name (Printed)	Last	First	Middle	Social Security #	Birthdate
	BECKERING	DOUGLAS	SCOT	473 56 0210	10 09 1963
Minnesota Driver's License Number				Date Signed	
x 444 282 638412				JUNE 10, 2008	

Douglas S. Beckering
Signature

**DRUG AND ALCOHOL
TESTING CONSENT FORM**

1. I have been allowed to read and inspect a written copy of ESSG policy on drugs and alcohol.

2. I have read the entire contents of this policy and I am aware and fully understand: (a) the policy and its contents; (b) what conduct the policy prohibits and the consequences of such conduct; (c) my rights under the policy and the consequences if I exercise certain rights; and (d) that certain events as described in the policy may result in adverse personnel action, including my termination from employment with ESSG. I understand that this policy in any form, and any employee handbook including this policy, are not a unilateral employment contract or offer thereof.

4. I hereby voluntarily consent to ESSG, or its health service providers, or other persons or entities acting for or with them, to collect a body component (blood, urine, breath, or any combination thereof) from me for testing for alcohol and/or drugs. I understand that the laboratory selected by ESSG may conduct testing and other analysis on the sample provided by me. I further voluntarily consent to the laboratory's disclosure to ESSG of the results of my drug and/or alcohol test and other information related to the test.

Douglas S. Beckering
Individual's Name

June 10, 2008
Date

SIGN THIS VERSION OF CONSENT—SAME AS PAGE 6

Employee Referral Form

I, Douglas S. Beckering was referred to work at Suzlon Rotor Corporation
(Your Name)

by _____ an employee of Suzlon Rotor Corporation.
(Name of current SRC employee)

Douglas S. Beckering
Signature

JUNE 10, 2008
Date

Employee referral form must be submitted at the time of application. After the applicant's completion of 90 days as an employee the referring employee will receive a \$200 referral bonus on their next payroll check.

10AM Tuesday

1st shift
06/16/08



APPLICATION FOR EMPLOYMENT

APPLICANTS MAY BE TESTED FOR ILLEGAL DRUGS

PLEASE COMPLETE PAGES 1-4. DATE 21 MAY 08

Name BECKERING DOUGLAS SCOT
Last First Middle Maiden

Present address 620 1st Ave W.
Number Street City State Zip

How long 4 YRS Social Security No. 473 - 56 - 0210

Telephone (507) 631-0017

If under 18, please list age _____ Referred by _____

Position applied for (1) _____ Days/hours available to work
 and salary desired (2) _____ No Pref _____ Thur _____
 (Be specific) Mon _____ Fri _____
 Tue _____ Sat _____
 Wed _____ Sun _____

How many hours can you work weekly? 40 Can you work nights? _____

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

When available for work? 3 JUNE

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	SOUTHWEST CHRIST.	EDGERTON MN. 56128	4 YRS	ACADEMICS
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) leading to conviction(s), how recently such offense(s) was/were committed, sentence(s) imposed, and type(s) of rehabilitation. _____

APPLICATION FOR EMPLOYMENT

DO YOU HAVE A DRIVER'S LICENSE? Yes ___ No

What is your means of transportation to work? 05 Chevy IMPALA

Driver's license number X 444 282 638412 State of issue MN

Operator Commercial (CDL) ___ Chauffeur ___

Expiration date 10-2010

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? _____

OFFICE USE ONLY

Typing ___ Yes ___ No

_____ WPM

Personal Computer ___ Yes ___ No

___ PC ___ Mac

10-key ___ Yes ___ No

Word Processing ___ Yes ___ No

_____ WPM

Other _____

Skills _____

Please list two references other than relatives or previous employers.

Name PAUL SCHELHAAS

Position TEACHER

Company EDGERTON CHRISTIAN ELEMENTARY

Address 220 ELIZABETH ST.

EDGERTON, MN.

Telephone () _____

Name CAL GROEN

Position PRINCIPAL

Company EDGERTON CHRISTIAN ELEMENTARY

Address 220 ELIZABETH ST

EDGERTON, MN. 56128

Telephone () _____

An application form sometimes makes it difficult for an individual to adequately summarize a complete background. Use the space below to summarize any additional information necessary to describe your full qualifications for the specific position for which you are applying.

APPLICATION FOR EMPLOYMENT

MILITARY

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

ARE YOU NOW A MEMBER OF THE NATIONAL GUARD? ___ Yes ___ No

Specialty AVIATION ELECTRICIAN Date Entered 06-82 Discharge Date 06-02

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>ATS / NORTHWEST</u>	Supervisor name <u>TRACY LIMBERG.</u>	
Position <u>RAMP SERVICE AGENT.</u>	Employment dates	Pay or salary
Company <u>ATS</u>	From <u>OCT 2007</u>	Start <u>9⁵⁰ A HR</u>
Address <u>2801 JAYCEE BLVD</u>	To <u>NOW</u>	Final <u>10⁴⁰ A HR.</u>
<u>S.F. SD.</u>	Your last job title <u>RAMP LEAD</u>	
Telephone <u>(605) 336-3461</u>		

Reason for leaving (be specific) SEPERATED / GAS PRICES LEFT NOTICE

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. LOADING & UNLOADING OF LUGGAGE & CARGO FROM VARIOUS TYPES OF COMMERCIAL AIRCRAFT. MARSHALLING AIRCRAFT IN & PUSH BACK & LAUNCHING OF AIRCRAFT.

Name <u>COMBINED INSURANCE</u>	Supervisor name <u>TOM SAUER</u>	
Position <u>AGENT</u>	Employment dates	Pay or salary
Company <u>COMBINED INSURANCE</u>	From <u>FEB 2007</u>	Start <u>COMMISSION.</u>
Address <u>5050 BROADWAY</u>	To <u>OCT 2007</u>	Final
<u>CHICAGO ILL.</u>	Your last job title <u>INSURANCE AGENT</u>	
Telephone <u>(307)</u>		

Reason for leaving (be specific) PAY

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. COLLECTING PREMIUMS & SELLING NEW POLICIES TO CUSTOMERS

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>PIPESTONE SYSTEMS</u>		Supervisor name <u>DAN HERD</u>	
Position <u>SWINE HERD PERSON</u>		Employment dates	Pay or salary
Company <u>EMP SERV.</u>		From <u>FEB 2007</u>	Start <u>9⁰⁰ AHR</u>
Address <u>1750 75 HIGHWAY</u> <u>PIPESTONE MN.</u>		To <u>SEPT 2006</u>	Final <u>9⁰⁰ AHR</u>
Telephone () _____		Your last job title <u>SWINE HERD PERSON</u>	

Reason for leaving (be specific) UN HAPPY W/ HOURS

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. Feeding sorting & vaccination. The Hogs & PIGlets.
ALSO UPKEEPING MAINTENANCE OF THE CONFINEMENT.

Name _____		Supervisor name <u>DAVID</u>	
Position <u>WIND TURBINE TECH.</u>		Employment dates	Pay or salary
Company <u>FLA. PWR. & LI.</u>		From <u>JAN 2006</u>	Start <u>12⁰⁰ AHR</u>
Address _____ <u>ROTHOM. MN.</u>		To <u>JUN 2006</u>	Final <u>12⁰⁰ AHR</u>
Telephone () _____		Your last job title <u>WIND TURBINE TOWER TECH</u>	

Reason for leaving (be specific) SEPERATED, DISAGREED WITH HOW THE COMPANY WAS WORKING

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this company. UP KEEP & MAINTENANCE OF 130 WIND TURBINES,

Micro Managing

Who were you referred by? _____

May we contact your present employer? Yes ___ No

Did you complete this application yourself Yes ___ No

If not, who did? _____

CMG INTERVIEW GUIDE FOR SUZLON ROTOR CORPORATION

PLEASE ANSWER THE FOLLOWING QUESTIONS

(IF YOU ARE UNSURE HOW TO ANSWER, YOU MAY LEAVE THE QUESTION BLANK)

- 1.) APPLICANT NAME: BECKERING DOUGLAS S. DATE: 21 MAY 08
(PLEASE PRINT)
- 2.) Are you willing to consent to a post job offered drug screen? Yes No If no, why? _____
(CIRCLE)
- 3.) Are you willing to consent to a post job offered health assessment? Yes No If no, why? _____
(CIRCLE)
- 4.) Can you legally work in this country? Yes No If yes, by what means? US Citizen - Resident Alien - Other? _____
(CIRCLE) (CIRCLE)
- 5.) Do you have reliable transportation to get to work? Yes No How far will you travel in miles? _____ Will you need a ride Yes No
(CIRCLE) (CIRCLE)
- 6.) How far away do you live from Suzlon Rotor Corporation? 0-10 10-25 25-50 50-75 75-100 100+ Miles
(CIRCLE)
- 7.) Which shift works best for your schedule: 7am-3:30pm 3pm-11:30pm 11pm-7:30am Will you work any shift? Yes No
(CIRCLE) (CIRCLE)
- 8.) Is the starting pay of \$10 per hour acceptable? Yes No If no, starting pay desired \$ _____ per hour
(CIRCLE)
- 10.) Have you ever been convicted of a felony? Yes No If so, when? _____
(CIRCLE)
- 11.) Have you ever been terminated from a job? Yes No If "yes", explain: _____
(CIRCLE)
- 12.) On average how often are you absent from work per month? Never 1-2 times 3+ times Reason? _____
(CIRCLE)

*** APPLICANT PLEASE DO NOT WRITE BELOW THIS LINE

Is the application signed Yes - No Are both the application and questions above completed? Yes - No
Was the applicant on time for their interview? Yes - No How did the applicant hear about CMG/Suzlon? _____

PHYSICAL JOB REQUIREMENTS. ASK THE APPLICANT IF THEY CAN PERFORM THE FOLLOWING:

Do you have full range of motion with your head, neck, & upper body? Yes No Can you lift & carry up to 50lbs if needed? Yes No
Can you work in a kneeling position? Yes No Can you work in a standing position (on your feet) for a 8 hour shift? Yes No
Can you work near fumes & dust for a 8 hour shift? Yes No Have you ever worn a respirator? Yes No Where? _____

BASIC INTERVIEW QUESTIONS

Have you ever worked in a mfg environment before? Yes No If "yes", where? And tell me about your job responsibilities/duties: _____

Are you currently working right now? Yes No If "yes", why are you looking to leave your employer? _____
If "no", how long have you been looking for employment? * 2 weeks

Are you on layoff subject to recall? Yes - No Where have you had interviews or filled out applications at? _____

When are you available for employment? _____ Do you need to give a 2 week notice with your employer? Yes - No

REFERENCE CHECKS

CMG requires two work related reference checks from past employers. Who should we contact?

Name and title of reference/company: _____
Comments: _____

Name and title of reference/company: _____
Comments: _____

NOTES

**PLEASE READ CAREFULLY
APPLICATION FORM WAIVER**

In exchange for the consideration of my job application by Corporate Management Group, Inc., (hereinafter called "the Company"),

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 Corporate Management Group, Inc., 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 the Owner/Managing Member of the Company. Both the undersigned and Corporate Management Group, Inc. may end the employment relationship at any time, without specified notice or reason. If employed, I understand that the Company 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 called for is cause for dismissal at any time without any previous notice. I hereby give the Company permission to contact schools, all previous employers (unless otherwise indicated), references and others and hereby release the Company from any liability as a result of such contact.

I understand that, in connection with the routine processing of your employment application, the Company 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, the Company, 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 the Company 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 the Company is terminable at will for any reason by either party.

Signature of applicant Douglas S. Beckering Date: 3 JUNE 08

PLEASE READ AND TELL THE INTERVIEWER THE CORRECT MATH ANSWER:

1. At the beginning of the shift you start with 200 parts. During the shift you use 96 parts. How many parts do you have left at the end of the shift?

$$\begin{array}{r} 200 \\ - 96 \\ \hline 104 \end{array}$$

104

2. You use 8 parts per hour. How many parts will you use after 6 hours of work?

$$\begin{array}{r} 6 \\ \times 8 \\ \hline \end{array}$$

48

3. You have 6 boxes with 20 parts in each box. At the end of the day you have used 3 and one half boxes of parts. How many parts do you have left?

$$\begin{array}{r} 20 \\ 6 \\ \hline 120 \end{array}$$

$$\begin{array}{r} 20 \\ 35 \\ \hline 100 \\ 60 \\ \hline 70.0 \end{array}$$

$$\begin{array}{r} 20 \\ - 70 \\ \hline 50 \end{array}$$

50

PLEASE READ AND TELL THE INTERVIEWER THE CORRECT MATH ANSWER:

1. At the beginning of the shift you start with 150 parts. During the shift you use 86 parts. How many parts do you have left at the end of the shift?

$$\begin{array}{r} 150 \\ - 86 \\ \hline 64 \end{array}$$

2. You use 12 parts per hour. How many parts will you use after 5 hours of work?

$$\begin{array}{r} 12 \\ 5 \\ \hline 60 \end{array}$$

3. You have 4 boxes with 20 parts in each box. At the end of the day you have used 2 and one half boxes of parts. How many parts do you have left?

$$\begin{array}{r} 80 \\ 50 \\ \hline 130 \end{array}$$

$$\begin{array}{r} 20 \\ 25 \\ \hline 45 \end{array}$$

30

Douglas S. Beckering

P.O. Box 187, 620 First Ave W
Edgerton, MN 56128
Phone: 507-631-0017
Alt: 605-988-4678
beckerings@iw.net

OBJECTIVE:

To be part of the fastest growing and most important blade building manufacturing company in the world.

ACCOMPLISHMENTS:

Fully trained ramp agent for Airport Terminal Services. Took it upon himself to learn the Passenger Service Agent curriculum to help when passenger agents were short handed.

EMPLOYMENT HISTORY:

October 2006
to
Present

Airport Terminal Services
Ramp Service Agent

Sioux Falls, SD

Responsible for loading and unloading of luggage and cargo from various types of commercial passenger aircraft. Responsible for marshalling in of aircraft and pushback launching of aircraft. Also responsible for cleaning and preparation of passenger aircraft for morning flights.

February 2006
to
October 2006

Combined Insurance Company
Insurance Agent

Slayton, MN

Responsible for collecting insurance premiums from customers and selling insurance to new customers covering a six county area of southwestern Minnesota. Also assisting customers with claims insuring prompt payments in a timely manner.

September 2005
to
February 2006

Pipestone Systems
Swine Herd person

Pipestone, MN

Responsible for feeding, sorting, and vaccination of over three thousand pigs and piglets. Also charged with power washing the farrowing rooms after the sows had given birth, and general upkeep of the whole hog confinement.

January 2005
to
June 2005

Florida Power & Light
Wind Turbine Tower Technician

Ruthton, MN

Responsible for maintenance and upkeep of 138 wind turbines, including but not limited to working on the motor housings on top of the towers and remote computer monitoring of the towers to diagnose and troubleshoot any problems.

EDUCATION:

2002

Automotive Technical Institute
Vocational Automotive GPA: 3.0

Virginia Beach, VA

Participated in courses including engine rebuild, steering and alignment, enviromental controls, and diagnosing and troubleshooting of automotive problems.

1982

Southwest Minnesota Christian High School
Acaemic Academics GPA: 2.5

Edgerton, MN

General academic studies.

SKILLS:

Basic computer proficiency with Microsoft Office programs
Proficient with basic hand tools
Physically strong capable of lifting 50-70 pounds on a regular basis
Able to stand for long periods

ACTIVITIES:

Active in local bowling league
Active in South Dakota as an umpire for recreational softball leagues in Sioux Falls
Active in local church

KEYWORD SUMMARY:

Throughout my travels, I have been taught how to deal with some disagreeable people and how to deal with the accolades that people have given me . I am also able to work alone or with others. I am easy going clean, hard working, and will make every attempt to come to work on time and work the entire shift .

Interview Questions:

1. I'd like to know why I should hire you, so please give me 3 good qualities about yourself.
Outgoing, helpful, energetic
2. Where do you see yourself in a year from now? What goals have you set for yourself? How do you plan on reaching those goals?
Supervisor
3. What was the longest period you stayed in a job? What did you like about that kept you there for that long?
Military - 20 years
4. How comfortable are you in working in a team environment? Give examples of places where you worked in a team environment? What do you see are the benefits of a team environment atmosphere?
SF Airport \rightarrow things ran smoothly Works Well With others
5. Tell us about your experience in training and guiding others in work-instructions, safety requirements, or company policies. \emptyset
6. What heavy objects have you moved or handled in any previous jobs? What did the objects weigh? Did you use a forklift to move objects?
Luggage - 50# - 75#
7. What types of repetitive assembly tasks have you done in any previous jobs? \emptyset
8. When was the last time you had a conflict with a co-worker or supervisor? How did you both resolve it? \emptyset
9. Do you have anything that would limit you from not working here? \emptyset
10. Are you currently able to perform the essential duties of the job for which you are applying for?
YES