

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)		
Pena, Dubelsa					
ESG New Hire Application	1/18 AP	AP	CMG New Hire Application		
ESG Emergency Contact Info	1/18	1/18	CMG Emergency Contact Info		
Employment Eligibility - I-9- 2 forms of ID - copies			Employment Eligibility - I-9- 2 forms of ID - copies		
Bm Cert					
(1) ID cvd	1/18		(1)		
(2) SS cvd			(2)		
W-4	1/18		W-4		
ESG BACKGROUND RELEASE FORM	1/18		CMG BACKGROUND RELEASE FORM		
CMG Time	1/18		E-VERIFY		
			CMG HANDBOOK-date reviewed and distributed with new employee		
Additional information:	Starts 1/28/08		EMPLOYEE CONFIDENTIALITY AGREEMENT		

CMG CORPORATE FAX NUMBER: 303-736-7767



# EMPLOYEE INFORMATION SHEET

STRICTLY CONFIDENTIAL

LAST NAME: Peña Dubelsa  
Apellido Nombre

FIRST NAME: Dubelsa MIDDLE INITIAL: \_\_\_\_\_  
Primero Nombre Segunda Inicial

ADDRESS: 551 Minnesota Ave. P.O. Box #03  
Direccion

CITY: Lake Wilson STATE: MN ZIP: 56151  
Ciudad Estado Zona Postal

HOME PHONE #: \_\_\_\_\_ CELL PHONE #: \_\_\_\_\_  
Teléfono Celular teléfono

DATE OF BIRTH: 12/23/77  
Fecha de Nacimiento

SOCIAL SECURITY NUMBER: 466-59-7216  
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) Hispanic  
origen étnia

<p><b>EMERGENCY CONTACT INFORMATION</b> INFORMACIÓN DE CONTACTO DE EMERGENCIA</p> <p>NAME: <u>Victor Rodriguez Jr.</u> Nombre</p> <p>PHONE #: _____ Teléfono</p>
--

**FOR CMG USE ONLY:**

HIRE DATE: 1/18/08 START DATE: 1/28/08  
TERM DATE: \_\_\_\_\_ SALARY (Hourly): 10.00  
SHIFT: 1-DAY 2-NIGHT 3-OVERNIGHT  
1-DAY BUSSER 2-NIGHT BUSSER

DEPARTMENT: \_\_\_\_\_  
SUPERVISOR: \_\_\_\_\_  
BADGE #: \_\_\_\_\_  
PRIMARY LANGUAGE: \_\_\_\_\_  
WORKERS COMP CODE: \_\_\_\_\_

<p><b>EMPLOYMENT STATUS</b></p> <p>Agency Referral _____ 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 Peña First Name Dubelsa Middle Initial \_\_\_\_\_  
 Street Address 551 Minnesota Ave - P.O. Box #03  
 City/State/Zip Lake Wilson. MN. 56151  
 Home Phone \_\_\_\_\_ Message Phone \_\_\_\_\_  
 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 rehire.

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.

Dubelsa Peña Name (Print or type) Dubelsa Peña Applicant's Signature 1/18/2008 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 (2007)

**Purpose.** Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding each year.

**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 2007 expires February 16, 2008. See Pub. 505, Tax Withholding and Estimated Tax.

**Note.** You cannot claim exemption from withholding if (a) your income exceeds \$850 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.

**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/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.

**Nonresident alien.** If you are a nonresident alien, see the instructions for Form 8233 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 2007. 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 <b>yourself</b> if no one else can claim you as a dependent.	A	_____
B	Enter "1" if: <ul style="list-style-type: none"> <li>• You are single and have only one job; or</li> <li>• You are married, have only one job, and your spouse does not work; or</li> <li>• Your wages from a second job or your spouse's wages (or the total of both) are \$1,000 or less.</li> </ul>	B	_____
C	Enter "1" for your <b>spouse</b> . 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	_____
D	Enter number of <b>dependents</b> (other than your spouse or yourself) you will claim on your tax return	D	_____
E	Enter "1" if you will file as <b>head of household</b> on your tax return (see conditions under <b>Head of household</b> above)	E	_____
F	Enter "1" if you have at least \$1,500 of <b>child or dependent care expenses</b> for which you plan to claim a credit ( <b>Note.</b> Do not include child support payments. See Pub. 503, Child and Dependent Care Expenses, for details.)	F	_____
G	<b>Child Tax Credit</b> (including additional child tax credit). See Pub 972, Child Tax Credit, for more information. <ul style="list-style-type: none"> <li>• If your total income will be less than \$57,000 (\$85,000 if married), enter "2" for each eligible child.</li> <li>• If your total income will be between \$57,000 and \$84,000 (\$85,000 and \$119,000 if married), enter "1" for each eligible child plus "1" <b>additional</b> if you have 4 or more eligible children.</li> </ul>	G	_____
H	Add lines A through G and enter total here. ( <b>Note.</b> This may be different from the number of exemptions you claim on your tax return.)	H	_____
	For accuracy, complete all worksheets that apply. <ul style="list-style-type: none"> <li>• If you plan to <b>itemize or claim adjustments to income</b> and want to reduce your withholding, see the <b>Deductions and Adjustments Worksheet</b> on page 2.</li> <li>• If you have <b>more than one job</b> or are <b>married and you and your spouse both work</b> and the combined earnings from all jobs exceed \$40,000 (\$25,000 if married) see the <b>Two-Earners/Multiple Jobs Worksheet</b> on page 2 to avoid having too little tax withheld.</li> <li>• If <b>neither</b> of the above situations applies, <b>stop here</b> and enter the number from line H on line 5 of Form W-4 below.</li> </ul>		

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

Form <b>W-4</b> 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;">2007</div>
1 Type or print your first name and middle initial. <span style="float: right;">Last name</span> <i>Dubelsa</i> <span style="float: right;"><i>Peña</i></span>		2 Your social security number <i>466 59 7216</i>
Home address (number and street or rural route) <i>551 Minnesota Ave P.O. Box #03</i>		3 <input type="checkbox"/> Single <input checked="" type="checkbox"/> Married <input 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 <i>Lake Wilson mn. 56151</i>		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)		5 <u>0</u>
6 Additional amount, if any, you want withheld from each paycheck		6 \$ _____
7 I claim exemption from withholding for 2007, and I certify that I meet both of the following conditions for exemption. <ul style="list-style-type: none"> <li>• Last year I had a right to a refund of all federal income tax withheld because I had <b>no tax liability and</b></li> <li>• This year I expect a refund of all federal income tax withheld because I expect to have <b>no tax liability.</b></li> </ul> If you meet both conditions, write "Exempt" here <span style="float: right;">▶ 7</span>		
<small>Under penalties of perjury, I declare that I have examined this certificate and to the best of my knowledge and belief, it is true, correct, and complete.</small>		
Employee's signature <small>(Form is not valid unless you sign it.)</small>		Date ▶ <i>1-18-2008</i>
8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)		9 Office code (optional)
		10 Employer identification number (EIN)



**Employer  
Solutions  
Staffing  
Group LLC**

7300 Metro Blvd, Suite 635  
Edina, MN 55439  
Tel. 952.835.1288  
Fax 952.835.1255

Website: [www.employersolutionsgroup.com](http://www.employersolutionsgroup.com)

## EMPLOYMENT ELIGIBILITY VERIFICATION

After you are hired and before you start work, you are required by law to provide certain documents that verify you are eligible to work and establish your identity. The following is a list of acceptable documents.

One from this column	OR	One from each of these two columns	
<p><b>Documents that establish both Identity and Employment Eligibility</b></p> <ul style="list-style-type: none"> <li>○ U.S. Passport (unexpired or expired)</li> <li>○ Certificate of U.S. Citizenship (INS Form N-560 or 5-570)</li> <li>○ Unexpired foreign with attached I-551 stamp or attached INS form I-94 indicating unexpired employment authorization</li> <li>○ Alien Registration Receipt Card (INS form I-688)</li> <li>○ Unexpired Employment Authorization Card (INS form I-688A)</li> <li>○ Unexpired Reentry Permit (INS form I-327)</li> <li>○ Unexpired Refugee Travel Document (INS form I-571)</li> <li>○ Unexpired Employment Authorization Document issued by the INS, which contains a photograph (INS form I-688B)</li> </ul>		<p><b>Documents that establish Identity</b></p> <ul style="list-style-type: none"> <li>○ Drivers License or ID card issued by a state or outlying possession of the U.S. provided it contains a photograph or information such as name, date of birth, sex, height, eye color, and address</li> <li>○ 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, sex, height, eye color, and address</li> <li>○ School ID with photograph</li> <li>○ Voter's registration card</li> <li>○ U.S. Military dependent's card</li> <li>○ Military dependent's card</li> <li>○ U.S. Coast Guard Merchant Mariner card</li> <li>○ Native American tribal document</li> <li>○ Driver's license issued by a Canadian government authority</li> </ul> <p style="text-align: center;"><b>For persons under age 18 who are unable to present a document listed above:</b></p> <ul style="list-style-type: none"> <li>○ School record or report card</li> <li>○ Clinic, doctor, or hospital record</li> <li>○ Day-care or nursery school card</li> </ul>	<p><b>Documents that establish Employment Eligibility</b></p> <ul style="list-style-type: none"> <li>○ U.S. Social Security Card issued by the Social Security administration (other than a card stating it is not valid for employment)</li> <li>○ Certification of Birth Abroad Issued by the Department of State (form FS-545 or DS-1350)</li> <li>○ Original or certified copy of a birth certificate issued by a state, county, municipal authority, or outlying possession of the U.S., bearing an official seal</li> <li>○ Native American Tribal document</li> <li>○ U.S. Citizen ID card (INS form I-197)</li> <li>○ ID card for use of Resident Citizen in the U.S. (INS form I-179)</li> <li>○ Unexpired employment authorization document issued by the INS (other than those listed in the first column)</li> </ul>

*"You have the employees, we have the solutions."*

# 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 of 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 <u>Peña</u>	First <u>Dubelsa</u>	Middle Initial	Maiden Name
Address (Street Name and Number) <u>551 Minnesota Ave.</u>		Apt. # <u>P.O. Box #03</u>	Date of Birth (month/day/year) <u>12/23/77</u>
City <u>Lake Wilson</u>	State <u>MN</u>	Zip Code <u>56151</u>	Social Security # <u>466-59-7216</u>

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  
Dubelsa Peña

Date (month/day/year)  
1-18-2008

**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).

<p>List A</p> <p>Document title: <u>Birth Cert</u></p> <p>Issuing authority: <u>TX</u></p> <p>Document #: <u>77-2648</u></p> <p>Expiration Date (if any): _____</p> <p>Document #: _____</p> <p>Expiration Date (if any): _____</p>	OR	<p>List B</p> <p>Document title: <u>ID Card</u></p> <p>Issuing authority: <u>MN</u></p> <p>Document #: <u>5879151223324</u></p> <p>Expiration Date (if any): <u>12-12-2011</u></p>	AND	<p>List C</p> <p>Document title: <u>SS Card</u></p> <p>Issuing authority: <u>US GOV</u></p> <p>Document #: <u>466-59-7216</u></p> <p>Expiration Date (if any): _____</p>
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**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) 1/18/08 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 <u>[Signature]</u>	Print Name <u>Ashley Postma</u>	Title <u>Admin Assistant</u>
Business or Organization Name <u>ESSG 7300 Metro Blvd</u>	Address (Street Name and Number, City, State, Zip Code) <u>1235 Edina, MN 55439</u>	Date (month/day/year) <u>1/18/08</u>

**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) \_\_\_\_\_

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): \_\_\_\_\_

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  
**IDENTIFICATION CARD  
NOT A DRIVER'S LICENSE**



DUBELSA PENA  
551 MINNESOTA ST  
LAKE WILSON, MN 56151

Date of Birth 12-23-1977  
Sex Eyes Class  
F BRN ID  
Height Weight  
5-0 130

ISSUED 12-2007 EXPIRES 12-23-2011

S879151223324

*DUBELSA PENA*

**SOCIAL SECURITY**

SOCIAL SECURITY  
966-59-7216

THIS NUMBER HAS BEEN ESTABLISHED FOR  
DUBELSA PENA

*Dubelsa Pena*  
SIGNATURE

CERTIFICATION OF VITAL RECORD

City of Brownsville, Texas

The Office of the City Secretary

TEXAS DEPARTMENT OF HEALTH  
BUREAU OF VITAL STATISTICS  
CERTIFICATE OF BIRTH  
STATE OF TEXAS

BIRTH NO.

1. PLACE OF BIRTH a. COUNTY Cameron		2. USUAL RESIDENCE OF MOTHER (Where does mother live?) a. STATE Texas		b. COUNTY Cameron	
b. CITY OR TOWN (If outside city limits, give precinct no.) Brownsville		c. CITY OR TOWN (If outside city limits, give precinct no.) Brownsville		ZIP CODE 78520	
c. NAME OF (If not in hospital, give street address) HOSPITAL OR INSTITUTE 1255 E. Monroe		d. STREET ADDRESS (If rural, give location) 26 Lemon St.			
d. IS PLACE OF BIRTH INSIDE CITY LIMITS? YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>		e. IS RESIDENCE INSIDE CITY LIMITS? YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>		f. IS RESIDENCE ON A FARM? YES <input type="checkbox"/> NO <input type="checkbox"/>	
3. NAME (Type or Print) Dubelsa		(a) First Dubelsa		(b) Middle Pen	
5. SEX Female		6a. THIS BIRTH SINGLE <input checked="" type="checkbox"/> TWIN <input type="checkbox"/> TRIPLET <input type="checkbox"/>		4. DATE OF BIRTH December 23, 77	
7. NAME Juan		(a) First Juan		(b) Middle Luis	
9. AGE (At time of this birth) 27 YEARS		10. BIRTHPLACE (State or foreign country) Mexico		11. USUAL OCCUPATION Laborer	
12. MAIDEN NAME Graciela		(a) First Graciela		(b) Middle Alanis	
14. AGE (At time of this birth) 22 YEARS		15. BIRTHPLACE (State or foreign country) Texas		13. COLOR OR RACE White	
17. INFORMANT Graciela Peña		16. CHILDREN PREVIOUSLY BORN TO THIS MOTHER (Do NOT include this child) a. How many OTHER children are now living? 2		b. How many OTHER children were born alive but are now dead? 0	
18. I hereby certify that this child was born alive on the date stated above at 10:45 P. m.		19a. ATTENDANT'S SIGNATURE Trinidad A. Saldivar		19b. ATTENDANT AT BIRTH M.D. <input type="checkbox"/> D.O. <input type="checkbox"/> MIDWIFE <input checked="" type="checkbox"/>	
20a. REGISTRAR'S FILE NO. 77-2648		19c. ATTENDANT'S ADDRESS 1255 E. Monroe		19d. DATE SIGNED December 26, 77	
20b. DATE REC'D BY LOCAL REGISTRAR 12-28-77		20c. REGISTRAR'S SIGNATURE Mary Roussett			

S41496

STATE OF TEXAS

COUNTY OF CAMERON

CERTIFIED COPY OF VITAL RECORDS

Volume 80 Page 558

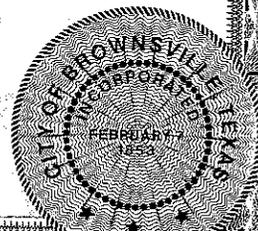
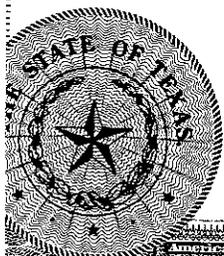
DATE ISSUED 12/11/1998

This is a true reproduction of the document officially registered and recorded on file in the Office of the City Secretary, City of Brownsville, Texas.

By Norma P. Reyes  
Deputy

Melissa Dennany Morales  
Melissa Dennany Morales  
City Secretary/Local Registrar

Do not accept unless prepared on security paper with engraved border displaying the raised City of Brownsville seal.



## SENSITIVE BUT UNCLASSIFIED

Department of Homeland Security  
E-Verify

Report Prepared: 01/18/2008  
Page: 1 of 1

Case Verification Number: 2008018123039NM

**Initial Verification:**

Last Name:	Pena	First Name:	Dubelsa
Middle Initial:		Maiden Name:	
Social Security Number:	466-59-7216	Date of Birth:	12/23/1977
Hire Date:	01/18/2008	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:	01/18/2008

**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 By: Resolved On:

SENSITIVE BUT UNCLASSIFIED



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!

DUBELSKA PEÑA

Your Name

551 MINNESOTA AVE Apt# P.O. Box #03

Your Address

LAKE WILSON MN. 56151

Your City, State, Zip Code

( )

Your Telephone Number

### EMERGENCY CONTACT INFORMATION

VICTOR RODRIGUEZ JR.

Name

Relationship

551 MINNESOTA AVE

Address

LAKE WILSON MN 56151

City, State, Zip Code

( )

Telephone Number

( )

Alternate Telephone Number

## 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 <i>PEÑA</i>	First <i>DOBELSA.</i>	Middle	Social Security #	Birthdate
				<i>466 59 7216</i>	<i>12 23 77</i>
Minnesota Driver's License Number				Date Signed	
				<i>Dobelsa Peña</i>	

*Dobelsa Peña*

\_\_\_\_\_  
Signature



**STATEMENT OF CONFIDENTIALITY**

This agreement made this 18 day of Jan, 2008 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.

*Dubelva Peña*

\_\_\_\_\_  
Employee Signature

*[Handwritten Signature]*

\_\_\_\_\_  
Employer Solutions Staffing Group LLC, Representative

**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.

*Subelso Peña*

\_\_\_\_\_  
Individual's Name

*1-18-2007*

\_\_\_\_\_  
Date

**SIGN THIS VERSION OF CONSENT—SAME AS PAGE 6**

# CMG

Corporate Management Group, Inc.

Formulario de solicitud de empleo

Fecha 12-28-07

Nombre Dubelsa Peña  
Nombre Segundo nombre Primer apellido Segundo apellido

Domicilio 551 Minnesota Ave. Lake Wilson Mn. 56151 P.O. Box #03  
Calle Ciudad Estado Código

Telefono (507) 727-0028 dejar respuesta. No. de seguro social 466 - 59 - 7216

Menor de 18 años?  Si  NO, Si su contestacion fue si, Puede comprobar elegibilidad para trabajar?  Si  NO

Tiene autoorizacion para trabajar el los EE.UU.?  SI  NO. Necesita comprobar su elegibilidad si es contratado/a.

Puesto que solicita Empleado  
 Y sueldo que espera \_\_\_\_\_  
 Turno de mañana

Horas Extraordinarias?  Si  No

TIPO DE ESCUELA	NOMBRE DE ESCUELA	MAYOR O TITULO
Colegio secundario		
Universidad		
Escuela de formation empresarial O industrial		
Escuela Profesional		

Ha sido usted alguna vez declarado culpable por un delito que tiene relacion considerablemente con las funciones o calificaciones que se relacionan con el puesto que esta solicitando?  No  Yes (Tener antecedentes no significa nexesariamente que le descalifiquen de antemano para obtener empleo).

Si su contestacion fue Si, explique la cantidad de condenas, la naturaleza del/los delito(s), naturaleza del (los) delito(s) que lo/la llevo a ser condenada, cuanto tiempo hace que cometio tal delito, la sentencia que se le aplico y el tipo de rehabilitacion

TIENE LICENCIA DE CONDUCIR?  Si  No

Por favor escriba dos referencias que no sean familiares.

Nombre Virginia Chadbourne  
 Direction 549 1<sup>st</sup> St. East.  
Tracy mn. 56175  
 Telefono (507) 629-4212 Home  
(507) 220-1268 cell.

Nombre Danny Rosa Santiago  
 Direction 1552 collegewar mn. 56187  
worthington mn 56187.  
 Telefono (507) 727-0028

MILITAR

USTED ALGUNA VEZ HA ESTADO EN LAS FUERZAS ARMADAS?  Si  No

Marilyn Smith  
(FMST)

ENTERED  
 12-10-07

ES USTED MIEMBRO DE LA GUARDIA NACIONAL?

SI  No

Especialidad \_\_\_\_\_ Fecha en que se alisto \_\_\_\_\_ Fecha de baja \_\_\_\_\_

**Experiencia laboral**

Por favor escriba su experiencia laboral en los ultimos siete anos comenzando con su puesto mas reciente. Si era trabajador autonomo, escriba el nombre de empresa. Adjunte paginas adicionales si es necesario.

*MONOGRAM*

Nombre de empleador Huisken Meat. Numero de telefono ( 507 ) 677-2325

521. North. Fifth. St.

Domicilio P.O. Box 38 Chandler mn 56122 Supervisor Dan.

Motivo por el cual dejo el trabajo ( sea especifico/a) Murio un familiar. *Ahora se llama. Monnogram Meat. Snack. Recursos Humanos Paula HEERING*

Posiciones/Deberes:

Operador de maquinas. como Casco Rojo Departamento Mac-Pack 2 1/2 yrs  
*for machinery, also worked with well*

Nombre de empleador Elisson Meat Company Numero de telefono ( 507 ) 825-5486

1401 Sioux Dr.

Domicilio Pipestone mn. 56164. Supervisor Tim 5 Rudo.

Motivo por el que dejo el trabajo (sea especifico/a) Por cusamiento y embarazo # 2 yrs.

Posiciones/Deberes:

Empaque.

Nombre de empleador \_\_\_\_\_ Numero de telefono ( \_\_\_\_\_ ) \_\_\_\_\_

Domicilio \_\_\_\_\_ Supervisor \_\_\_\_\_

Motivo por el que dejo el trabajo (sea especifico/a) \_\_\_\_\_

Posiciones/Deberes:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**CMG GUIA DE ENTREVISTA PARA LA CORPORACION DE SUZLON ROTOR**  
**FAVOR DE CONTESTAR LAS SIGUIENTES PREGUNTAS**  
 SI USTED NO ESTA SEGURO DE COMO RESPONDER, DEJE EL ESPACIO SIN LLENAR

Nombre de solicitante Dubelga Peña Fecha 12-28-07

1.) Esta usted de acuerdo en tomar una prueba de alcohol y/o droga antes de contratar con nuestra empresa?  
 Si  No  Porque no? \_\_\_\_\_

Esta usted de acuerdo en tomar un examen de salud antes de contratar con nuestra empresa?  
 Si  No  Porque no? \_\_\_\_\_

Puede trabajar en los EE.UU. legalmente? Explique de que forma? Ciudadano- Immigrante Residente-Otro?

Tiene usted transportacion buena? Si  No  Que tan lejos tiene que viajar en millas? 20 millas  
 Va a necesitar que alguien lo lleve al trabajo? Si  No

Que tan lejos vive usted de Suzlon Rotor Corporation? 0-10, 10-25, 25-50, 75-100, 100+ millas

Cual turno es mejor para su horario? 1o 5am-3:30pm, o 2o, 3pm -1am?

Puedes trabajar cualquier turno? Si  No  Puedes trabajar horas extras? Si  No

Estas de acuerdo con el pago por hora de \$9.00? Si  No

Si su respuesta es no, cual es el pago por hora que usted desea? \_\_\_\_\_

Alguna vez ha sido sentenciado por un delito? Si  Cuando? \_\_\_\_\_ No

Alguna vez lo han despedido de un trabajo? Si  No

Si es que si, explique la razon \_\_\_\_\_

Por lo regular, cuantas veces por mes falta de su trabajo? Nunca  1-2 veces  3+ veces

Por cual razon? \_\_\_\_\_

**SOLICITANTE: FAVOR DE NO ESCRIBIR ABAJO DE ESTA LINEA**

*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:**

Tiene usted movimiento completo de su cabeza, cuello, y cuerpo Si  No

Puede usted cargar/levantar hasta 50 libras de peso si es necesario? Si  No

Puede Ud. trabajar en sus rodillas? Si  No  Puede Ud. trabajar de pie por 10 horas? Si  No

Puede usted trabajar cerca de vapores o polvo por un turno de 10 horas? Si  No

Alguna vez ha utilizado un respirador?

Alguna vez ha trabajado en un ambiente de fabricacion? Si  No  Si respondio que si, donde?

Expliquenos donde y cuales eran sus responsabilidades:

Esta usted trabajando ahora? Si  No  Porque desea salirse de su trabajo? \_\_\_\_\_

Cuanto tiempo lleva en su busqueda? 2 months

Esta usted en un descanso temporario? (layoff) Si  No

A donde ha solicitado trabajo or entrevistas? \_\_\_\_\_

Cuando estara usted disponible para empezar a trabajar? de inmediato ASAP

Require usted dos semanas para avisar su empleo? Si  No

Dos referencias: Nombre/Titulo: Comentarios: Ellison Meat Co.

507-825-5484

POR FAVOR LEA ATENTAMENTE

DOCUMENTO DE RENUNCIA  
DEL FORMULARIO DE SOLICITUD

Por favor escriba sus iniciales en los espacios que se proporciona abajo como una indicación que usted ha leído y comprendido cada frase.

A cambio de la consideración de mi solicitud de empleo por la CMG, (en lo sucesivo, "la Compañía"), estoy de acuerdo en que:

Ni la aceptación de esta solicitud ni la consiguiente entrada en cualquier tipo de relación de empleo, sea en el puesto solicitado o en cualquier otro puesto y sin tener en cuenta los contenidos de los manuales del empleado, manuales del personal, planes de beneficio, declaraciones de políticas y documentos similares que puedan surgir de vez en cuando u otras prácticas empresariales, servirán para crear un contrato de empleo real o implicado, DP o para conceder cualquier derecho para permanecer como un empleado de CMG, o de otro modo para cambiar de cualquier manera la relación de empleo a voluntad entre la Compañía y el/la abajo firmante, DP y esa relación no se podrá cambiar excepto con un instrumento escrito y firmado por el Propietario/Gerente General de la Compañía, DP. Tanto el/la abajo firmante como la compañía X pueden terminar la relación de empleo en cualquier momento, sin aviso o razón, DP. Si soy contratado/a, entiendo que la Compañía puede cambiar o modificar unilateralmente sus beneficios, políticas y procedimientos y esos cambios pueden incluir la reducción de beneficios. DP

Yo autorizo a la investigación de todas las declaraciones hechas en esta solicitud. DP Entiendo que la distorsión o la omisión de los hechos requeridos es suficiente razón para despido en cualquier momento sin previo aviso. DP Por la presente le concedo autorización a la Compañía para contactar con las escuelas, empleadores previos (salvo los indicados), referencias y otros y descarga la Compañía de cualquiera responsabilidad que sea resultado de tal contrato. DP

Yo entiendo que, con respecto al procesamiento de rutina de su solicitud de empleo, la Compañía puede pedir un informe de consumidor de una agencia proveedora de informes de consumidor que incluya la información que concierne a mi historial de cuentas de crédito, referencias, mi reputación en general, características personales y manera de vivir. DP La Compañía me proporcionará toda información adicional que concierne a la naturaleza y alcance de cualquier informe que ha pedido, siguiendo mi solicitud por escrito, como es requerido por el Fair Credit Reporting Act (ley de informe de crédito justo). DP

También entiendo que mi empleo con la Compañía será de prueba durante noventa (90) días y en cualquier momento de este período de prueba o a partir de entonces, mi relación de empleo con la Compañía puede ser terminada por cualquier razón y por cualquier parte. DP

Firma del postulante DUBELSA PEÑA. Fecha: 12-28-07

CMG ofrece la igualdad de oportunidades de empleo. Cumplimos con una política de toma de decisiones laborales sin discriminación contra raza, color, religión, sexo, orientación sexual, origen nacional, ciudadanía, edad o invalidez. Le aseguramos que la oportunidad que tenga de conseguir trabajo con CMG depende solamente de sus cualidades.

Gracias por haber rellenado este formulario de solicitud y por su interés en nuestra empresa.

# CMG

Corporate Management Group, Inc.

## PRUEBA DE DROGA Y ALCOHOL REGLAMIENTO Y FORMATO DE CONSENTIMIENTO

CMG está comprometido a mantener un ambiente de trabajo seguro y productivo, en todas las instalaciones y lugares en los cuales asigne asociados y se compromete a proteger toda propiedad conectada con dicho empleo. El acuerdo y cooperación de esta política y la firma de este formato es requerido a todas las personas como una condición de trabajo o para continuar trabajando en CMG.

Es política de CMG no contratar a ninguna persona que obtenga una prueba positiva por consumo de cualquier droga ilegal o por el uso de drogas ilegales o una droga controlada, en cualquier cantidad, sin tener en cuenta la frecuencia y sin una prescripción médica. Por lo tanto, y de acuerdo con la ley, asociados de CMG pueden ser requeridos para que se sometan a una prueba de anti-droga por cualquiera de las siguientes razones:

- Continuación de trabajo.
- Por sospecha razonable de un gerente de CMG o cualquier gerente de algún cliente de CMG.
- Después de un accidente (relacionado con accidentes de trabajo).
- Al azar para asegurar consistencia y continuidad de la política ( al azar para los empleados en trabajos de seguridad-sensibles)
- Carta recordativa que prueba durante y después del tratamiento químico de la dependencia.

Yo comprendo, que de acuerdo con esta política, puedo ser solicitado para ir a un centro profesional de prueba de droga y suministrar una muestra de mi orina y/o fluidos corporales, tejidos o filamentos para análisis químicos.

Yo acedo, libre y voluntariamente, a este pedido de muestra o muestras de orina y/o fluidos corporales, tejidos o filamentos. Por este medio yo concedo a CMG, al especialista médico obtener las muestras y que el laboratorio realice los análisis (incluyendo sus empleados, agentes y contratistas) y por cualquier responsabilidad que surge del mismo, por el suministro de mi orina y/o fluidos corporales, tejidos o filamentos. Las decisiones de mi empleo serán basadas en los resultados de estos análisis.

Yo comprendo, que cualquier persona que rechaza tomar la prueba puede ser descalificada para el empleo con la compañía, constante con la ley del estado. Cualquiera persona que falla en la prueba recibirá oportunidades proporcionadas del tratamiento según lo indicado de acuerdo con ley del empleo de Minnesota. La prueba inicial y las pruebas confirmativas para los resultados positivos están a expensas de la compañía. El reexaminar está a mi costo.

Yo comprendo que tengo el derecho de explicar una prueba positiva o de solicitarla y de pagar una contra-prueba confirmativa.

He leído el presente reglamento y el formato de consentimiento y estoy de acuerdo en someterme a la prueba de droga y alcohol como parte de los terminos y condiciones de empleo de CMG.

NOMBRE Dubelsa Peña (letra de molde)

NUMERO DE SEGURO SOCIAL 466-59-7216

FIRMA DUBELSA PEÑA. FECHA 12-29-07

TESTIGO \_\_\_\_\_ FECHA 12-29-07

## Employee Referral Form

I, DUBELSA PERA was referred to work at Suzlon Rotor  
(Your Name)

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

\_\_\_\_\_  
Signature

\_\_\_\_\_  
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.

To Whom It May Concern:  
From: Virginia Chadbourne  
549 1<sup>st</sup> Street East  
Tracy, MN 56175  
507-629-4212 home  
507-220-1268 cell

This letter is in regards to Dubelsa Pena. I have known Dubelsa for eight years and have found her to be one of the most respected people I know.

My knowledge of Ms. Pena is in the work environment as I am a member of the Department of Agriculture as a Consumer Safety Inspector and had worked directly with Dubelsa.

In all the time I have known her the attention she showed for details in the work place was unsurpassed. I have even tried recruiting her on a number of occasions to consider working for the Department of Agriculture.

As an employee she was a leader in her department and never swayed from performing her job duties at the highest possible level. Ms. Pena was dependable, self assured and always willing to go the extra mile for the company and her co-workers.

Ms. Pena's charming personality made her a joy to be around in the work environment and her professionalism was cause for celebration.

I could not recommend another individual more strongly for employment in your company than Ms. Pena.

If you have any questions regarding Dubelsa please do not hesitate to call me. If I am unavailable as my schedule is varied please leave me a message and I will gladly return your call.

With respect and gratitude for your time and consideration of Ms. Dubelsa Pena.

  
Virginia Chadbourne

# Dubelsa Peña

1. Please convince me that you can handle the physical components of this job?

Could you give me examples of other physical labor type of tasks you have done in the past?

What about other physical activities you do outside of work?

Can work a physical job and has worked with physical jobs before.

2. How comfortable are you with repetitious types of work? Could you give me examples of what you have completed in the past?

Feel comfortable with repetitious jobs and has worked with repetitious jobs before in the past.

3. How committed are you to keeping your next job for long term, provided there is room for advancement in either learning new skills or improving hourly wage?

Looking for long term jobs in home area "Lake Willis".

4. What do you feel are your best qualities in terms of what YOU as an employee can offer your employer?

1. Committed to work
2. Punctual.
3. Fast learner.

5. 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. Also, how do you feel about cultural diverse environments?

Very well group worker. like different cultures.

6. How many sick days have you taken off in the last year?

0 days.