



3/4 10:00 - Weds - Interview
 ENTERED

CMG APPLICATION FOR EMPLOYMENT

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

PLEASE COMPLETE PAGES 1-5 DATE 2/27/13

Name Delaney Fred Albert
Last First Middle Maiden

Present address 998 21st Street SE
Number Street
Rochester MN 55904
City State Zip

Social Security No. 474 - 74 - 6816

Telephone (507) 990-1616 E-Mail freddelaney@yahoo.com

If under 18, please list age _____ Referred by Craig's list

Position applied for (1) open Shift available to work
 and salary desired (2) open
 (Be specific) 1st _____
2nd _____
3rd X _____

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

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

When available for work? March 1st, 2013

Do you have responsibilities or commitments that will prevent you from meeting specified work schedules?
 ___ No X Yes If so, please explain Attending school during day

Do you anticipate any absences from work on a regular basis?
X 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>Mayo</u>	<u>Rochester, MN 55904</u>	<u>3 years</u>	<u>General</u>
College	<u>Minnesota School of Business</u>	<u>Rochester, MN 55901</u>	<u>1 quarter</u>	<u>Business Administration</u>
Bus. or Trade School	<u>Albert Lea Technical College</u>	<u>2200 Tech Dr. Albert Lea, MN</u>	<u>2 years</u>	<u>Retail Management</u>
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. _____

APPLICATION FOR EMPLOYMENT

DO YOU HAVE A DRIVER'S LICENSE? Yes No

What is your means of transportation to work? personal car

Driver's license number N144153948209 State of issue MN

Operator Commercial (CDL) Chauffeur

Expiration date 8/14/2014

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 Brad Dahlke Name Thomas Born

Position Assistant Manager Position Sales Specialist

Company The Salvation Army Store Company Lowe's Home Improvement

Address 209 9th Street SE Address 4550 Maine Ave SE

Rochester, MN 55904 Rochester, MN 55904

Telephone (507) 251-0231 Telephone (507) 289-5447

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>Toys R Us</u>	Supervisor name <u>Richard</u>	
Position <u>seasonal Department Supervisor</u>	Employment dates	Pay or salary
Company <u>Toys R Us</u>	From <u>10/2012</u>	Start <u>\$10.00/hr</u>
Address <u>302 Apache LN SW</u>	To <u>01/2013</u>	Final <u>\$10.00/hr</u>
<u>Rochester, MN 55902</u>	Your last job title <u>Seasonal Department Supervisor</u>	
Telephone <u>(507) 286-9294</u>	Reason for leaving (be specific) <u>seasonal ended</u>	
List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. <u>supervise all cashiers on the sales floor, train in add on sales and extended protection plans, Reconcile cash drawers.</u>		

Name <u>The Affiliated Group</u>	Supervisor name <u>Danica</u>	
Position <u>Debt Collector</u>	Employment dates	Pay or salary
Company <u>The Affiliated Group</u>	From <u>06/2012</u>	Start <u>\$12.00/hr</u>
Address <u>3055 41st Street NW</u>	To <u>10/2012</u>	Final <u>\$12.00/hr</u>
<u>Rochester, MN 55901</u>	Your last job title _____	
Telephone <u>(507) 280-7077</u>	Reason for leaving (be specific) <u>Terminated violated FDCPA</u>	
List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. <u>Negotiate and setup payment arrangements for clients to achieve their payment in full.</u>		

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>Apollo Superette</u>	Supervisor name <u>Ari Kolas</u>	
Position <u>Store Manager</u>	Employment dates	Pay or salary
Company <u>Apollo Superette</u>	From <u>11/2011</u>	Start <u>\$700.00/week</u>
Address <u>1025 4th Street SE</u>	To <u>04/2012</u>	Final <u>\$700.00/week</u>
<u>Rochester, MN 55904</u>	Your last job title <u>Store Manager</u>	
Telephone <u>(507) 361-1222</u>		

Reason for leaving (be specific) Resigned due to coowner Nick Kolas

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. worked with vendors and owners to develop sales plans and promotions to expand and maintain a solid customer base, and to strengthen profitability.

Name <u>Lowe's Home Improvement</u>	Supervisor name <u>Mike Dass</u>	
Position <u>Department Manager</u>	Employment dates	Pay or salary
Company <u>Lowe's Home Improvement</u>	From <u>04/2007</u>	Start <u>\$15.00/hr</u>
Address <u>4550 Maine Ave SE</u>	To <u>11/2011</u>	Final <u>\$16.57/hr</u>
<u>Rochester, MN 55904</u>	Your last job title <u>Department Manager</u>	
Telephone <u>(507) 328-8920</u>		

Reason for leaving (be specific) Accepted Position with Apollo Superette

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this company. Managed five departments, training, scheduling, Encouraged teamwork and positive working relationships within the departments.

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

Fred Delaney

Date:

2/27/13

FRED A. DELANEY

998 21ST St. SE • Rochester, MN 55904 • 507-990-1616 • freddelaney@yahoo.com

EDUCATION

- 1995 – 1996 Zenger-Miller Frontline Leadership Course Fridley, MN
Diploma
- 1989-1991 Albert Lea Technical College Albert Lea, MN
Retail Marketing and Management Degree
Sales Representative Degree
- 1983-1984 Austin Technical College Austin, MN
Radio and TV Broadcasting Degree
- 1980-1983 Mayo High School Rochester, MN
Graduate – High School Diploma

PROFESSIONAL EXPERIENCE

- 10/2012 – 1/2013 Toys R Us Rochester, MN
Seasonal Department Supervisor
Supervise all cashiers on the sales floor, train in add on sales and extended protection plans. Reconciling cash drawers and check approvals, Verify and approve all previous day exception reports. Provide daily customer service on the sales floor and over the telephone.
- 6/2012 – 10/2012 The Affiliated Group Rochester, MN
Collections Agent
Work daily on the Noble phone system to accept incoming and outgoing phone calls. Negotiate and set-up payment arrangements for clients to achieve their payment in full. Use the Cubs Computer system to notate and update debtor information. Work with the Palm Processing Center to secure checking and electronic credit card payments. Record and track payments for client accounts. Place calls to debtors regarding declined and Non Sufficient Funds payments. Work with confidential financial information and successfully manage stressful situations on a daily basis.
- 11/2011 – 04/2012 Apollo Superette Rochester, MN
Store Manager
Supervised full-time and part-time employees and was responsible for scheduling, hiring and training. Monitored sales and cash register operations. Also responsible for purchasing large volumes of inventory, merchandising, and product rotation. Worked with vendors and store owners to develop sales plans and promotions to expand and maintain a solid customer base and to strengthen profitability.
- 4/2007 – 11/2011 Lowe's Home Improvement Inc. Rochester, MN
Department Manager
Began as full-time Delivery Manager, quickly advanced to Lumber/Building Materials/Millwork/Hardware/Tools Manager. Supervised 7 full-time and 5 part-time employees. Sought to encourage teamwork and cultivate positive working relationships within the department. Successfully maintained the employee schedule and the service manager schedule. Routinely performed Cycle Counts and "Negative on Hand" reports to validate accurate inventory records. Ordered out of stock products, conducted price changes, and maintained records per company policy. Provided daily customer service on the sales floor and over the telephone. Earned certificate in Advanced Hazardous Materials Handling and received certification in 19 areas of Lowe's Home Improvement.

(Continued)

7/2000 – 4/2007 The Salvation Army Thrift Store Rochester, MN

Assistant Manager/ Store Operations Manager

Actively managed the daily operations of three distinct Thrift Store locations. Provided direction, supervision, and motivation of 35 to 40 staff members. Responsible for the recruitment, interviewing, and scheduling of all store personnel. Worked well with a diverse staff and built a strong diverse clientele base. Implemented creative sales promotions and exercised care in the handling of customer dissatisfaction to keep customer relationships intact. Planned organized, and executed the merging of two Rochester stores into one larger facility. Devised and instituted a floor plan conducive of space, led a team of employees, volunteers, and community workers in the successful set up of the new location.

11/1999 - 7/2000 Hy-Vee Food Store Rochester, MN

Assistant Manager

Effectively supervised up to 60 part-time employees. Remained highly consistent in the areas of merchandising, creative food displays, ordering product, inventory control, reconciling cash drawers and check approvals. Answered customer complaints and worked to resolve customer dissatisfactions. Learned and sought ways to communicate and successfully accommodate diverse populations. Implemented good judgment and excellent customer service on a daily basis.

11/1993-11/1999 McGlynn's Bakery / Rainbow Foods Rochester, MN

Bakery Sales Manager/ Bakery Area Manager

Supervised 8 to 10 employees and was responsible for hiring, training and scheduling. Successfully managed product inventory, ordering, and quality control. Entered weekly price changes and updates. Handled sales reports, profit and loss statements, and assured that company policies and procedures were followed correctly. Earned a promotion and became McGlynn's Bakery Area Manager in 1996 to oversee all functions of Bakery operations in this area. Also worked closely with District Managers to develop new products, contribute ideas for company and store growth and to create a positive working environment.

1/1992-11/1993 Econo Foods Rochester, MN

Second Assistant Third Shift Manager

Stocked merchandise, successfully ordered grocery products, verified prices, inventory, provided excellent customer service.

11/1991-1/1992 SuperFair Foods Austin, MN

Frozen/ Dairy Stocker

Replenished merchandise and organized overstock merchandise and delivered exceptional customer service.

10/1988-7/1989 Bakers Food Store Omaha, NE

Cashier Clerk/ Courtesy Personnel

Demonstrated outstanding customer service, provided training for new employees, stocked aisles, assembled display aisle.

8/1980-7/1988 Barlow Food Store Rochester, MN

Cashier Clerk/ Courtesy Personnel

Conducted superior customer service, provided cashiering and bagging, also stocked and cleaned various departments. Assisted in the training of over 200 employees while in service there.

COLLEGE AND COMMUNITY ACTIVITIES

- Currently a member of the Fraternal Order of the Eagles
- The Salvation Army Mission Commission fundraising participant, 2000-2003
- St. Jude's Children's Hospital fundraising participant, 1999
- Selected Speaker at the Albert Lea Technical College Graduation Ceremony, 1991
- DECA Club President at Albert Lea Technical College, 1990-1991
- Salvation Army Food Drive Volunteer, 1990-1991
- Recipient of the Lions Club Scholarship Award, 1990
- DECA Club Fundraising Chairman, 1989-1990
- DECA Student of the Year, 1989-1990
- Director's Academic List 1989-1990 and 1990-1991

Personal and Professional References

FRED A. DELANEY

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Home Phone (507) 289-5447
Thomas.E.Born@store.lowes.com

Ms. Cynthia Eggers
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