

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) <i>Castro, Jorge</i>	↓ <i>12/12/07 SE</i>	↓	EMPLOYEE NAME: (Last, First)	↓	↓
ESG New Hire Application	<i>12/12/07 SE</i>	<i>AP</i>	CMG New Hire Application		
ESG Emergency Contact Info	<i>12/12/07 SE</i>	<i>12/12</i>	CMG Emergency Contact Info		
Employment Eligibility - I-9- 2 forms of ID - copies	<i>12/12/07 SE</i>		Employment Eligibility - I-9 2 forms of ID - copies		
(1) <i>ID</i>	<i>12/12/07 SE</i>		(1)		
(2) <i>SSCvd</i>	<i>12/12/07 SE</i>		(2)		
W-4	<i>12/12/07 SE</i>		W-4		
ESG BACKGROUND RELEASE FORM	<i>12/12/07 SE</i>		CMG BACKGROUND RELEASE FORM		
<i>CMG Time</i>	<i>12/12 SE</i>		E-VERIFY		
	<i>Starts</i>		CMG HANDBOOK-date reviewed and distributed with new employee		
Additional information:	<i>12/17/07</i>		EMPLOYEE CONFIDENTIALITY AGREEMENT		

CMG CORPORATE FAX NUMBER: 303-736-7767

Nights



EMPLOYEE INFORMATION SHEET

STRICTLY CONFIDENTIAL

LAST NAME: Mercado Castro Jorge Luiz.
Apellido Nombre

FIRST NAME: Jorge MIDDLE INITIAL: L
Primero Nombre Segunda Inicial

ADDRESS: 1406 EAST AVE.
Direccion

CITY: WORTHINGTON STATE: M.V. ZIP: 36187
Ciudad Estado Zona Postal

HOME PHONE #: (507) 343 1014 CELL PHONE #: _____
Teléfono Celular teléfono

DATE OF BIRTH: 18/09/84
Fecha de Nacimiento

SOCIAL SECURITY NUMBER: 582-99-9067
Numero de Seguro Social

GENDER: FEMALE _____ MALE M. MARITAL STATUS: MARRIED S SINGLE _____
Género Mujer Masculino Estado Civil Casado Soltero

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

EMERGENCY CONTACT INFORMATION INFORMACIÓN DE CONTACTO DE EMERGENCIA NAME: <u>Jorge Luiz M. GO Luiz Gonzalez</u> Nombre PHONE #: <u>343 1302</u> Teléfono

FOR CMG USE ONLY:

HIRE DATE: 12/2/07 START DATE: 12/17/07

TERM DATE: _____ SALARY (Hourly): 10.60

SHIFT: 1-DAY 2-NIGHT 3-OVERNIGHT
1-DAY BUSSESS 2-NIGHT BUSSESS

DEPARTMENT: _____
SUPERVISOR: _____
BADGE #: _____
PRIMARY LANGUAGE: _____
WORKERS COMP CODE: _____

EMPLOYMENT STATUS Agency Referral _____ CMG Recruit <input checked="" type="checkbox"/> CMG Rollover Date: _____ Client Rollover Date: _____
--

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 Jorge Luis M. Castro First Name Jorge Luis Middle Initial _____
 Street Address 1406 East
 City/State/Zip Washington MN 56127
 Home Phone 343 1302 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.

Jorge Luis M. Castro Jorge Luis Mercado Castro 12/12/07
 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 (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 yourself if no one else can claim you as a dependent A _____

B Enter "1" if:
 • 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 \$1,000 or less. B _____

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 _____

D Enter number of dependents (other than your spouse or yourself) you will claim on your tax return D _____

E Enter "1" if you will file as head of household on your tax return (see conditions under Head of household above) E _____

F Enter "1" if you have at least \$1,500 of child or dependent care expenses for which you plan to claim a credit F _____

(Note. Do not include child support payments. See Pub. 503, Child and Dependent Care Expenses, for details.)

G Child Tax Credit (including additional child tax credit). See Pub 972, Child Tax Credit, for more information.
 • If your total income will be less than \$57,000 (\$85,000 if married), enter "2" for each eligible child.
 • 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" additional if you have 4 or more eligible children. G _____

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 _____

For accuracy, complete all worksheets that apply.
 • 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		Employee's Withholding Allowance Certificate		OMB No. 1545-0074
Department of the Treasury Internal Revenue Service		▶ 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.		2007
1 Type or print your first name and middle initial.		Last name		2 Your social security number
		Jorge Luiz M. Costo		582 99 9007
Home address (number and street or rural route)		3 <input type="checkbox"/> Single <input checked="" type="checkbox"/> Married <input type="checkbox"/> Married, but withhold at higher Single rate.		
1406 East Ave		Note. If married but legally separated, or spouse is a nonresident alien, check the "Single" box.		
City or town, state, and ZIP code		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"/>		
Worthington, MN 56187				
5 Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)		5		
6 Additional amount, if any, you want withheld from each paycheck		6 \$10.		
7 I claim exemption from withholding for 2007, and I certify that I meet both of the following conditions for exemption. • 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 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.				
Employee's signature (Form is not valid unless you sign it.) ▶ Jorge Luiz M. Costo		Date ▶ 12/12/07.		
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

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

"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>Jorge Luiz Merceda</u>	First <u>CASTRO</u>	Middle Initial	Maiden Name
Address (Street Name and Number) <u>1406 EAST AVE.</u>		Apt. #	Date of Birth (month/day/year) <u>12/12/07</u>
City <u>Worthington</u>	State <u>MN.</u>	Zip Code <u>56187</u>	Social Security # <u>582 99 9067</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 #)

12/12/07

Jorge Luiz Merceda Castro
Employee's Signature

Date (month/day/year)

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: _____		<u>Drivers License</u>		<u>Social Security</u>
Issuing authority: _____		<u>Missouri</u>		<u>W560V4</u>
Document #: _____		<u>582-999067</u>		<u>582-99-9067</u>
Expiration Date (if any): _____		<u>09/18/2011</u>		
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) 12/12/07 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>Sarah Evans</u>	Title <u>Recruiter</u>
Business or Organization Name <u>ESS6</u>	Address (Street Name and Number, City, State, Zip Code)	Date (month/day/year) <u>12/10/07</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)
--	-----------------------

SENSITIVE BUT UNCLASSIFIED

Department of Homeland Security
E-Verify

Report Prepared: 12/12/2007
Page: 1 of 1

Case Verification Number: 2007346123949JB

Initial Verification:

Last Name:	Castro	First Name:	Jorge
Middle Initial:		Maiden Name:	
Social Security Number:	582-99-9067	Date of Birth:	09/18/1984
Hire Date:	12/12/2007	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:	12/12/2007

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!

Jorge Luiz Mercado Castro
Your Name

1406 East. Apt# _____
Your Address

Washington MN. 56187
Your City, State, Zip Code

(307) 343 90 14
Your Telephone Number

EMERGENCY CONTACT INFORMATION

Luiz M. Gonzalez
Name

Amigo
Relationship

1
Address

City, State, Zip Code

(307) 343 302.
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	First	Middle	Social Security #	Birthdate
	Jorge Luiz M. Castro			389 99 9067	12 07
	Minnesota Driver's License Number			Date Signed	
	0515 402500 43				

Jorge Luiz M. Castro.
Signature



STATEMENT OF CONFIDENTIALITY

This agreement made this 12 day of December, 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.

Jorge Luiz Mercado Castro
Employee Signature

Sarah Chase
Employer Solutions Staffing Group LLC, Representative



Corporate Management Group, Inc.

2nd shift

Formulario de solicitud de empleo

Fecha

Nombre Jorge Luis Mercedo Costro

Domicilio 1406 Est. Ave. Worthington MN. 56187

Teléfono 507 343 1014 No. de seguro social 582 - 99 - 9067

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 Cualquier Horas Extraordinarias? Si No
Y sueldo que espera lo que la compania pague
Turno Noche

TIPO DE ESCUELA	NOMBRE DE ESCUELA	MAYOR O TITULO
Colegio secundario		
<u>3. Grade de Primary</u>	<u>buena vista.</u>	<u>NO</u>
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

NO

TIENE LICENCIA DE CONDUCIR? Si No

Por favor escriba dos referencias que no sean familiares.

Nombre Rafael Nivea Centeno

Direction 1103 Sherwood

Worthington MN.

Teléfono 507 343 1302

Nombre 507 343 1302

Direction Luis Manuel Gonzalez

306 AVE Worthington

MN 56187

Teléfono 507 370 1306

MILITAR

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

ENTERED
12/7/10

ES USTED MIEMBRO DE LA GUARDIA NACIONAL?

Si No

Especialidad

NO

Fecha en que se alistó

1/2

Fecha de baja

1/1

Experiencia laboral

Por favor escriba su experiencia laboral en los últimos siete años comenzando con su puesto más reciente. Si era trabajador autónomo, escriba el nombre de empresa. Adjunte páginas adicionales si es necesario.

Nombre de empleador Jorge Luiz M. Castro

Numero de telefono (712) 757 7228

Domicilio 815 Pto. West Orange City

Supervisor M. Guel

Motivo por el cual dejó el trabajo (sea específico/a)

Por el frío que no se trabaja

Posiciones/Deberes:

construcción en orange city Iowa

M. Wadlow

8mos

Nombre de empleador Jorge Luiz M. Castro

Numero de telefono (507) 727 0134

Domicilio ~~1435~~ 1406 Est Worthington

Supervisor Enrique

Motivo por el que dejó el trabajo (sea específico/a)

cosas personales

Posiciones/Deberes:

En una producción de carne de P.M. FceP Wundom.

** De Wundom*

Nombre de empleador _____

Numero de telefono (____) _____

Domicilio _____

Supervisor _____

Motivo por el que dejó el trabajo (sea específico/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 EI ESPACIO SIN LLENAR

Nombre de solicitante Jorge Luiz M. Castro Fecha 12/6/07

- 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? 55 Mi.
 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:
Fabrica de melajes en ~~Delaware~~ Delaware
- Esta usted trabajando ahora? Si No Porque desea salirse de su trabajo?
 Cuanto tiempo lleva en su busqueda? 2 meses / nesecita trabajar
 Esta usted en un descanso temporario? (layoff) Si No
 A donde ha solicitado trabajo or entrevistas? Ni una parte
 Cuando estara usted disponible para empezar a trabajar? oy mismo si es posible
 Require usted dos semanas para avisar su empleo? Si No
 Dos referencias: Nombre/Titulo: Comentarios: No

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, _____ 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, _____ y esa relación no se podrá cambiar excepto con un instrumento escrito y firmado por el Propietario/Gerente General de la Compañía. _____ Tanto el/la abajo firmante como la compañía X pueden terminar la relación de empleo en cualquier momento, sin aviso o razón. _____ 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. _____

Yo autorizo a la investigación de todas las declaraciones hechas en esta solicitud. _____ Entiendo que la distorsión o la omisión de los hechos requeridos es suficiente razón para despido en cualquier momento sin previo aviso. _____ 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. _____

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. _____ 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). _____

También entiendo que mi empleo con la Compañía será de prueba durante noventa (90) días y en cualquier momento de este periodo de prueba o a partir de entonces, mi relación de empleo con la Compañía puede ser terminada por cualquier razón y por cualquier parte. 21

Firma del postulante Jorge Luiz M. Castro Fecha: 12/06.07

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 Jorge Luiz M. Castro (letra de molde)

NUMERO DE SEGURO SOCIAL 582-99-9067

FIRMA Jorge Luiz M. Castro FECHA 12/06/07

TESTIGO Luiz Torres FECHA 12/06/07

Employee Referral Form

I, LUIZ TOYRES was referred to work at Suzlon Rotor
(Your Name)

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

LUIZ TOYRES
Signature

12/06/07
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.