

CORPORATE MANAGEMENT GROUP

Employment Application

Office Hours: Monday-Friday 9am-3pm

Office Number: 507-838-5994

Office Address: 1232 Valley High Dr NW Rochester, Mn 55901



Applicant Information

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

Please fully complete pages 1-3

Full Name: (Last Name, First Name) Flores, Jose Date: 1/21/21

Address: (Street Address) 915 41st NW, APT 106 (Apt. /Unit #) 106

(City) Rochester (State) MN (ZIP Code) 55901

Phone: 507-258-3952 Email: jrflor2011@gmail.com

Social Security No. 641-28-1058 Date Available: ASAP

Position Applied for: Grinder OK Desired Wage: \$13.50

Shift Available to work 1st 2nd 3rd Employment desired: Full-Time Part-Time

Are you authorized to work in the U.S? Yes No

How did you hear about us? Online Referral Name: _____

If under 18, please list age: _____

Do you have responsibilities or commitments that will prevent you from meeting specified work schedules? No Yes

weekends OK RP.

Education				
Type of School	Name of School	Location (Complete Mailing Address)	Number of Years Completed	Major & Degree
High School	Plainview - Elgin Millsville	Plainview, MN	12	
College				
Bus. Or Trade School				
Professional School				

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Previous Employment

Company: McNerlus Steel Phone: 507-374-6336
Address: 702 2nd Ave SE Dodge Center Supervisor: Matt
Job Title: press brake Starting Wage: \$ 17.50 Ending Wage: \$ _____
Responsibilities: read blueprints, Bend parts
From: Dec, 2020 To: Present Reason for Leaving: _____
May we contact your previous supervisor for reference? Yes No

Company: Above All Roofing Phone: 507-202-5724
Address: 1686 Pendant Ln NW, Rochester MN Supervisor: Ben Sprunger
Job Title: Roofer Starting Wage: \$ 23 Ending Wage: \$ _____
Responsibilities: work safe
From: May, 2020 To: Present Reason for Leaving: _____
May we contact your previous supervisor for reference? Yes No

Company: McNerlus truck Phone: _____
Address: _____ Supervisor: _____
Job Title: Welder Starting Wage: \$ 18 Ending Wage: \$ _____
Responsibilities: welding, blueprints
From: Dec, 2019 To: May, 2021 Reason for Leaving: Other Job
May we contact your previous supervisor for reference? Yes No

Company: Crenlo Phone: _____
Address: _____ Supervisor: _____
Job Title: Welder Starting Wage: \$ 24 Ending Wage: \$ _____
Responsibilities: welding, blueprints
From: Feb, 2012 To: June, 2015 Reason for Leaving: Other Job
May we contact your previous supervisor for reference? Yes No

I certify that my answers are true and complete to the best of my knowledge.
If this application leads to employment, I understand that false or misleading information in my application or interview may result in my release.
Signature: [Signature] Date: 1/21/2021

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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

Date: 1/21/2021

MINNESOTA DRIVER'S LICENSE



JOSE ROBERTO MORENO FLORES
3756 WILLOW RIDGE DR SW
ROCHESTER, MN 55902

Date of Birth 02-05-1992

Sex: Eyes Class

M BRN D

Height Weight DONOR
5-8 180

ISSUED 09-2016

EXPIRES 02-05-2021

Jose Roberto Flores

L402105333306

SOCIAL SECURITY

641-28-1058

THIS NUMBER HAS BEEN ESTABLISHED FOR

JOSE ROBERTO FLORES

Jose Roberto Flores

SIGNATURE

CMG Preliminary Questions

Name: Jose Flores

Date: 1/21/21

Please Mark Yes or No

1. If hired are you willing to take a drug test? Yes No

2. Are you able to work with pork and beef? Yes No

Please Mark Your Preferred Position

3. What shift do you prefer? 1st 2nd 3rd Grinder

To be completed during or after interview

Have you ever been convicted of a crime? Yes ___ No (Felony or Misdemeanor)

Explain

Incident _____

Employee Signature [Signature]

Interviewer Signature [Signature]

You have applied / are interviewing for the following position:

JOB TITLE: Grinder **Starting Wage:** \$13.50 **Shift/Hours:** 1st shift 5:30am to 2:00pm

JOB OBJECTIVE: To operate grinders to grind raw beef or pork into patties according to company specifications.

QUALIFICATIONS (based on essential functions):

- Related experience preferred.
- Must be able to read, write and understand instructions and directions in the English language.
- Possess basic mathematic skills.

JOB FUNCTIONS: Every effort has been made to identify the essential functions of this position. However, it in no way states or implies that these are the only duties you will be required to perform. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or an essential function of the position.

DUTIES/RESPONSIBILITIES: set up grinding equipment; gather materials to be used for proper formulation; operate grinding equipment; keep accurate production and raw material sheets as needed; move product to freezers quickly; breakdown equipment for cleaning; preform other duties assigned by supervisor; work well with others; report to work on time; follow rules; care and maintain property and equipment.

This job description does not list all the duties of the job. You may be asked by your supervisor, manager or Executive Committee to perform other duties. You will be evaluated in part based upon your performance of the tasks listed in this job description.

MACHINERY: Grinding equipment, bone and gristle remover, snowing equipment, stuffer equipment, metal detector, anyl-ray and basic operating knowledge of Formax machines.

EQUIPMENT: Hand pallet jack, combos, luggers, carts, PPE, calculator, hand tools.

CHEMICALS: Dry Ice.

WORK ENVIRONMENT: Standing on cement floor. Moderate to high noise. Temperature range of 30-50 degrees Fahrenheit.

PHYSICAL REQUIREMENTS (with or without reasonable accommodation): Ability to lift/move 10-65 pounds continuously. Requires varying degrees of pushing, pulling (of 400-pound tubs), bending and lifting to move boxes. Must be able to continuously perform simple repetitive and manipulative tasks. Able to perform tasks requiring action of muscles or groups of muscles such as walking, reaching, climbing and stooping. Must be able to stand for prolonged periods of time (eight-hour shift).

MENTAL REQUIREMENTS (with or without reasonable accommodation): Able to concentrate on details with many interruptions. Able to attend to task/function for 60 minutes at a time. Able to remember verbal and/or written task/assignment for an eight-hour shift. Must be able to read and use a pound percentage scale.

WORK HOURS: Eight-hour workweek, Monday through Friday. Will be required to work some weekends.

I understand by signing this form, I have been informed about what position I am interviewing for.

Applicant Signature: _____

Date: _____

Interviewer Signature: _____

Date: _____

1/21/2021

1/21/2021

Employee Photo Consent Form

I, Jose Flores, agree to let CMG - Rochester office - to take and upload my photo for security purposes.

Employee Signature Name: _____

Date: 1/21/21

Applicant Certification and Authorization for Background Check

Please read the below statements and initial on the indicated line

(This information will be inputted onto the online NHO form – you will be provided the login information during your interview)

I authorize Employer Solutions Staffing Group (ESSG) to use the information and statements contained in this application to determine my qualifications. 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 comprehensive background checks may be conducted to determine my eligibility for my 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 my employment, will result in my termination.

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

I have read and agree JK (initial)

I hereby authorize Employer Solutions Staffing Group, LLC and its designated agents and representatives to conduct a comprehensive review of my background causing a consumer report and/or an investigative consumer report to be generated for employment purposes. I understand that the scope of the consumer report / investigative consumer report may include, but is not limited to the following areas: verification of social security number, credit reports, current and previous residences, employment history, education background, character references, drug testing, civil and criminal history records from any criminal justice agency in any or all federal, state, country jurisdictions, driving records, birth records, and any other public records.

I further authorize any individual, company, firm, corporation or public agency to divulge any and all information, verbal or written, pertaining to me, to Employer Solutions Staffing Group, LLC or its agents. I further authorize the complete release of any records or data pertaining to me which the individual, company, firm, corporation or public agency may have to include information or data received from other sources Employer Solutions Staffing Group, LLC and its designated agents and representatives shall maintain all information received from this authorization in a confidential manner in order to protect the applicants personal information, including, but not limited to, addresses, social security numbers and dates of birth.

I have read and agree JK (initial)

CMG / Rochester Meat Company
Interview Questionnaire

Applicant's Name: Jose Flores

Date/ Time: 1/21/2021

Position applied for: 1st Grinder

1. Why do you want to come work at the Rochester Meat Company?

good co. for and job income.

2. Can you tell me a little about your previous work experience?

manufact.

3. What did you like most about your present/past jobs?

now its made. Seeing the process. fast job

4. What did you like least about one of your present/past jobs?

working in slow areas

5. Why did you leave your previous jobs?

Roofing - Seasonal. McNeils - Current.

6. Sometimes conflicts can arise with co-workers. How have you handled conflicts with coworkers in the past (or how would you handle a conflict with a co-worker)?

Speak to M.P.

7. Sometimes disagreements can arise between supervisors and employees. How have you handled disagreements with your supervisor in the past (or how would you handle a disagreement with your supervisor)?

- Both, Roofing.

Meet w/ upper management

8. With any new job there are a lot of things to learn in a short period of time. What would you do if you did not understand how to perform a particular task?

9. Rochester Meat Company has a lot of safety rules and procedures. Do you feel that sometimes it is acceptable to ignore safety rules if it helps you complete the job faster?

Follow.

10. While you are working, you notice that something does not seem right with the product or packaging. What would you do?

Notify supervisor ASAP.

11. How much weight can you lift without hurting yourself?

20-60 lbs.

12. Some of the work maybe repetitive in nature. Have you done repetitive work before and how do you feel about it?

13. Are you able to work the scheduled shift – Monday through Friday? YES NO

14. Are you able to work overtime including Saturdays and Sundays? YES NO

15. You would be working in temperature of 40-50 degrees. Would that be a problem for you? YES NO

16. Have you ever worked in food service or a restaurant before? YES NO

Notes:

good candidate for grinding position
has 2nd job → hours would work