

Pay too low!

Weeks 5/29 10:00 - interv.



5/7 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 5.07.2013

Name SIB SOPHA
Last First Middle Maiden

Present address 2102 42ND ST NW
Number Street
ROCHESTER MN 55901
City State Zip

Social Security No. 335 - 76 - 7301

Telephone (224) 436.2740 (C) E-Mail Sophasib26@hotmail.com

If under 18, please list age _____ Referred by MOLLY TIM - friend (not employed N/MS)

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

How many hours can you work weekly? 40 OR MORE Can you work nights? NEGOTIABLE

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

When available for work? ASAP

Do you have responsibilities or commitments that will prevent you from meeting specified work schedules?
 No Yes If so, please explain _____

Do you anticipate any absences from work on a regular basis?
 No Yes If so, please explain _____

| TYPE OF SCHOOL | NAME OF SCHOOL | LOCATION (Complete mailing address) | NUMBER OF YEARS COMPLETED | MAJOR & DEGREE |
|----------------------|-------------------------------|-------------------------------------|---------------------------|----------------|
| High School | <u>WAUKEGAN HIGH SCHOOL</u> | <u>WAUKEGAN IL, 60085</u> | <u>4</u> | |
| College | <u>COLLEGE OF LAKE COUNTY</u> | <u>GRAYSLAKE IL, 60030</u> | <u>SOME COLLEGE</u> | |
| Bus. or Trade School | | | | |
| Professional School | | | | |

HAVE YOU EVER BEEN CONVICTED OF A CRIME? No Yes

If yes, explain number of conviction(s), nature of offense(s), 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? CAR

Driver's license number 3100 7808 6688 State of issue IL

Operator Commercial (CDL) Chauffeur

Expiration date 3.26.2016

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 CYNTHIA NETH Name MOLLY THIM

Position FINANCIAL ANALYST Position STORE MANAGER

Company ASSOCIATE BANK Company MANCHUWOK

Address _____ Address _____

Telephone (507) 226.1655 Telephone (507) 358.7293

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>ESPO CORPORATION</u> | Supervisor name <u>GLENDA</u> | |
| Position <u>SMT OPERATOR</u> | Employment dates | Pay or salary |
| Company <u>LPI</u> | From <u>01/15/2013</u> | Start <u>\$18.50</u> |
| Address <u>WAUKEGAN IL</u> | To <u>04/10/2013</u> | Final <u>\$18.50</u> |
| Telephone () _____ | Your last job title _____ | |
| Reason for leaving (be specific) <u>TEMP SERVICE</u> | | |
| List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. <u>SMT OPERATOR, MACHINE OPERATOR, SET UP, TEAR DOWN, ASSEMBLY, SORTING, COATING</u> | | |

| | | |
|---|--------------------------------|----------------------|
| Name <u>PLEXUS</u> | Supervisor name <u>STEPHEN</u> | |
| Position <u>PRODUCTION ASSOCIATE</u> | Employment dates | Pay or salary |
| Company <u>PLEXUS</u> | From <u>01/10/2010</u> | Start <u>\$13.00</u> |
| Address <u>BUFFALO GROVE, IL</u> | To <u>02/28/2013</u> | Final <u>\$16.00</u> |
| Telephone () _____ | Your last job title _____ | |
| Reason for leaving (be specific) <u>PERSONAL REASON (BETTER OFFER)</u> | | |
| List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. <u>SMT MACHINE OPERATOR, SET UP, TEAR DOWN, PAPERWORK, REPORT, PASS DOWN, ASSEMBLE, SORTING, SECONDARY OP, COMPUTER SKILLS</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>MANPOWER</u> | Supervisor name <u>MIKE</u> | |
| Position _____ | Employment dates | Pay or salary |
| Company <u>MEDLINE</u> | From <u>12/05/2012</u> | Start <u>\$ 13.00</u> |
| Address <u>LIBERTYVILLE, IL</u> | To <u>12/21/2012</u> | Final _____ |
| Telephone (____) _____ | Your last job title _____ | |

Reason for leaving (be specific) TEMP ASSIGNMENT

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company.

WAREHOUSE DUTIES, PICKING, PACKING, BOXING, LOADING

| | | |
|----------------------------------|-----------------------------|-----------------------|
| Name <u>SAJ</u> | Supervisor name <u>MARY</u> | |
| Position _____ | Employment dates | Pay or salary |
| Company <u>SYSMEX</u> | From <u>11/02/2012</u> | Start <u>\$ 13.50</u> |
| Address <u>BUFFALO GROVE, IL</u> | To <u>11/09/2012</u> | Final _____ |
| Telephone (____) _____ | Your last job title _____ | |

Reason for leaving (be specific) TEMP ASSIGNMENT

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this company.

WAREHOUSE DUTIES, PICKING, PACKING, BOXING, RECEIVING, LOADING, UNLOADING, TRANSFERRING

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.

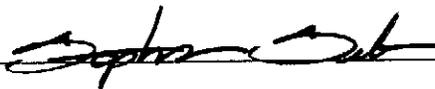
I understand that a comprehensive background check may be conducted to determine my eligibility for hire by CMG. This may include but is not limited to, investigations of criminal and/or conviction records, driving records and/or a drug screen test as required by clients, government regulations or by 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



Date: 5.07.2013

Preliminary Questions

Name: Sopha Sub

Date: 05/29/2012

1. If hired, can we run a national background study? Yes
2. If hired are you willing to take a drug test? Yes
3. Are you able to work with soy, wheat, peanuts & milk? Yes
4. Are you able to work with pork? Yes
5. Which plant do you prefer? ethes
6. What shift to you prefer? 1st or 2nd

-If called for an interview please bring two forms of identification.

(Social security card, birth certificate, passport and license or permanent resident card)



Applicant Interview Score Card

Name Sophen Sib Date of Interview 05/29/2013

Position/Shift Assignment _____ Stand by Position _____

Rating Weak (1) to Strong (5)

- | | |
|--|-----------|
| 1. Understanding of English conversation | 1 2 3 4 5 |
| 2. Speaks English Fluently | 1 2 3 4 5 |
| 3. Work experience related to job-food industry | 1 2 3 4 5 |
| 4. Work history-working presently, yrs in workforce | 1 2 3 4 5 |
| 5. Criminal Background information | 1 2 3 4 5 |
| 6. Possesses required New Hire documentation (I9) | 1 2 3 4 5 |
| 7. Personality-friendly, pleasant, sense of humor | 1 2 3 4 5 |
| 8. Appearance-well groomed, cleanliness | 1 2 3 4 5 |
| 9. Meets requirements to work w/pork, peanuts & soy | 1 2 3 4 5 |
| 10. Shift availability-prefers shift that is available for Open positions, willing to be flexible to shifts available | 1 2 3 4 5 |

Total possible points **50** pts. Total points scored

48

Former Employer Rating Bonus Points 1-20

Interviewer: Anna C. Cordova
Date: 05/29/2013

Total Points 48

RICK & ROSE

Rick and Rose were good friends. They worked together at Reichel Foods.

One day they had a lot of work, and not enough employees, this same day the supervisor asked Rick to pack carrots and ranch in 100 boxes. Rick was worried he could not finish this before the day ended. He was going to ask Rose for help but he noticed she was gone. He knew if she didn't help, the boxes would not get packed on time.

The supervisor saw Rick working very hard and went to ask Rose for help. He looked for her in the cafeteria. When he saw her taking a break, he asked her who she was helping Rick. "I didn't know that he needed help," said Rose, "I will go help him right away."

When Rick saw Rose coming to help he felt happy and supported. "Please don't be afraid to ask me for help. We are good friends and co-workers," she said, "and together we make a great team."

1. Who are Rick and Rose?
 - a. Co-workers
 - b. Good friends
 - c. Both A & B
 - d. None of the above
2. Rick and Rose work at Reichel Foods. True or false? (circle one)
 - a. True
 - b. False
3. Where did the supervisor find Rose?
 - a. Outside
 - b. Working on the line
 - c. In the cafeteria
 - d. In the bathroom
4. How did Rick feel when he saw Rose?
 - a. Mad
 - b. Sad
 - c. Happy
 - d. Confused
5. What lesson did Rick and Rose learn?
 - a. Teamwork
 - b. How to make carrots and ranch
 - c. Communication
 - d. Both A & C

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