

**CMG APPLICATION FOR EMPLOYMENT**

Mon day - 12:00pm Interview

WLF-2/10

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

PLEASE COMPLETE PAGES 1-5



DATE 01/25/14

Name BITASHIMWA PASCAL KAHATWA

Last First Middle Maiden

Present address 1505 41st Street NW E 21

Number Street City State Zip  
Rochester MN 55901

Social Security No. 494 - 33 - 8025

Telephone (571) 234 9650

E-Mail

*WLF-Chanel*

If under 18, please list age

Referred by Eric Mpagazibe

Position applied for (1) Line Staff

and salary desired (2) \$8.50/hr

(Be specific)

How many hours can you work weekly? 50

Can you work nights? yes

Employment desired  FULL-TIME ONLY  PART-TIME ONLY  FULL-ORPART-TIME

When available for work? Now

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

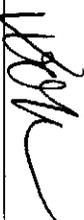
*has issues w/damage & repairs for parking*

TYPE OF SCHOOL	NAME OF SCHOOL	LOCATION (Complete mailing address)	NUMBER OF YEARS COMPLETED	MAJOR & DEGREE
High School				
College				
Bus. or Trade School				
Professional School				

APPLICATION FOR EMPLOYMENT

DO YOU HAVE A DRIVER'S LICENSE?  Yes \_\_\_ No

What is your means of transportation to work? \_\_\_\_\_

*My car* 

Driver's license number A

State of issue VA

Operator  Commercial (CDL) \_\_\_ Chauffeur \_\_\_

Expiration date 06/26/2014

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? once, hit from the back.

Please list two references other than relatives or previous employers.

Name

*Victor Gunera*

Name

*John*

Position

*Supervisor*

Position

*Supervisor*

Company

*GCA*

Company

*GCA*

Address

Address

*Fredericksburg, VA*

*Virginia*

Telephone *(571) 471 6647*

Telephone *(508) 981 0927*

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 \_\_\_\_\_

March 1984  
March 2012

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.

*Discontinued*

Name	GCA Service Group / <del>Brooks</del> <i>Guzman</i>		Supervisor name	Victor Guzmán	
Position	<del>Assistant Manager</del>		Employment dates		
Company	GCA		From	11/01/2012	Start \$ 8.00
Address	25 Wyatt Ln Brentwood, VA 22606		To	12/23/2013	Final \$ 8.00
Telephone	(540) 373 4092 540 226 2176		Your last job title	<del>Executive</del> <i>Assistant</i>	
Reason for leaving (be specific)	Moving to Minnesota (Rebate)				

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

*Cleaning and all janitorial work..*  
*Approx 2 months*

Name	_____		
Position	_____		
Company	_____		
Address	_____		
Telephone ( ) _____	_____		
Reason for leaving (be specific) _____	Supervisor name	_____	
	Employment dates	_____	
	From	Start	_____
	To	Final	_____
Your last job title	_____		

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

**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 _____ Position _____ Company _____ Address _____ Telephone (____) _____	Supervisor name _____ <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:60%;">Employment dates</td> <td style="width:40%;">Pay or salary</td> </tr> <tr> <td>From _____</td> <td>Start _____</td> </tr> <tr> <td>To _____</td> <td>Final _____</td> </tr> </table> Your last job title _____	Employment dates	Pay or salary	From _____	Start _____	To _____	Final _____
Employment dates	Pay or salary						
From _____	Start _____						
To _____	Final _____						
Reason for leaving (be specific) _____							
List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company.							

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Employment dates	Pay or salary						
From _____	Start _____						
To _____	Final _____						
Reason for leaving (be specific) _____							
List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this company.							

May we contact your present employer?  Yes  No

Did you complete this application yourself?  Yes  No

If not, who did? A friend

**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.

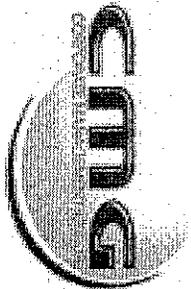
I understand that a comprehensive background check may be conducted to determine my eligibility for hire by CMG. This may include but is not limited to, investigations of criminal and/or conviction records, driving records and/or a drug screen test as required by clients, government regulations or by 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: 1/25/14



## Preliminary Questions

For CMG use only

Name: Pascal Bitishimwa

Date: 2/24/2014

1. If hired are you willing to take a drug test? Yes
2. Do you have any known food allergies to soy, wheat, peanuts, or milk? NO
3. Are you able to work with pork? Yes
4. Which plant do you prefer? \_\_\_\_\_
5. What shift to you prefer? \_\_\_\_\_

**\*To be completed during interview only\***

Date of interview \_\_\_\_\_

Have you ever been convicted of a crime? Yes \_\_\_\_\_ No \_\_\_\_\_

Explain \_\_\_\_\_

Incident \_\_\_\_\_

\_\_\_\_\_

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

Interviewer Signature \_\_\_\_\_

Applicant Interview Score Card

Name: Pascal Bhasnindra of Interview: Jan/2014

Position/Shift Assignment \_\_\_\_\_ Standby 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 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. Shifts availability-prefers shift that is available for  
Open positions, willing to be flexible to shifts  
Available. 1 2 3 4 5

Total possible points 50pts. Total points scored \_\_\_\_\_

Former Employer Rating Bonus Points 1-20 \_\_\_\_\_

Interviewer: \_\_\_\_\_ total points \_\_\_\_\_

Date: \_\_\_\_\_

## Rick and 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 in the cafeteria. When he saw her taking a break, he asked her why she wasn't 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 to 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 and B
2. Rick and Rose work at Reichel Foods. True or False?
  - 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 and B