

Weds- 4/10 - 11:30 - Jan interview



already 7/29/13
 cent [signature]

CMG APPLICATION FOR EMPLOYMENT

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

PLEASE COMPLETE PAGES 1-5 DATE 4/14/14

Name Serwa Michael M
Last First Middle Maiden

Present address 203 6th Ave NE
Number Street
RASSON MN 55944
City State Zip

Social Security No. 469 - 94 - 4978

Telephone 607 951 7437 E-Mail MikeSerwa@hotmail.com

If under 18, please list age _____ Referred by _____

Position applied for (1) <u>SQUATION</u> and salary desired (2) <u>open</u> <small>(Be specific)</small> <u>3rd Sun</u>	Shift available to work 1 st <input checked="" type="checkbox"/> 2 nd <input checked="" type="checkbox"/> 3 rd <input checked="" type="checkbox"/> Wends OK 4/10
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How many hours can you work weekly? _____ Can you work nights? _____

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

When available for work? open

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>See Resume</u>			
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? yes

Driver's license number A291022865812 State of issue MN.

Operator ___ Commercial (CDL) ___ Chauffeur ___

Expiration date 4/24/16

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 JASON Powers

Name Faye Morris

Position Pastor

Position Self Employed

Company own church

Company —

Address OK OK

Address Mpls MN.

Telephone (612) 918 3165899

Telephone (612) 695 6641

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>See resume</u> Position _____ Company _____ Address _____ Telephone (____) _____	Supervisor name _____	
	Employment dates	Pay or salary
	From	Start
	To	Final
	Your last job title _____	
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.		

Name _____ Position _____ Company _____ Address _____ Telephone (____) _____	Supervisor name _____	
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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.**

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	To	Final
Your last job title _____		
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? _____

**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.

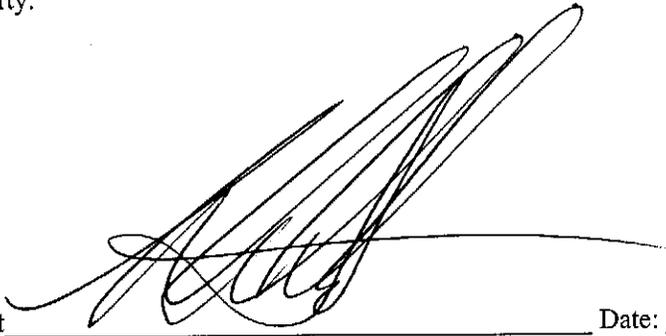
I authorize investigation of all statements contained in this application. I understand that the misrepresentation or omission of facts will result in my disqualification from consideration for employment or, if discovered after I begin employment, will result in my termination. I hereby give CMG permission 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: 4/14/14

Michael Serwa
203 6th Ave NE
Kasson, MN 55944
(507) 951-7437

Summary: To secure a position with an established company where my experience and skills will enhance expected outcomes.

Qualifications:

- Eight years experience maintaining a wide range of industrial machinery.
- Excellent customer service and account management skills.
- Proven track record implementing OSHA and EPA standards.
- Ability to keep meticulous records.
- Consistently delivers high quality output while meeting or exceeding delivery expectations.

Work Experience:

Stay at home dad- September 2009- present

Second Level Operator: June 2007-September 2009
Alcorn Clean Fuel - Claremont, MN

- Maintained and operated equipment creating ethanol from corn.
- Created ethanol samples in a clean-room laboratory.
- Maintained safety and functionality of the plant according to OSHA standards.

Sanitation Worker: January 2006-June 2007
A-Z Sanitation - Kasson, MN

- Managed daily route for waste pickup and disposal according to county and federal regulations.
- Troubleshoot disposal trucks, keeping accurate maintenance records.
- Provided customer support by providing on-call services for receptacle issues or missed pickups.

processing corn to turn into E85 & follow GMP's working in lab.

*→ wife a doctor for Mayo Clinic
→ moved to further wife's education
→ moved back for wife*

Folder Operator: June 2003-July 2004

Clark Finishing Company, Inc. - Orlando, FL

- Responsible for setting up and operating cutting equipment.
- Troubleshooting responsibility for equipment issues and malfunctions.
- Maintain job control records and logs.
- Maintained an accurate inventory for each job

Operations Manager: May2002-January 2003

Amazon Bindery - Minneapolis, MN

- Managed all aspects of binding operations in a start up environment.
- Performed marketing and outside sales.
- Implemented policies for EPA and OSHA guidelines.
- Completed customer orders from job-costing to order fulfillment.

New and Used Car Sales Twin Cities, MN. Jan 1995-2002

- Meet and greet customers in a friendly atmosphere.
- Assess customers immediate and future needs.
- Educate customers with the various automobiles and products available.
- Worked in conjunction with Randy Arneson at several dealerships around the Twin Cities.

Education and Training

- H.S. Diploma: Irondale High School - Moundsview, MN
- ISO9002 Certification

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

Applicant Interview Score Card

Name: Mike Date of Interview: _____

Position/Shift Assignment 3 Sun Standby by position _____

Rating weak (1) to strong (5)

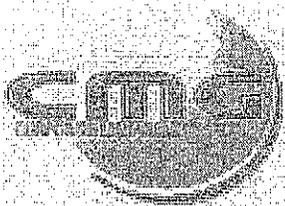
- 1. Understanding of English conversation 1 2 3 4 5
- 2. Speaks English Fluently 1 2 3 4 5
- 3. Work experience related to job-food industry 1 2 3 4 5
- 4. Work history-working presently, yrs in workforce 1 2 3 4 5
- 5. Criminal background information 1 2 3 4 5
- 6. Possesses required New Hire documentation 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 48

Former Employer Rating Bonus Points 1-20 -

Interviewer: Kelsey total points 48

Date: 4/16/14



Preliminary Questions

For CMG use only

Name: Mike S.

Date: 4/16/14

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? S
5. What shift to you prefer? 3 SPAN

To be completed during interview only

Date of interview 4/16/14

Have you ever been convicted of a crime? Yes No

Explain

Incident _____

Employee Signature _____

Interviewer Signature Kelsey A. Seltzer