

## SENSITIVE BUT UNCLASSIFIED

Department of Homeland Security  
E-Verify

Report Prepared: 04/21/2014  
Page: 1 of 1

Case Verification Number: 2014111115758DK

**Case Information:****Employee Information:**

Last Name:	Schneider	First Name:	Nathan
Middle Initial:		Other Names Used:	
Social Security Number:	*** ** 6944	Date of Birth:	10/07/1988
Citizenship Status:	A citizen of the United States	Email Address:	

**Document Information:**

List B Document:	Driver's license or ID card issued by a U.S. state or outlying possession	List C Document:	Social Security Card
Document Name:	Driver's license	Document State:	Minnesota
Driver's License or ID Card Number:		Document Expiration Date:	10/07/2017
Alien Number:		I-94 Number:	

**Additional Information:**

Hire Date:	04/21/2014	Employer Case ID:	
Three-Day Rule Reason:		Three-Day Rule - Other:	
Submitted By:	KSIK1977	Submitted On:	04/21/2014

**Initial Case Result:**

Case Result: Employment Authorized

**Employee Referred to SSA:**

Referred By: Referred On:

**Case Result from SSA (after SSA Tentative Nonconfirmation):**

Case Result: Response Date:

**Resubmitted to SSA (after Review and Update Employee Data):**

Last Name:		First Name:	
Middle Initial:		Other Names Used:	
Social Security Number:		Date of Birth:	
Resubmitted By:		Resubmitted On:	

**Case Result from SSA (after Resubmission):**

Case Result:

**Request Name Review:**

Comments:  
Submitted By: Submitted On:

**Case Result from DHS (after DHS Verification in Process):**

Case Result: Response Date:

**Employee Referred to DHS:**

Referred By: Referred On:

**Case Result from DHS (after DHS Tentative Nonconfirmation):**

Case Result: Response Date:

**Photo Matching Results:**

Determination:

**Employee Referred to DHS (Additional):**

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Referred By: \_\_\_\_\_ Referred On: \_\_\_\_\_

**Case Result from DHS (after Additional DHS Tentative Nonconfirmation):**

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Case Result: \_\_\_\_\_ Response Date: \_\_\_\_\_

**Case Closure:**

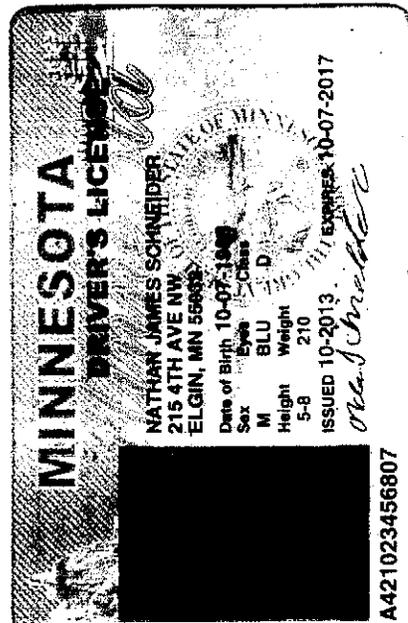
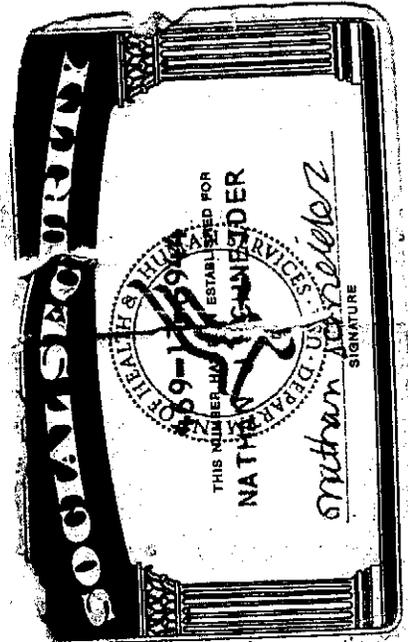
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Closure Statement: The employee continues to work for the employer after receiving an Employment Authorized result.  
Closed By: KSIK1977 Closed On: 04/21/2014

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**SENSITIVE BUT UNCLASSIFIED**



## Section 2. Employer or Authorized Representative Review and Verification

(Employers or their authorized representative must complete and sign Section 2 within 3 business days of the employee's first day of employment. You must physically examine one document from List A OR examine a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents" on the next page of this form. For each document you review, record the following information: document title, issuing authority, document number, and expiration date, if any.)

Employee Last Name, First Name and Middle Initial from Section 1:

List A Identity and Employment Authorization	OR	List B Identity	AND	List C Employment Authorization
Document Title:		Document Title: <i>Men Drivers License</i>		Document Title: <i>SS Card</i>
Issuing Authority:		Issuing Authority: <i>It of men</i>		Issuing Authority: <i>SS Admin</i>
Document Number:		Document Number: <i>A421072414807</i>		Document Number: <i>469.17.6944</i>
Expiration Date (if any)(mm/dd/yyyy):		Expiration Date (if any)(mm/dd/yyyy): <i>10/7/17</i>		Expiration Date (if any)(mm/dd/yyyy):
Document Title:				
Issuing Authority:				
Document Number:				
Expiration Date (if any)(mm/dd/yyyy):				
Document Title:				
Issuing Authority:				
Document Number:				
Expiration Date (if any)(mm/dd/yyyy):				

**3-D Barcode  
Do Not Write in This Space**

### Certification

I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear to be genuine and to relate to the employee named, and (3) to the best of my knowledge the employee is authorized to work in the United States.

The employee's first day of employment (mm/dd/yyyy): \_\_\_\_\_ (See instructions for exemptions.)

Signature of Employer or Authorized Representative <i>[Signature]</i>		Date (mm/dd/yyyy) <i>4/22/14</i>	Title of Employer or Authorized Representative <i>Office Manager</i>	
Last Name (Family Name) <i>Sikkink</i>		First Name (Given Name) <i>Kelsy</i>		Employer's Business or Organization Name
Employer's Business or Organization Address (Street Number and Name)			City or Town	State   Zip Code

### Section 3. Reverification and Rehires (To be completed and signed by employer or authorized representative.)

A. New Name (if applicable) Last Name (Family Name) First Name (Given Name)		Middle Initial	B. Date of Rehire (if applicable) (mm/dd/yyyy):
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C. If employee's previous grant of employment authorization has expired, provide the information for the document from List A or List C the employee presented that establishes current employment authorization in the space provided below.

Document Title:	Document Number:	Expiration Date (if any)(mm/dd/yyyy):
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I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized 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 (mm/dd/yyyy):	Print Name of Employer or Authorized Representative:
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**DRUG AND ALCOHOL  
TESTING CONSENT FORM**

1. I have been allowed to read and inspect a written copy of ESSG policy on drugs and alcohol.

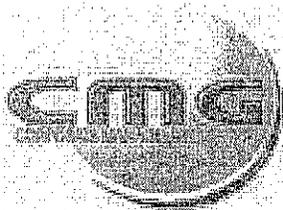
2. I have read the entire contents of this policy and I am aware and fully understand: (a) the policy and its contents; (b) what conduct the policy prohibits and the consequences of such conduct; (c) my rights under the policy and the consequences if I exercise certain rights; and (d) that certain events as described in the policy may result in adverse personnel action, including my termination from employment with ESSG. I understand that this policy in any form, and any employee handbook including this policy, are not a unilateral employment contract or offer thereof.

3. I hereby voluntarily consent to ESSG, or its health service providers, or other persons or entities acting for or with them, to collect a body component (blood, urine, breath, or any combination thereof) from me for testing for alcohol and/or drugs. I understand that the laboratory selected by ESSG may conduct testing and other analysis on the sample provided by me. I further voluntarily consent to the laboratory's disclosure to ESSG of the results of my drug and/or alcohol test and other information related to the test.

  
\_\_\_\_\_  
Individual's Name

4/21/2014  
Date

**SIGN THIS VERSION OF CONSENT—SAME AS PAGE 6**



## Preliminary Questions

For CMG use only

Name: Nathan Schneider

Date: 4/21/14

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? Either
5.  What shift do you prefer? Any

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

Date of interview 4/21/14

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

Explain

Incident \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Employee Signature Nathan Schneider

Interviewer Signature Kelsey Admitt



## CMG APPLICATION FOR EMPLOYMENT

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

PLEASE COMPLETE PAGES 1-5 DATE 4/21/2014

Name Schneider Nathan James  
Last First Middle Maiden

Present address 215 4th ave NW  
Number Street  
Elgin Mn 55932  
City State Zip

Social Security No. 419 - 17 - 6944

Telephone (507) 876-2310 E-Mail \_\_\_\_\_

If under 18, please list age \_\_\_\_\_ Referred by \_\_\_\_\_

Position applied for (1) _____ and salary desired (2) <u>12.00 hr</u> <small>(Be specific)</small>	Shift available to work 1 <sup>st</sup> <input checked="" type="checkbox"/> 2 <sup>nd</sup> <input checked="" type="checkbox"/> 3 <sup>rd</sup> <input checked="" type="checkbox"/>
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How many hours can you work weekly? 40-60 Can you work nights? Yes

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

When available for work? immediately

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

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>Plainview Elgin millville</u>		<u>6</u>	<u>Diploma</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? my car

Driver's license number A421023456807 State of issue Mn

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

Expiration date 10/07/2017

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 Clark Osted Name Shelly Rahman

Position high school principle Position Secretary at Mayo

Company Plimvitz Elgin millville Company \_\_\_\_\_

Address \_\_\_\_\_ Address \_\_\_\_\_

Telephone (\_\_\_\_) 876-2213 Telephone (203) 273-5658

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.**

*farming  
milking cows*

Name <u>Hearth + Home</u>	Supervisor name <u>Ry Randall</u>	
Position <u>Mold tech 2</u>	Employment dates	Pay or salary
Company _____	From <u>8/13</u>	Start <u>12.25 hr</u>
Address <u>800 W Jefferson St</u>	To <u>1/14</u>	Final <u>12.25 hr</u>
<u>Lake City, mn</u>	Your last job title <u>Mold tech 2</u>	
Telephone <u>(651) 345-5631</u>	Reason for leaving (be specific) <u>laid off</u>	
List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company.		

Name <u>Rochester Armored car</u>	Supervisor name <u>Jesse Durland</u>	
Position _____	Employment dates	Pay or salary
Company _____	From <u>3-13</u>	Start <u>9.00 hr</u>
Address <u>W.S. 14</u>	To <u>6-13</u>	Final <u>9.00 hr</u>
<u>Rochester, mn</u>	Your last job title _____	
Telephone <u>(507) 288-9602</u>	Reason for leaving (be specific) <u>let go</u>	
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 <u>Pigview milk products</u>	Supervisor name <u>Danny</u>	
Position <u>laborer</u>	Employment dates	Pay or salary
Company _____	From <u>12/11</u>	Start <u>9.00 hr</u>
Address <u>95+ SW</u>	To <u>1/13</u>	Final <u>10.00 hr</u>
<u>Pigview, mn</u>	Your last job title _____	
Telephone <u>(507) 534 2106</u>		

Reason for leaving (be specific) left for another job offer

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

Name <u>Central Turf Farms</u>	Supervisor name _____	
Position <u>laborer</u>	Employment dates	Pay or salary
Company _____	From <u>5/11</u>	Start <u>10.00 hr</u>
Address <u>13655 Lake Dr</u>	To <u>12/11</u>	Final <u>10.00 hr</u>
<u>Forest Lake mn</u>	Your last job title _____	
Telephone <u>(651) 464 2130</u>		

Reason for leaving (be specific) SUMMER WORK

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: \_\_\_\_\_

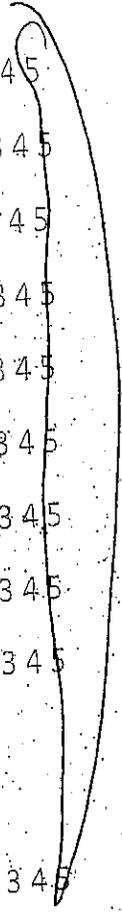
Applicant Interview Score Card

Name: Nathan Date of Interview: \_\_\_\_\_

Position/Shift Assignment ICS 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 50  
Former Employer Rating Bonus Points 1-20 —

Interviewer: Kelley total points 50  
Date: 4/21/14

Mon. 4/21 11:30 am  
Interview

**Nathan J. Schneider**

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215 Fourth Avenue NW  
Elgin, MN 55932  
Home: (507) 876-2310 Cell (507) 272-2081

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**EDUCATION:** Plainview-Elgin-Millville High School – Diploma 2007  
Rochester Community and Technical College-  
1-year Building Utilities Mechanic program 2008  
Fire Fighter I Training – Riverland Technical College

**CURRENT  
LICENSES:** Minnesota Drivers License “D”  
Special Engineers License #076325-SP – expiration date 2-2016

**Work:** **June 2013 – January 2014** **Hearth and Homes Technology**  
**Mold Tech I**  
March 2013 – June 2013 Rochester Armored Car Security Services  
Driver  
Dec. 2011 – January 2013 Plainview Milk Products – Plainview MN  
Production/Sanitation  
  
May 2011 – Dec. 2011 Central Turf Farms –Forest Lake MN  
Laying Sod, Seeding, Landscaping etc.  
  
September 2010 – May 2011 – Walmart North Rochester, MN  
Photo Lab/Customer Service/Courtesy  
  
May 2010 – June 2010 – Sargents Landscaping – Rochester MN  
Miscellaneous work in Nursery/Landscaping  
  
April 2009 – October 2009 - Central Turf Farms –Forest Lake MN  
Laying Sod, Seeding, Landscaping etc.  
  
February 2009 – April 2009 – Menards – Rochester, MN  
Plumbing Department  
  
September 2008 – March 2009 Matt Endering Farms – St. Charles MN  
Milk Cows / Chores / Farm Hand  
  
May 2008 – August 2008 – Mayo Clinic- Rochester, MN  
Maintenance work –summer temp  
  
August 2007 – October 2007 – Federal Mogul – Lake City, MN  
Factory Labor – Laid off

**EXTRA CIRICULAR**

Member of FFA group Fall 2005 – 2007  
Elgin Volunteer Fire Department/Volunteer Firefighter  
May 2007 - present

## 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