

Mon. 5/12/14 2pm
Interview



ENTERED
5/10/14

Belong

CMG APPLICATION FOR EMPLOYMENT

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

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

Name Flugel Steve
Last First Middle Maiden

Present address 512 3rd Avenue S.W. Apt #7
Number Street
Rochester MN 55902
City State Zip

Social Security No. 083 - 54 - 0191

Telephone 218 350-0063 E-Mail sproch@hotmail.com

If under 18, please list age _____ Referred by Steve Stewart

Position applied for (1) <u>Line work</u> and salary desired (2) <u>\$11.50/Hour</u> (Be specific) <u>(3rd Shift)</u>	Shift available to work 1 st <input checked="" type="checkbox"/> _____ 2 nd <input checked="" type="checkbox"/> _____ 3 rd <input checked="" type="checkbox"/> _____ <i>wkends ok 5/12</i>
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How many hours can you work weekly? 40 Can you work nights? yes

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

When available for work? 5-6-14

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>please</u>	<u>see</u>	<u>attached</u>	<u>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? pick up truck

Driver's license number m093104412012 State of issue MN

Operator Commercial (CDL) ___ Chauffeur ___

Expiration date 5-17-2016

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? 1

Please list two references other than relatives or previous employers.

Name please see Resume Name _____

Position _____ Position _____

Company _____ Company _____

Address _____ Address _____

Telephone (____) _____ Telephone (____) _____

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>please see Resume</u>	Supervisor name _____	
Position _____	Employment dates	Pay or salary
Company _____	From	Start
Address _____	To	Final
Telephone (____) _____	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.		

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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 Steve Fliegel Date: 5-5-14

Steve Flugel

512 3rd Ave S.W.

Apt # 7

Rochester, MN 55902

Phone: (218)350-0063

E-Mail: sfroch@hotmail.com

Mr. Jamie Sorensen,

Having recently relocated to Rochester, MN from Twin-Valley, north Minnesota, I am in search of a responsible position where I can use my present skills and experience to help the organization achieve its goals, while welcoming the opportunity to learn new skills.

My experience in general maintenance, repair and janitorial work have prepared me well for this position. My preference would be day or evening shifts but I would consider night work as well. My education would be an asset to your company, as outlined in the enclosed resume.

Sincerely,

A handwritten signature in cursive script that reads "Steve Flugel". The signature is written in black ink and is positioned below the word "Sincerely,".

Enclosures: -Resume

-References

Steve Flugel

512 3rd Avenue SW
Apt. #7
Rochester, MN. 55902

Phone: (218) 350-0063
Email: sfroch@hotmail.com

OBJECTIVE:

To find a position where I can use my skills and experience to help the organization achieve its objectives, while welcoming opportunities to learn new skills.

PERSONAL CHARACTERISTICS:

Hard-working, reliable, honest, dependable, creative, accurate, detail oriented, loyal, know how to prioritize.

PERSONA DATA:

Special aptitude in computer use and repair, photography, mechanical drawing, basic electronics, maintenance of light mechanical and electrical systems.

EDUCATION:

Finger Lakes Technical and Career Center, BOCES, Stanley, NY.

- 1976 Machine Shop graduate

Canandaigua Senior Academy, Canandaigua, NY.

- 1976 High School graduate

Dakota County Technical College, Rosemount, MN.

- 1992 Completion of Electronics I Vocational Technical Course

Salt Lake City Qualex Laboratory, Salt Lake City, UT.

- 1994 Completion of course on 3510 High Speed Color Printer

Kodak Training Center, Rochester, NY.

- 1995 Completion of course on CLAS35 High Speed Color Printer for Qualex Inc.

New York Institute of Photography, New York, NY.

- 2012 Correspondence study of Digital Photography

WORK HISTORY:

10/2013 to 12/2013: Delivery for Valley Fresh Bakery Twin Valley, MN.

02/2007 to 09/2013: Sales Clerk and Repair at Buckle's Hardware Twin Valley, MN.

09/2005 to 01/2007: Computer Repair at Digital Corner Ulen, MN.

04/1986 to 08/2005: Photo Packaging, Film Splicing and Processing, Quality Control and Maintenance Tech III at Qualex, Eagan, MN.

Food experience
↑

→ *QC at Qualex*

Steve Flugel

References:

Mr. Danny L. Buckle
Buckle's Hardware
115 Main Ave. W.
Twin Valley, MN. 56584
Phone: (218) 584-5189

Mr. Steve Novotny
1630 250th Ave.
Luck, WI. 54853
Phone: (612) 360-1015

Mr. Dan Hawkins
3324 Village Woods Dr.
Atwater, CA. 95301
Phone: (209) 769-3049

Rick and Rose

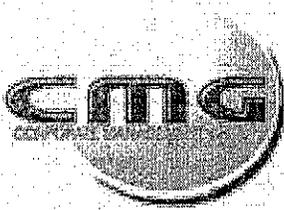
Rick and Rose were good friends. They worked together at Reichel Foods.

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



Preliminary Questions

For CMG use only

Name: Steve Flugel

Date: 5/12/14

- 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? 1st / Any

To be completed during interview only

Date of interview 5/12/14

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

Explain

Incident Burglary, did 2 years felony

Employee Signature Steve Flugel

Interviewer Signature Kelsey A. Stetson

Applicant Interview Score Card

Name: Steve Date of Interview: _____

Position/Shift Assignment 3 (San) 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 0

Interviewer: Kelsey total points 50

Date: 5/12/14