

Further Action Notice

U.S Department of Homeland Security Tentative Nonconfirmation (DHS TNC)

Bongono, Augustin	8535
Employee's Last Name, First Name	Last Four Digits of Employee's Social Security Number
099131447	
Employee's A-Number	Employee's Document Number
09/16/2014	2014259111544XG
Date of DHS Tentative Nonconfirmation	Case Verification Number
Reason for this Notice:	DHS TNC. The information entered for this employee did not match DHS records.

EMPLOYER INSTRUCTIONS:

- Review this Further Action Notice in private with the employee as soon as possible.
IMPORTANT: If the employee does not speak English as his or her primary language or has a limited ability to read or understand the English language, also provide the employee with a translated version of this Further Action Notice. Translated versions are available in the 'View Essential Resources' section of E-Verify. If the employee cannot read this document for some other reason, provide the information in an alternative format.
- Check that all of the information at the top of this Further Action Notice is correct. If this information is incorrect, close this case in E-Verify and create a new case with the correct information.
- Ask the employee to indicate whether he or she will contest the DHS Tentative Nonconfirmation (DHS TNC) by signing and dating Page 2 of this Further Action Notice, and then sign and date below as the employer.
- Give the employee a copy of the signed Further Action Notice in English (and a translated version, if appropriate) and attach the original to the employee's Form I-9.
- Log in to E-Verify and search for this case using the information above. Follow the instructions in E-Verify to refer the case to DHS if the employee contests the TNC, or close the case if the employee does not contest the DHS TNC. If the employee chooses not to contest the DHS TNC, you may terminate his or her employment and close the case in E-Verify.
IMPORTANT: If the employee contests the DHS TNC, refer the case to DHS, print the Referral Date Confirmation from E-Verify, provide it to the employee, and instruct the employee to contact DHS **within 8 Federal Government working days** as specified in the Referral Date Confirmation.

For Photo Mismatch ONLY

Complete this Further Action Notice and send a copy of it with a copy of the employee's photo document to DHS. Either attach and submit a digital copy of the photo document in E-Verify or send a paper copy to DHS via an express shipping carrier of your choice. Do NOT send the copies through regular United States Postal Service mail.

Express Shipping Carrier Address	Attach and Submit Electronically
U.S. Department of Homeland Security- USCIS 10 Fountain Plaza, 3rd Floor Buffalo, NY 14202 Attn: Status Verification Office - Photo Matching	Make a digital copy of the employee's photo document (e.g. with a scanner or a camera) and save it to your computer. Then attach and submit the copy in E-Verify.

Employer Signature and Date

I have notified this employee of the DHS Tentative Nonconfirmation and provided the employee with a copy of this Further Action Notice.	
Employer Solutions Staffing Group	Emily Sage
Employer's Name	Employer Representative's Name
Date	Employer Representative's Signature

EMPLOYEE INSTRUCTIONS:

Why you received this Further Action Notice

Your employer participates in E-Verify, a program managed by the U.S. Department of Homeland Security (DHS) and the Social Security Administration (SSA). E-Verify compares the information you provided on Form I-9, Employment Eligibility Verification, with records available to DHS to verify that you are authorized to work in the United States.

You received this Further Action Notice from your employer because E-Verify provided a result of DHS Tentative Nonconfirmation (DHS TNC). A DHS TNC means that the information entered into E-Verify by your employer does not match records available to DHS. A DHS TNC does not necessarily mean that you gave incorrect information to your employer or that you are not authorized to work in the United States. Visit the [For Employees](#) pages at www.dhs.gov/E-Verify to learn the reasons you may have received a DHS TNC.

What you should do:

1. Check that the information on Page 1 of this Further Action Notice is correct. If it is not correct, provide the correct information to your employer. Your employer should close this E-Verify case and use the corrected information to create a new case.
2. Decide if you will contest (take action to resolve) the DHS TNC and inform your employer of your decision. **IMPORTANT:** If you decide not to contest the DHS TNC, your case will become a Final Nonconfirmation, which means that your employer may terminate your employment.
3. Select your decision to contest or not contest and sign and date this Further Action Notice below. If you decide to take action to contest the DHS TNC, to begin to resolve the DHS TNC, you must contact DHS **within 8 Federal Government working days** from the date your employer refers your case in E-Verify. **IMPORTANT:** Review Page 3 of this notice for important information about employer responsibilities and your rights.

Select box, sign and date below:

I choose to: (check one)	
<input type="checkbox"/>	CONTEST (take action to resolve the DHS TNC)
<input type="checkbox"/>	NOT CONTEST (not take action to resolve the DHS TNC)
Employee's Signature	Date

What you must do to take action to resolve the DHS TNC:

1. Call DHS at 888-897-7781 (TTY: 887-875-6028) **within 8 Federal Government working days** from the date your employer refers your case to DHS to begin to resolve your case. Your employer must give you a Referral Date Confirmation, which will tell you the date by which you must contact DHS. **Foreign Students and Exchange Visitors Only:** DHS cannot resolve this case if your Student Exchange Visitor Information System (SEVIS) record is incorrect. Before you call DHS, try to contact your Designated School Official or Responsible Officer and ensure your SEVIS record is correct.
2. Have this Further Action Notice when you call DHS. DHS may ask you to provide additional information or documents to resolve your case. If you need assistance in a language other than English, you may ask the E-Verify customer representative for an interpreter. **NOTE:** Since you received a DHS TNC from E-Verify, your immigration records could be incorrect. Correcting your immigration records can prevent DHS TNCs. Once you successfully resolve a DHS TNC, you may wish to take additional action to correct your immigration records. You may review the fact sheet "How to Correct Your USCIS Records after Resolving a Tentative Nonconfirmation in E-Verify," found at <http://www.uscis.gov/e-verify/employees/how-correct-your-immigration-records>. This fact sheet provides information on several options to correct your DHS record.

KNOW YOUR RIGHTS

This page provides important information about employer responsibilities and your rights.

- Employers must promptly notify you, in private, of a Tentative Nonconfirmation (TNC).
- Employers must allow you to contest a TNC and may not take adverse action against you because of the TNC while you are contesting the TNC and your E-Verify case is pending.
- You have **8 Federal Government working days** to visit an SSA field office or contact DHS to contest the TNC from the date the employer refers the case in E-Verify.
- Employers must not discriminate against you because of your citizenship, immigration status, or national origin.
- Employers cannot use E-Verify selectively or to pre-screen job applicants. E-Verify must be used for all new employees regardless of citizenship, immigration status, or national origin.
- Employers cannot use E-Verify to verify existing employees, unless the employer is currently a federal contractor with the Federal Acquisition Regulation (FAR) E-Verify Clause in its federal contract.
- Employers are required to clearly display the 'Notice of E-Verify Participation' and the 'Right to Work' posters in all languages supplied by DHS.
- Employers may terminate employees because of a TNC only after receiving a Final Nonconfirmation, or after an employee has decided not to contest a TNC.
- Employers may not use E-Verify to reverify existing employees whose employment authorization has expired. Instead, employers must complete Section 3 of Form I-9, Employment Eligibility Verification, or complete a new Form I-9.

For More Information

If you have questions about what to do, contact E-Verify at 888-897-7781 (TTY: 877-875-6028) or email E-Verify@dhs.gov. If you need assistance in a language other than English, you may ask the E-Verify customer representative for an interpreter. For more information on E-Verify, including our privacy practices and program rules, visit the E-Verify website at www.dhs.gov/E-Verify.

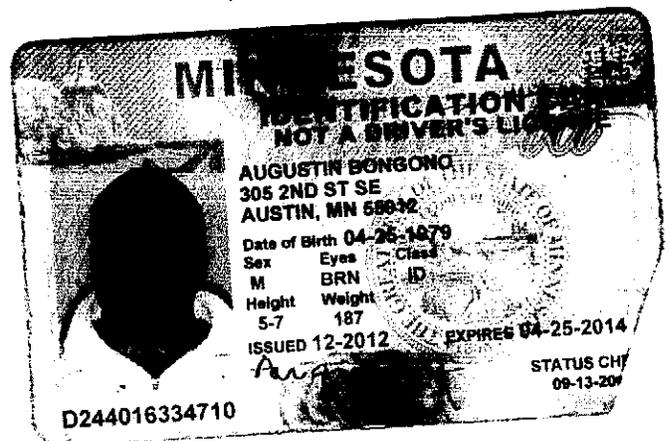
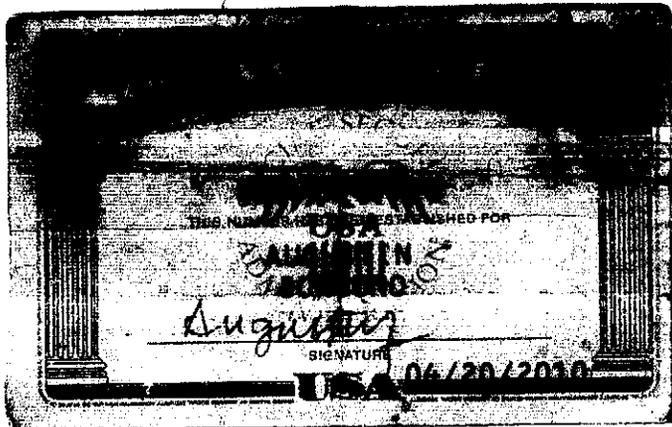
Report Violations

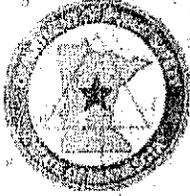
If you believe your employer has violated E-Verify rules, or treated you in an unfair manner, we encourage you to report it. To report misuse of E-Verify, including privacy violations, and general E-Verify complaints, contact the E-Verify Employee Hotline at 888-897-7781 (TTY: 877-875-6028) or email E-Verify@dhs.gov.

To report employment discrimination based upon your citizenship, immigration status, or national origin, contact the Department of Justice, Civil Rights Division, Office of Special Counsel for Immigration-Related Unfair Employment Practices (OSC) at 800-255-7688 (TTY: 800-237-2515). Language interpretation is available to all callers. For more information, visit OSC's website at www.justice.gov/crt/about/osc.

Protect Your Identity

If you want to learn more about identity theft or fraud and the simple steps you can take to protect yourself, visit ftc.gov/idtheft.



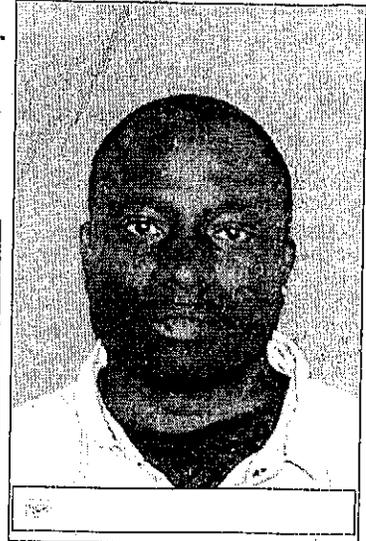


Minnesota Limited Driver's License

Effective 07/15/2014
Valid through 04/29/2015



D244016334710



Name		DOB	Endorsements	
AUGUSTIN BONGONO		04/25/1979		
Class D Status	Class	DL Issued	DL Expiration	
LIMITED	I	06/01/2010	05/14/2012	
Address		City	ZIP	
1006 6TH AVE NW		AUSTIN	55912	
Eyes	Hgt	Weight	Gender	
BRN	507	187	M	

LIMITED EFFECTIVE 07/15/2014. MAY DRIVE TO/FROM HOME AND WORK AT CARGILL, 702 3RD STREET, ALBERT LEA BUT ONLY MONDAY THROUGH SATURDAY FROM 12:30AM TO 1:30AM, 2:30AM TO 3:30AM, 6AM TO 7AM, 3PM TO 4PM, 5:30PM TO 6:30PM, AND 8PM TO 9PM. LIMITED EXPIRES 04/29/2015 - MJM.

THIS DOCUMENT IS A RECEIPT AND IS NOT TO BE USED AS IDENTIFICATION AND IS NOT TO BE USED AS A STAND ALONE FORM OF IDENTIFICATION

This driver is only licensed to drive within the limitations described herein. A properly fastened seat belt shall be worn by the driver unless exempted by M.S. 169.686. Any limitation violation is punishable by law and loss of driving privilege. This license is valid if current Minnesota driving record so indicates and is in the possession of the driver.

In addition, I understand that any withdrawal of my privileges within two years of the expiration of this Limited License may result in non-issuance of a future Limited License per M.S. 7409.3600 sub 1d.

Signature required to validate



CMG APPLICATION FOR EMPLOYMENT

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

PLEASE COMPLETE PAGES 1-5 DATE _____

Name BONGONO AUGUSTIN
Last First Middle Maiden

Present address 1006 6th AVE NW
Number Street
Austin Mn 55912
City State Zip

Social Security No. 650 - 58 - 8535

Telephone (763) 913 7337 E-Mail Augustleroy@yahoo.com

If under 18, please list age _____ Referred by Akeem (Employee)

Position applied for (1) _____ and salary desired (2) _____ (Be specific)	Shift available to work <input checked="" type="checkbox"/> 1st <input checked="" type="checkbox"/> 2nd <input type="checkbox"/> 3rd
---------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------

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? ASAP (not currently working)

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>CONAKRY HIGH</u>	<u>AFRICA</u>	<u>4</u>	<u>High GED</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? Drive

Driver's license number D244016334710 State of issue MN

Operator ___ Commercial (CDL) ___ Chauffeur

Expiration date 04 | 29 | 2015

Have you had any accidents during the past three years? ___ Yes No

If so, how many? 0

Have you had any moving violations during the past three years? ___ Yes No

If so, how many? 0

Please list two references other than relatives or previous employers

Name Akeem

Name Joshua

Position PCA

Position Forklift Driver

Company CMG

Company Hormel

Address Austin Mn

Address Austin Mn

Telephone (763) 439 1103

Telephone (507) 279 2099

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>CARGILL Foods</u>	Supervisor name <u>Nikki</u>	
Position <u>Machine operator</u>	Employment dates	Pay or salary
Company <u>CARGILL Foods</u>	From <u>3/11/14</u>	Start <u>11.25</u>
Address <u>Albert Lea</u>	To <u>1/8/14</u>	Final <u>11.25</u>
<u>Mn</u>	Your last job title <u>READ meat pack.</u>	
Telephone <u>(507) 377 2526</u>		

Reason for leaving (be specific) Summer temp worker, Laid off

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. Packing, setting scanning line work, general worker, machine operator, Mix meat in the blender in order to be sent to the kitchen

Name <u>Hormel Foods</u>	Supervisor name <u>Will</u>	
Position <u>Forklift Driver</u>	Employment dates	Pay or salary
Company <u>Food company</u>	From <u>1/1/13</u>	Start <u>14.00</u>
Address <u>Austin</u>	To <u>2/3/14</u>	Final <u>14.95</u>
<u>Mn</u>	Your last job title <u>Forklift Driver</u>	
Telephone <u>(507) 437-5483</u>		

Reason for leaving (be specific) Suspended, ~~quit~~ Got different job.

List the jobs you held, duties performed, skills used or learned, advancements or promotions while you worked at this Company. Line Work, Forklift Driver, Customer Service, Order puller, inventory

~~Explain situation~~
 he was lead and told employee to do his job - got into a confrontation and was suspended for a few days. left and went to Cargill.

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 _____	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.		

Name _____	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.		

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 Augustin Date: 9/5/14



Mon. 9/15 @ 1pm

AUGUSTIN BONGONO
1006 6th ave nw
Austin, Mn 55912

Augustleroy@yahoo.com
cell: 763-913-7337

OBJECTIVE: STRIVING TO ACHIEVE MY GOALS
100% CUSTOMER SERVICE SATISFACTION

STRENGTHS:

Customer Services, Shipping, Receiving; Stocking & Computer Literacy
Loading/Unloading Trucks
Safety Oriented, DOT Regulations Knowledge of Metro Area
Certified Forklift Operator & Mechanical Aptitude Professional,

QUALIFICATIONS:

Ability to pass drug test, background test, eye exam
-Ability to lift 100 lbs. +, several times a day and like overtimes.
-Able to hear & understand verbal instruction
-Able to operate various styles of forklifts (scanners, standing-Raymond sitting forklift, pallet jack, cherry pickers, electrical pallet jack...)
Pack and unpack items to be stocked on shelves in the secondary locations, warehouses or storage yards. Assist in loading and unloading truck manually. Run will call customer services timely and accurate.

-RELEVANT PROFESSIONAL PORTFOLIO:

MAY 2014- AUGUST 2014 Gargill value added meat, department fryer as packer, machine operator, mixer and palletizer (general worker summer temp)
Bellissio foods austin mn 2014 process meat packaging.

Jan 2013 –April 2014 Hormel Foods Austin Mn market loop (shipping) forklift driver

2011 to 2012 QUALITY PORK PROCESSORS QPP AUSTIN, MN
Forklift driver, load ,weight v-bins from kill floor to cut floor. drive head meat and cheek meat from Qpp to Hormel side in timely manners.

AMLA TRANSLATIONS translate French, soussou kissi, madingo... court cases, hospital or personal.
been working for AMLA for 3 months part time job. Paul amla 612 272 0304

2010- 2011 Minneapolis, MN Knutson Custom Remodelers (contractor, remodeling all type houses, roofing, customs doors, customs windows , insulation, sheep rock , painting....) as carpenter we work closer with the architect. mike Knutson 612-221-2742

2007-2009 Denver, CO ENCORE STAFFING (warehouses, construction, driver, health care, home care as CPA) temporary services duties varied by assignment. Worked in warehouses as forklift driver, shipping and receiving clerk. Tracey 720 338 9443

COCA COLA-GUINEA shipping, receiving, packaging, coca cola products to different locations with use of scanner or manually. Doing will call forklift driving (standing, standard forklift, pallet jack...)
2004-2008

-BUS DRIVER, High School District, Bus Driver 2001 - 2003

Applicant Interview Score Card

Name: Augustin Pongono Date of Interview: 9/15/14

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

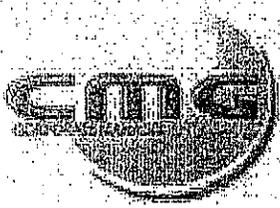
46

Total possible points 50pts. Total points scored

Former Employer Rating Bonus Points 1-20

Interviewer: [Signature]
Date: 9-15-14

total points 46



Preliminary Questions

For CMG use only

Name: Augustin Bongono

Date: 9/15/17

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? South
5. What shift do you prefer? 2nd

To be completed during interview only

Date of interview 9/15/17

Have you ever been convicted of a crime? Yes No

Explain

Incident _____

Employee Signature Augustin

Interviewer Signature Ana Cordova

Name: _____

Achoo!

by Cynthia Sherwood

Achoo! We all sneeze sometimes. Sneezing is a reflex that your body does automatically. That means you cannot make yourself sneeze or stop one once it has started. When you sneeze, your body is trying to get rid of bad things in your nose, such as bacteria. You have extra germs when you have a cold, so you sneeze a lot more. You might also sneeze when you smell pepper!

Inside your nose, there are hundreds of tiny hairs. These hairs filter the air you breathe. Sometimes dust and pollen find their way through these hairs and bother your nasal passages. The nerves in the lining of your nose tell your brain that something is invading your body.

Your brain, lungs, nose, mouth, and the muscles of your upper body work together to blow away the invaders with a sneeze. When you sneeze, germs from your nose get blown into the air. Using a tissue or "sneezing into your sleeve" captures most of these germs. It is very important to wash your hands after you sneeze into them, especially during cold and flu season.



Do you ever sneeze when you walk into bright sunlight? Some people say that happens to them often. Scientists believe the UV rays of the sun irritate the nose lining of these people so they sneeze.

If someone nearby sneezes, remember to tell them "Gesundheit!" That is a funny-looking word which is pronounced "gezz-oont-hite." It is the German word that wishes someone good health after sneezing.

Name: Augustin Bongono

Achoo Reading Test

(Circle the correct answer)

1. Why do people sneeze?
 - a. The tiny hairs in your nose tickle
 - b. Your body is trying to get rid of bad things
 - c. You can make yourself sneeze when you want to

2. What are the 3 parts of your body work together with your upper body to sneeze?
 - a. Hand, Elbow, Shoulder
 - b. Ankle, Knee, Hip
 - c. Brain, Lungs, Mouth

3. What other things can make you sneeze?
 - a. Pepper, Sun, Dust, and Pollen
 - b. Water, Pop, Flowers, Trees
 - c. Salt, Seasonings, Meat, Fruit

4. What is a German word that people often say to someone that sneezes?
 - a. Good Job
 - b. Gesundheit
 - c. Hang in there

5. What should you do after you sneeze into your hands especially during cold and flu season? This should also be done in the production area!
 - a. Wipe them with a tissue
 - b. Nothing
 - c. Wash your hands