

JSURE AND AUTHORIZATION [IMPORTANT -- PLEASE READ CAREFULLY BEFORE SIGNING AUTHORIZATION]

DISCLOSURE REGARDING BACKGROUND INVESTIGATION

Employer Solutions Staffing Group LLC (ESSG) may obtain information about you for employment purposes from a third party consumer reporting agency. Thus, you may be the subject of a "consumer report" and/or an "investigative consumer report" that may include information about your character, general reputation, personal characteristics, and/or mode of living, and that can involve personal interviews with sources, such as your neighbors, friends, or associates. These reports may contain information regarding your credit history, criminal history, social security number validation, motor vehicle records ("driving records"), verification of your education or employment history, or other background checks. Credit history will only be requested where such information is substantially related to the duties and responsibilities of the position for which you are applying. You have the right, upon written request made within a reasonable time, to request whether a consumer report has been requested and compiled about you, and disclosure of the nature and scope of any investigative consumer report and to request a copy of your report. Please be advised that the nature and scope of the most common form of investigative consumer report obtained with regard to applicants for employment is an investigation into your education and/or employment history conducted by Orange Tree Employment Screening, 7275 Ohms Lane, Minneapolis, MN 55439. Tel.: 800-886-4777 or 952-941-9040. Fax: 800-886-0774 or 952-941-9041. ORANGE TREE EMPLOYMENT SCREENING's website is at www.orangetreescreening.com, or another outside organization. The scope of this notice and authorization is all-encompassing, however, allowing ESSG to obtain from any outside organization all manner of consumer reports and investigative consumer reports now and throughout the course of your employment to the extent permitted by law. As a result, you should carefully consider whether to exercise your right to request disclosure of the nature and scope of any investigative consumer report.

New York and Maine applicants or employees only: You have the right to inspect and receive a copy of any investigative consumer report requested by ESSG by contacting the consumer reporting agency identified above directly. You may also contact ESSG to request the name, address and telephone number of the nearest unit of the consumer reporting agency designated to handle inquiries, which ESSG shall provide within 5 days.
New York applicants or employees only: Upon request, you will be informed whether or not a consumer report was requested by ESSG, and if such report was requested, informed of the name and address of the consumer reporting agency that furnished the report. By signing below, you also acknowledge receipt of Article 23-A of the New York Correction Law.
Oregon applicants or employees only: Information describing your rights under federal and Oregon law regarding consumer identity theft protection, the storage and disposal of your credit information, and remedies available should you suspect or find that ESSG has not maintained secured records is available to you upon request.
Washington State applicants or employees only: You also have the right to request from the consumer reporting agency a written summary of your rights and remedies under the Washington Fair Credit Reporting Act.

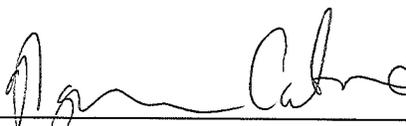
ACKNOWLEDGMENT AND AUTHORIZATION

I acknowledge receipt of the DISCLOSURE REGARDING BACKGROUND INVESTIGATION and A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT and certify that I have read and understand both of these documents. I hereby authorize the obtaining of "consumer reports" and/or "investigative consumer reports" by ESSG at any time after receipt of this authorization and throughout my employment, if applicable. To this end, I hereby authorize, without reservation, any law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, company, or insurance company to furnish any and all background information requested by Orange Tree Employment Screening, 7275 Ohms Lane, Minneapolis, MN 55439. Tel.: 800-886-4777 or 952-941-9040. ORANGE TREE EMPLOYMENT SCREENING's website is at: www.orangetreescreening.com, another outside organization acting on behalf of the company, and/or the company itself. I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original.

New York applicants or employees only: By signing below, you also acknowledge receipt of Article 23-A of the New York Correction Law.

Minnesota and Oklahoma applicants or employees only: Please check this box if you would like to receive a copy of a consumer report if one is obtained by ESSG.

(Must include email address: _____)

Signature:  Date: 1/24/17

BACKGROUND INFORMATION

Last Name: Castro First: Nazarewicz Middle: _____

Other Names/Alias: _____

Social Security #: 127-20-5038 Date of Birth (mm/dd/yyyy)*: 9/8/86

Driver's License #: B062032731308 State of Driver's License: _____

Present Address: 1312 Case Case St NW Telephone # (Primary): (507) 358-2566

City/State/Zip: Rochester, MN

*This information will be used for background screening purposes only and will not be used as hiring criteria.



Preliminary Questions

For CMG use only

Name: Nazareno Castro

Date: 1/24/17

1. If hired are you willing to take a drug test? y
2. Do you have any known food allergies to soy, wheat, peanuts, or milk? N
3. Are you able to work with pork? y
4. Which plant do you prefer? _____
5. What shift do you prefer? _____ WHSE

To be completed during or after interview

Date of interview 1/24/17

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

Explain

Incident _____

X Employee Signature _____

Interviewer Signature _____

Name: T.H. Carter

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.



ENTERED

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 <u>Nazareno (17A0) Cristo</u>		
<small>Last First Middle Maiden</small>		
Present address <u>1312 Cascade St NW</u>		
<small>Number Street</small>	<small>City</small>	<small>State</small> <u>MI</u> <small>Zip</small> <u>55901</u>
Social Security No. <u>-127 - 70 - 5038</u>		
Telephone <u>(807) 358-2566</u>		E-Mail _____
If under 18, please list age _____		Referred by <u>online</u>
Position applied for (1) <u>warehouse</u>		Shift available to work
and salary desired (2) <u>12.50</u>		1 st <input checked="" type="checkbox"/>
<small>(Be specific)</small>		2 nd _____
		3 rd _____
How many hours can you work weekly? <u>40 + OT</u> Can you work nights? _____		
Employment desired ___ FULL-TIME ONLY <input checked="" type="checkbox"/> PART-TIME ONLY ___ FULL- OR PART-TIME		
When available for work? <u>open</u>		
Do you have responsibilities or commitments that will prevent you from meeting specified work schedules? <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes If so, please explain _____		
Do you anticipate any absences from work on a regular basis? <input checked="" type="checkbox"/> 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>Stearnsville/VA</u>	<u>VA</u>	<u>4</u>	
College				
Bus. or Trade School				
Professional School				

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 _____	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.		

**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: 1-24-17

NAZARENO(TITO) CASTRO

Rochester, MN 55901 ♦ C: 5073582566 ♦ kingtcastro@gmail.com

To whom it may concern,

I came across your job posting on indeed.com. I've accumulated more than 10 years of relevant experience working in various warehouses as well as industrial facilities. I am confident that my skills and qualifications meet the needs of this position.

My background in warehouse and industrial facilities allowed me the opportunity to learn how to properly use an assortment of different equipment. I am extremely safety-conscious and able to lift weights up to 75 pounds.

I've allowed myself the ability to transition between various jobs the past few years in order to build a wide-ranging skill set. As a result, I've gained valuable experience while learning quickly, picking up new skills in a variety of fields and developing a professional demeanor in many new situations. I pride myself on being a hard worker, always being on time, following all safety guidelines and being dedicated to doing a job well done each day I walk into my job. I strongly believe that encouraging a supportive work environment increases productivity and efficiency in the workplace.

Attached is my resume, which lists my complete work history and relevant skills. I would like an opportunity to speak with you about this position and confirm how my skills would benefit me in the open position at. Thank you for your time and I look forward to speaking with you.

Sincerely,

Nazareno Tito Castro

NAZARENO (TITO) CASTRO

Rochester, MN 55901 | (C) 507-358-2566 | kingtcastro@gmail.com

Professional Summary

Dependable self-starter experienced in manufacturing production, assembly, quality assurance and machine operation and maintenance.

Work History

Mechanical Insulation

11/2016 to 11/2016

Superior Mechanical – Rochester MN

- Apply, remove, and repair insulation
- Read blueprints
- Cut and measure insulation
- Use a variety of multiple hand tools
- Prepared and cleaned construction sites by removing debris.
- Aided crews in joining, wrapping and sealing sections of pipe.
- Renovated plumbing and HVAC systems.
Renovated plumbing and HVAC systems.

General Laborer

08/2015 to 08/2016

Keri Incop – Rochester, MN

- Operate forklift
- Disassemble and reassemble working units
- Use several hand held and power tools
- Slightly work with boiler
- Cleaning and Sanitation
- Transcribe notes
- Weight and combine ingredients
- Consistently assumed additional responsibilities and worked extended hours to meet project deadlines.

General Laborer

04/2014 to 10/2015

DFA – Zumbrota

- Use of several hand held and power tools
- Cleaning
- Operate forklift
- Combine ingredients
- Operate pallet lifts.
- Ensured that all health and safety guidelines were followed.
- Responsible for achieving production requirements.

Assembler

12/2013 to 04/2014

McNeilus - – Dodge Center MN

- Use several hand held air and power tools
- Operate forklift
- Installation of hydraulic hoses
- Hand scanning
- Instal wire harnesses
- Ran overhead hoist

of measuring tape

Assembler

08/2012 to 10/2013

Crenlo – Rochester MN

- Collated components for assembly.
- Responsible for achieving production requirements.
- Ensured that all health and safety guidelines were followed.
- Accurately read, understood, and carried out written instructions.
- Attended monthly safety meetings to ensure machine operation safety.
- Communicated operational issues and changes to supervisor on regular basis.
- Employed wide variety of hand and power tools including hoists, drills, precision measuring instruments and electronic testing devices.
- Followed company procedures to maintain work environment in a neat and orderly condition.
- Inspected machine parts for conformance to product specifications.
- Promoted shop safety by working in a safe manner.
- Read work orders to prepare for machine setup.

Laborer

12/2013 to 08/2014

Con-tech – Dodge Center, MN

- Received and correctly processed both written and verbal instructions, prints and work orders.
- Inspected and tested components, assemblies and power tools.
- Disassembled, reassembled and corrected changeover.
- Maintained counts and lifts, shifts and stocks materials and parts.
- Recognized and reported defective material and equipment to shift supervisor.

Education

General Studies: General

2009

Rochester Community and Technical College - Rochester MN

Skills

- | | |
|--------------------------------------------------|----------------------------------------------------------------|
| • Fusing, cutting and measuring tools experience | Able To prioritize and efficiently manage multiple assignments |
| • Knowledge of metal parts and assemblies | Enjoy working as team member as well as independently |
| • Expert in mechanical assembly | Self starting and goal orientated |