

SENSITIVE BUT UNCLASSIFIED

Department of Homeland Security
 E-Verify
 Report Prepared: 12/15/2014
 Page: 1 of 1

Case Verification Number: 2014349130019FL

Case Information:	
Employee Information:	Initial Case Result:
Last Name: Patterson Social Security Number: *** ** 4693 Citizenship Status: A citizen of the United States Document Information: List B Document: Driver's license or ID card issued by a U.S. state or outlying possession Document Name: Driver's license Document State: Minnesota Document Expiration Date: 12/31/2016 Alien Number: Additional Information: Hire Date: 12/15/2014 Three-Day Rule Reason: SSER1299 Submitted By: Submitted On: 12/15/2014	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: Middle Initial: Social Security Number: Resubmitted By: Resubmitted On: Date of Birth: Other Names Used: First Name:	Case Result: Response Date:
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:	



New Hire Application

Personal Data-- PLEASE PRINT LEGIBLY IN INK

Last Name PATTERSON First Name Josh Middle Initial K
 Street Address 1636 3rd Street North Apt/Site _____
 City/State/Zip St. Cloud MN 56303
 Phone Number 763-310-5466 Email Address Minnneapolismstr@gmail.com
 Staffing Agency/Recruitment Partner CMG

All offers of employment are conditional upon satisfactory proof of identity and legal ability to work in the U.S.A.

Are you legally authorized to work in the United States of America? ☒ YES ☐ NO

Applicant Certification and Authorization

I authorize Employer Solutions Staffing Group (ESSG) to use the information and statements contained in this application to determine my qualifications for employment. I authorize ESSG to make inquiries of my former employers, except as indicated in this application, regarding my previous duties, responsibilities, performance, compensation and eligibility for rehire.

I understand that a comprehensive background check may be conducted to determine my eligibility for hire by certain clients of ESSG. 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 ESSG policies.

I release ESSG and other persons or entities from any claims that might be based on ESSG's decision to conduct a background check.

I certify that all statements made in my application are true and accurate and that I have not omitted any material information or provided false or misleading information. I understand that any material omission or misrepresentation will result in my disqualification from consideration for employment or, if discovered after I begin employment, will result in my termination.

If hired, I agree to abide by the policies and procedures of ESSG.

Name (Print or type) Joshua Patterson

Applicant's Signature [Signature]

Date 12-15-14

A copy or facsimile ("fax") will be considered the same as an original signature. Email will ONLY be used for employment correspondence

DOH _____		ROP _____	Work Site Loc. _____	WC Code _____
For ESSG Office Use Only				
DOH _____	NHW _____	1-9 _____	8850 _____	W4 _____
Emergency Contact Info _____	Background Release Form _____	Background Results _____	Unemployment Letter (if applicable) _____	ESC Application _____
For ESSG Client Use				

Form W-4 (2014)

Purpose. Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay. Consider completing a new Form W-4 each year and when your personal or financial situation changes.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2014 expires February 17, 2015. See Pub. 505, Tax Withholding and Estimated Tax.

Note. If another person can claim you as a dependent on his or her tax return, you cannot claim exemption from withholding if your income exceeds \$1,000 and includes more than \$350 of unearned income (for example, interest and dividends).

Exemptions. An employer may be able to claim exemption from withholding even if the employee is a dependent, if the employee:

- is blind, or
- is age 65 or older,

• will claim adjustments to income, tax credits, or itemized deductions, on his or her tax return.

The exceptions do not apply to supplemental wages greater than \$1,000,000.

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 further adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earners/multiple jobs situations.

Complete all worksheets that apply. However, you may claim fewer (or zero) allowances. For regular wages, withholding must be based on all allowances you claimed and may not be a flat amount or percentage of wages.

Head of household. Generally, you can claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See Pub. 501, Exemptions, Standard Deduction, and Filing Information, for information.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See Pub. 505 for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax. If you have pension or annuity income, see Pub. 505 to find out if you should adjust your withholding on Form W-4 or W-4P.

Two earners or multiple jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others. See Pub. 505 for details.

Nonresident alien. If you are a nonresident alien, see Notice 1392, Supplemental Form W-4 Instructions for Nonresident Aliens, before completing this form.

Check your withholding. After your Form W-4 takes effect, use Pub. 505 to see how the amount you are having withheld compares to your projected total tax for 2014. See Pub. 505, especially if your earnings exceed \$130,000 (Single) or \$180,000 (Married).

Future developments. Information about any future developments affecting Form W-4 (such as legislation enacted after we release it) will be posted at www.irs.gov/w4.

Personal Allowances Worksheet (Keep for your records.)

A Enter "1" for yourself if no one else can claim you as a dependent.

B Enter "1" if:

- You are single and have only one job; or
- You are married, have only one job, and your spouse does not work; or
- Your wages from a second job or your spouse's wages (or the total of both) are \$1,500 or less.

C Enter "1" for your spouse. But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld.)

D Enter number of dependents (other than your spouse or yourself) you will claim on your tax return.

E Enter "1" if you will file as head of household on your tax return (see conditions under Head of household above).

F Enter "1" if you have at least \$2,000 of child or dependent care expenses for which you plan to claim a credit.

G **Child Tax Credit.** (Including additional child tax credit). See Pub. 503, Child and Dependent Care Expenses, for details.

• If your total income will be less than \$65,000 if married, enter "2" for each eligible child; then less "1" if you have three to six eligible children or less "2" if you have seven or more eligible children.

• If your total income will be between \$65,000 and \$84,000 if married, enter "1" for each eligible child.

H Add lines A through G and enter total here. (Note. This may be different from the number of exemptions you claim on your tax return.)

G If you plan to itemize or claim adjustments to income and want to reduce your withholding, see the Deductions and Adjustments Worksheet on page 2.

F If you are single and have more than one job or are married and you and your spouse both work and the combined earnings from all jobs exceed \$50,000 (\$20,000 if married), see the Two-Earners/Multiple Jobs Worksheet on page 2 to avoid having too little tax withheld.

E If neither of the above situations applies, stop here and enter the number from line H on line 5 of Form W-4 below.

W-4

Department of the Treasury Internal Revenue Service

Form

1 Your first name and middle initial

2 Your social security number

3 Single ☐ Married ☐ Note. If married, but with child or dependent care expenses, check the "Single" box.

4 If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a replacement card.

5 Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)

6 Additional amount, if any, you want withheld from each paycheck

7 I claim exemption from withholding for 2014, and I certify that I meet both of the following conditions for exemption.

• Last year I had a right to a refund of all federal income tax withheld because I had no tax liability, and

• This year I expect a refund of all federal income tax withheld because I expect to have no tax liability.

If you meet both conditions, write "Exempt" here.

Under penalties of perjury, I declare that I have examined this certificate and, to the best of my knowledge and belief, it is true, correct, and complete.

Employee's signature

(This form is not valid unless you sign it.)

8 Employer's name and address (Employer, complete lines 8 and 10 only if sending to the IRS.)

9 Office code (optional)

10 Employer identification number (EIN)

Employee's Withholding Allowance Certificate

Whether you are entitled to claim a certain number of allowances or exemption from withholding is subject to review by the IRS. Your employer may be required to send a copy of this form to the IRS.

OMB No. 1545-0074
2014

Employment Eligibility Verification

Department of Homeland Security
U.S. Citizenship and Immigration Services



USCIS
Form I-9
OMB No. 1615-0047
Expires 03/31/2016

▶ START HERE. Read instructions carefully before completing this form. The instructions must be available during completion of this form.
ANTI-DISCRIMINATION NOTICE: It is illegal to discriminate against work-authorized individuals. Employers **CANNOT** specify which document(s) they will accept from an employee. The refusal to hire an individual because the documentation presented has a future expiration date may also constitute illegal discrimination.

Section 1. Employee Information and Attestation (Employees must complete and sign Section 1 of Form I-9 no later than the first day of employment, but not before accepting a job offer.)

Last Name (Family Name) PATTERSON		First Name (Given Name) Jeshua		Middle Initial K	Other Names Used (if any)	
Address (Street Number and Name) 1636 3rd Street North			Apt. Number	City or Town St. Cloud	State MN	Zip Code 56303
Date of Birth (mm/dd/yyyy) 12-31-79		U.S. Social Security Number 476-94-4693		E-mail Address Minneapolis.monster@gmail.com		
Telephone Number 763-310-5466		I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this form.				

I attest, under penalty of perjury, that I am (check one of the following):

- ☒ A citizen of the United States
☐ A noncitizen national of the United States (See instructions)
☐ A lawful permanent resident (Alien Registration Number/USCIS Number): _____
☐ An alien authorized to work until (expiration date, if applicable, mm/dd/yyyy) _____. Some aliens may write "N/A" in this field. (See instructions)

For aliens authorized to work, provide your Alien Registration Number/USCIS Number OR Form I-94 Admission Number.

OR

1. Alien Registration Number/USCIS Number: _____

2. Form I-94 Admission Number: _____

If you obtained your admission number from CBP in connection with your arrival in the United States, include the following:

Foreign Passport Number: _____

Country of Issuance: _____

Some aliens may write "N/A" on the Foreign Passport Number and Country of Issuance fields. (See instructions)

Signature of Employee: _____

Preparer and/or Translator Certification (To be completed and signed if Section 1 is prepared by a person other than the employee):

I attest, under penalty of perjury, that I have assisted in the completion of this form and that to the best of my knowledge the information is true and correct.

Signature of Preparer or Translator: _____

Last Name (Family Name)

First Name (Given Name)

Address (Street Number and Name)

City or Town

State

Zip Code

Employer Completes Next Page

STOP

STOP

Signature of Employer or Authorized Representative:	Date (mm/dd/yyyy):	Print Name of Employer or Authorized Representative:
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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.

Document Title:	Document Number:	Expiration Date (if any) (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.

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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Employer's Business or Organization Address (Street Number and Name) 7301 OHMS LANE SUITE 405		City or Town EDINA	State MN	Zip Code 55439
Last Name (Family Name) <u>Tovar</u>		First Name (Given Name) <u>Samantha</u>	Employer's Business or Organization Name EMPLOYER SOLUTIONS STAFFING GROUP LLC	
Signature of Employer or Authorized Representative	Date (mm/dd/yyyy) <u>12/15/2014</u>	Title of Employer or Authorized Representative <u>Office Support</u>		

(See instructions for exemptions.)

The employee's first day of employment (mm/dd/yyyy):

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

Certification

Document Title:	Document Number:	Expiration Date (if any) (mm/dd/yyyy):
Document Title:	Document Number:	Expiration Date (if any) (mm/dd/yyyy):
Document Title:	Document Number:	Expiration Date (if any) (mm/dd/yyyy):
Document Title:	Document Number:	Expiration Date (if any) (mm/dd/yyyy):
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Document Title:	Document Number:	Expiration Date (if any) (mm/dd/yyyy):

Identity and Employment Authorization List A OR List B AND List C Employment Authorization

Employee Last Name, First Name and Middle Initial from Section 1: <u>Paterson Joshua K.</u>

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.)

STOP

Employer Completes This Page

STOP

DISCLOSURE 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.orange-treescreening.com, or another 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.orange-treescreening.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: Joshua Patterson Date: 12-31-79
BACKGROUND INFORMATION

Last Name: Patterson First: Joshua Middle: K
Other Names/Alias: _____
Social Security #: 476-94-4693
Date of Birth (mm/dd/yyyy): 12-31-79
State of Driver's License: Class D
Driver's License #: X764248698417
Present Address: 1636 3rd Street North
Telephone # (Primary): 763-310-5466
City/State/Zip: St. Cloud MN 56303

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

EMERGENCY CONTACT INFORMATION

EMPLOYER SOLUTIONS STAFFING GROUP
IN CASE OF AN EMERGENCY - NOTIFICATION INFORMATION

Employee Name: Joshua Patterson
Address: 1636 3rd Street N
Home Phone: 763-310-5466

Home Phone: 952-544-0569 Cell Phone: 612-559-3353 Work Phone: 952-	Contact #1 Name: Sherill Patterson Relationship: Mother
Home Phone: 763-533-9865 Cell Phone: 612-578-5551 Work Phone:	Contact #2 Name: Aron Greene Relationship: Brother

Additional information you want Employer Solutions Staffing Group and our clients to know in the event of an emergency:

Direct Deposit/Payroll Debit Card Authorization

Employees have the option of receiving wages by Direct Deposit and/or Payroll Debit Card. If you do not provide a written election, wages will be paid by Payroll Debit Card.

SECTION 1 BASIC INFORMATION

Employee Name	SSN# (last 4 digits)	Effective Date
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SECTION 2 PAYROLL ELECTION

☒ **Payroll Debit Card** (Please complete Sections 3 and 5 below)

☐ **Direct Deposit** (Please complete Sections 3 and 5 below)

SECTION 3 DIRECT DEPOSIT

☐ Update Bank Account	Bank Name:	Routing#	Account#	Account Type: ☐ Checking ☐ Savings ☐ Other
☐ I understand and acknowledge that if I do not provide a voided check with this direct deposit form, I am responsible for any delays in payroll or extra costs incurred if the account number that I provide is incorrect. Initial _____ Date _____				

SECTION 4 PAYROLL DEBIT CARD (GLOBAL CASH CARD)

- To help us avoid making an error, please attach a copy of a voided check. (a deposit slip will not work)
- If you change banks, do not close your old bank account until your direct deposit has started at the new bank, which may take 2 pay periods.

Federal law requires all financial institutions to obtain, verify, and record information that identifies each person who opens an account. In order to request a Payroll Debit Card for you, we must provide all of the following information that will enable the financial institution to identify you. If you do not submit a Direct Deposit/Payroll Debit Card Authorization, ESSG will provide the necessary information and issue you a Payroll Debit Card to pay your wages. For your protection, the financial institution may ask you to provide them additional identification information so they can verify your identity.

Except for the routing and account number, ESSG does not have access to any information regarding your Payroll Debit Card account or transactions. On your first payday, you will receive your new Payroll Debit Card, and a packet containing all of the terms and conditions. You will then sign acknowledging that you received the Payroll Debit Card and packet. Your Payroll Debit Card will be reloaded on each payday you receive wages.

CARDHOLDER INFORMATION (as you want your Payroll Debit Card to be issued)

First Name	M.I.	Last Name	Date of Birth	Social Security#	Cell Phone (mobile)	Zip	City	State
Joshua	K	Paterson	12-31-79	476-94-4693	263-310-5466	56303	St. Cloud	MN

GET TEXT ALERTS, when your paycheck is deposited on your card!

All we need to know your cell phone service provider and mobile number above!

☒ Yes, sign me up, for text alerts

My mobile service provider is: straight talk

Payroll Debit Card Routing #	Payroll Debit Card Account #
073972181	4853400143686675

I have received my Payroll Debit Card, welcome brochure, program fees, program terms, conditions, and disclosures. By activating my Payroll Debit Card, I am agreeing to the program terms, conditions, and disclosures that are included or made available to me from time to time from the financial institution. I authorize the financial institution to debit my Payroll Debit Card account for the fees described in the fee schedule that is part of the program terms, conditions, and disclosures.

Employee's Signature: _____

SECTION 5 AUTHORIZATION

I authorize ESSG to directly deposit my periodic wages/compensation payments, net of required tax withholdings, other required adjustments for any credit entries or authorized deductions, into my account(s) as designated above and to initiate, if necessary, debit entries and adjustments for any credit entries made in error to my account(s).

*E-mail: _____

*E-mail is required for pay stub information.

this information will only be used to send your paystubs electronically

Employee's Signature: _____

Date: _____



employer solutions staffing group, LLC
Leveraging Resources in a Changing Market

Importante/Importante

LOST OR STOLEN PAYCHECKS

If a paycheck is lost (missing, misplaced, destroyed, lost in the mail, etc.), you must notify your staffing recruiter that the check cannot be found. If it can be verified that the check has not been cashed, ESSG will stop payment on the check and re-issue the check to you, deducting a fee of between \$25-\$35.

If your paycheck was stolen, you must first file a police report before we can re-issue the check. Once you have done so, you must provide a copy of the policy report to your staffing recruiter that the check was stolen. If the check has not been cashed and if the loss of the check was not your fault, ESSG will issue a new check and no fee will be deducted.

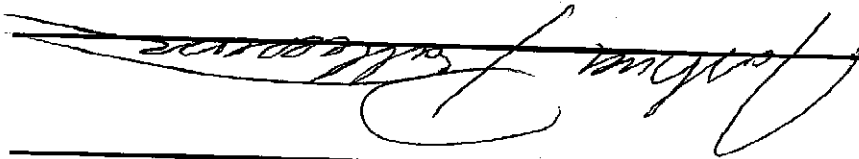
CHEQUES DE PAGO PERDIDOS O ROBADOS

Si un cheque de pago se pierde (que falta, fuera de lugar, destruido, perdido en el correo, etc), usted debe notificar a su reclutador de personal que el cheque no se puede encontrar. Si se puede verificar que el cheque no ha sido cobrado, ESSG se detendrá el cheque de pago y reemitir el cheque a usted, descontando un cargo de entre \$ 25 - \$ 35.

Si su cheque de pago fue robado, primero debe denunciar el robo a la policía antes de que podamos volver a emitir el cheque. Una vez hecho esto, usted debe proporcionar una copia de la denuncia a su reclutador de personal que el cheque fue robado. Si el cheque no ha sido cobrado y si la pérdida del cheque no fue su culpa, ESSG emitirá un nuevo cheque y no hay cuota se deducirá.

—ACUERDA/SE ACUERDA—

Name/Nombre (con letra de molde):

Signature/Firma: 

STATEMENT OF CONFIDENTIALITY

This agreement made this 15 day of Dec, 2014, between Employer Solutions Staffing Group LLC, hereinafter referred to as "employer", and _____ hereafter referred to as "employee".

WITNESSETH:

For the duration of my employment and after resignation or termination of this employment with employer, for any reason whatsoever, the employee shall not use or disclose to any other person or company, and confidential or proprietary information or know-how related to the business of the employer.

In view of the difficulty of determining the amount of damages which may result to the employer from a violation of any of the provisions hereof, the employee agrees to pay to the employer the sum of \$10,000 as liquidated damages for every such violation; provided, however, that the payment of such amount as liquidated damages shall not be construed as a release or waiver by the employer of the right to prevent any such violation in equity or otherwise.

John J. Williams
Employee Signature

Employer Solutions Staffing Group LLC, Representative

**Pre-Screening Notice and Certification Request for
the Work Opportunity Credit**

▶ See separate instructions.

Job applicant: Fill in the lines below and check any boxes that apply. Complete only this side.

Your name Joshua Patterson Social security number 476-94-4693
Street address where you live 1636 3rd Street N
City or town, state, and ZIP code St. Cloud MN 56303
County Stearns Telephone number 763-310-5466
If you are under age 40, enter your date of birth (month, day, year) 12-31-79

1 ☐ Check here if you received a conditional certification from the state workforce agency (SWA) or a participating local agency for the work opportunity credit.

2 ☐ Check here if any of the following statements apply to you.

- I am a member of a family that has received assistance from Temporary Assistance for Needy Families (TANF) for any 9 months during the past 18 months.
- I am a veteran and a member of a family that received Supplemental Nutrition Assistance Program (SNAP) benefits (food stamps) for at least a 3-month period during the past 15 months.
- I was referred here by a rehabilitation agency approved by the state, an employment network under the Ticket to Work program, or the Department of Veterans Affairs.
- I am at least age 18 but not age 40 or older and I am a member of a family that:
 - a Received SNAP benefits (food stamps) for the past 6 months, or
 - b Received SNAP benefits (food stamps) for at least 3 of the past 5 months, but is no longer eligible to receive them.
- During the past year, I was convicted of a felony or released from prison for a felony.
- I received supplemental security income (SSI) benefits for any month ending during the past 60 days.
- I am a veteran and I was unemployed for a period or periods totaling at least 4 weeks but less than 6 months during the past year.

3 ☐ Check here if you are a veteran and you were unemployed for a period or periods totaling at least 6 months during the past year.

4 ☐ Check here if you are a veteran entitled to compensation for a service-connected disability and you were discharged or released from active duty in the U.S. Armed Forces during the past year.

5 ☐ Check here if you are a veteran entitled to compensation for a service-connected disability and you were unemployed for a period or periods totaling at least 6 months during the past year.

6 ☐ Check here if you are a member of a family that:

- Received TANF payments for at least the past 18 months, or
- Received TANF payments for any 18 months beginning after August 5, 1997, and the earliest 18-month period beginning after August 5, 1997, ended during the past 2 years, or
- Stopped being eligible for TANF payments during the past 2 years because federal or state law limited the maximum time those payments could be made.

Signature—All Applicants Must Sign

Under penalties of perjury, I declare that I gave the above information to the employer on or before the day I was offered a job, and it is, to the best of my knowledge, true, correct, and complete.

Job applicant's signature ▶

For Privacy Act and Paperwork Reduction Act Notice, see page 2.

Cat. No. 22851L

Form 8850 (Rev. 1-2012)

Date 12-15-14

EMPLOYER SECTION:

ESG FEIN#:		ESG Client Name & State:	
Hiring Manager:		Position:	
Starting Wage: \$			

EMPLOYEE SECTION:

Employee Name:	Joshua Patterson		
SS#:	476-94-4693	Date of Birth:	12/15/14
Age:	34	Have you worked for this company before?	☒ Yes ☐ No
City/State:	St. Cloud MN	Zip:	

Please complete all questions, and sign and date the form.

1. Have you or has anyone living with you received Temporary Assistance to Needy Families (TANF) at any time since August 5, 1997? (If yes, please provide information below.)		City:		County:		State:	
Name of the person receiving benefits:		Relationship to you:					
2. Have you or has anyone living with you received Food Stamps (SNAP) at any time during the past 15 months?		City:		County:		State:	
(If yes, please provide information below.)		Relationship to you:					
3. Have you received Supplemental Security Income (SSI) at any time within the past 3 months?		City:		County:		State:	
Please note, this is not the same as Social Security benefits (SS) or Social Security Disability (SSDI) benefits.		Relationship to you:					
4. Have you received any type of vocational rehabilitation services within the past two years?		City:		County:		State:	
If yes, please indicate which type of agency you worked with and provide their location information below:		Relationship to you:					
☐ Vocational Rehabilitation Agency ☐ Dept. of Veterans Affairs ☐ Employment Network (Ticket to Work Program)		Relationship to you:					
5. Are you a Veteran of the U.S. Military? *If yes, please provide a copy of your DD-214 and letter of separation.		City:		County:		State:	
(If yes, please provide information below. If no, please continue to question #6.)		Relationship to you:					
Dates of Service - From: / / To: / / Branch of Service: / / Are you entitled to or are you receiving compensation for a service-connected disability? / / Have you been unemployed at any time during the last 12 months? / / If yes, dates of unemployment - From: / / To: / / Did you receive unemployment compensation at any point during your unemployment? / / Have you been convicted of a felony or released from prison for a felony conviction in the past 12 months? / /		Relationship to you:					
6. Have you been convicted of a felony or released from prison for a felony conviction in the past 12 months?		City:		County:		State:	
Was this a ☐ Federal or ☐ State conviction? If State - County: / /		Relationship to you:					

Additional Tax Credits

IEC (Native American): Are you or your spouse a member of a Native American Tribe?	☐
*If you checked yes please provide a copy of your CDIB card.	
CA Residents: Are you the child of foster parents?	☐
Are you a migrant or seasonal farm worker?	☐
Do you receive CalWorks?	☐
Workforce Investment Act?	☐
SC Residents: Do you receive Family Independence Benefits?	☐
Are you ever been convicted of a misdemeanor?	☐

PLEASE READ, SIGN, AND DATE:

Under penalties of perjury, I declare the information above to be true and accurate to the best of my knowledge, and I hereby authorize any agency, organization, or individuals to supply such verification or information that may be needed to determine tax credit eligibility to my employer, employer representative (Associated Consultants, Inc. dba RetroTax), or the Department of Labor.

New Employee Signature:

Date: 12-15-14

INJURY MANAGEMENT PROGRAM

Injured Worker's Responsibilities

As your employer, we are concerned about your full recovery. Reasonable and necessary medical care will be paid for any compensable work injury. Medically authorized time away from work will be reimbursed in accordance with the **State of Minnesota workers' compensation laws**. Wherever possible light duty restrictions imposed as a result of your injury will be accommodated.

RESPONSIBILITIES OF THE INJURED WORKER:

Minnesota Rule Sec. 5221.0430, Subp. 1 requires that you choose one primary health care provider. Subpart 2 places limitations on your right to change primary health care providers. Discuss with your employer any change in health care provider.

Attend all scheduled appointments. While on physical limitations, visits should be a minimum of once every two weeks. Failure to have current medical support for disability may result in termination of benefits. Schedule your next appointment immediately after your doctor visit, before you leave the clinic if possible.

Obtain a Report of Workability from your physician at every appointment, a minimum of once every two weeks. M.R. 5221.0420 requires that your physician cooperate with return to work planning and that you be released to return to work at the earliest appropriate time.

Immediately following your appointment, provide a copy of the report to the designated employer representative. You should deliver this in person so that changes in work restrictions may be addressed and any questions answered.

Follow all physical restrictions at home and at work.

Report to work and perform physically suitable tasks as assigned. These may or may not be in your regular department. The work may or may not be on your usual shift.

Maintain regular, weekly, communication with your employer if you are unable to return to work. Contact your employer a minimum of after every visit with your primary health care provider. Keep the claims representative advised of your status.

Notify your employer immediately of any new injuries or conditions that impact your physical condition.

If it is necessary to miss scheduled work due to a work injury, you must be seen by your primary health care provider the same day in order to receive compensation for the time away from work. The physician must complete a Report of Workability.

I have read my responsibilities and agree to abide by these guidelines.

Signed: Joshua Patterson
Printed Name: Joshua Patterson

Employee Keeps This Form

Healthcare Notice of Exchange

As your employer, we are required to provide you with the following information under Section 1512 of the Affordable Care Act:

What is the Health Insurance Marketplace?

The Marketplace is designed to help you find health insurance that meets your needs and fits your budget. The Marketplace offers "one-stop shopping" to find and compare private health insurance options. You may also be eligible for a new kind of tax credit that lowers your monthly premium right away. Open enrollment for health insurance coverage through the Marketplace begins in October 2013 for coverage starting as early as January 1, 2014.

Can I Save Money on my Health Insurance Premiums in the Marketplace?

You may qualify to save money and lower your monthly premium, but only if your employer does not offer coverage, or offers coverage that doesn't meet certain standards. The savings on your premium that you're eligible for depends on your household income.

Does Employer Health Coverage Affect Eligibility for Premium Savings through the Marketplace?

Yes. If you have an offer of health coverage from your employer that meets certain standards, you will not be eligible for a tax credit through the Marketplace and may wish to enroll in your employer's health plan. However, you may be eligible for a tax credit that lowers your monthly premium, or a reduction in certain cost-sharing if your employer does not offer coverage to you at all or does not offer coverage that meets certain standards. If the cost of a plan from your employer that would cover you (and not any other members of your family) is more than 9.5% of your household income for the year, or if the coverage your employer provides does not meet the "minimum value" standard set by the Affordable Care Act, you may be eligible for a tax credit.¹

Note: If you purchase a health plan through the Marketplace instead of accepting health coverage offered by your employer, then you may lose the employer contribution (if any) to the employer-offered coverage. Also, this employer contribution—as well as your employee contribution to employer-offered coverage—is often excluded from income for Federal and State income tax purposes. Your payments for coverage through the Marketplace are made on an after-tax basis.

The Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the Marketplace and its cost. Please visit HealthCare.gov for more information, including an online application for health insurance coverage and contact information for a Health Insurance Marketplace in your area

If you decide to complete an application for coverage in the Marketplace, you will be asked to provide this information:

Employer Name:	Employer Solutions Staffing Group, LLC
Employer Address:	7301 Ohms Lane Suite 405 Edina, MN 55439
Employer FEIN:	20-8084369
Phone Number for Health Benefits Team:	952-767-9519

Employer Solutions Staffing Group does have an insurance plan that is offered to you upon hire. The Essential StaffCARE insurance is a fixed indemnity plan and is not a qualifying plan for the exchange. It does not meet the minimum value standard. If you elect to have this insurance *and only have this insurance*, you will be subject to a tax penalty beginning for year 2014.

For more information about ESSG's insurance options, contact:
The Health Benefits Team
Employer Solutions Staffing Group
952-767-9519
health@employersolutionsgroup.com

Notification of Minnesota Law Requirement – Unemployment Acknowledgement

According to Minnesota Statute section 268.095, subdivision 2, paragraph (d), an applicant who, within five calendar days after completion of a suitable job assignment from a staffing service, (1) fails without good cause to affirmatively request an additional suitable job assignment, (2) refuses without good cause an additional suitable job assignment offered, or (3) accepts employment with the client of the staffing service, is considered to have quit employment.

This paragraph applies only if, at the time of beginning of employment with the staffing service, the applicant signed and was provided a copy of a separate document written in clear and concise language that informed the applicant of this paragraph and that unemployment benefits may be affected.

It is your responsibility to contact ESSG (for instance, by calling 1-320-281-5617 or using any other form of contact) for additional assignments. If you fail to do so, it may affect your unemployment benefits.

I understand by signing this form that I am responsible to contact ESSG within 5 calendar days once an assignment ends. I also acknowledge that I have received a separate copy of this form. _____ (initial)

Employee Signature: *Joshua Patterson*
Employee (please print your name here) Joshua Patterson

Date: 12-15-11

ENROLLMENT FORM

EBC NAV*SAD P2M v15.0

REQUIRED EMPLOYEE INFORMATION

PRINT USING BLACK or BLUE INK (Must Be Filled Out)

Social Security Number 476-94-4693
Date of Birth 12/31/1979 Sex M F
Name Joshua Patterson
Street Address 1136 3rd Street
City St. Cloud State MN Zip 56303
Home Phone 263-310-5466

Do you or any dependents have Medicare?
Yes ☐ No ☐ If Yes:
Medicare Health Insurance Claim Number (HICN)
Medicare Effective Date
Names of Covered Person(s)
1.
2.
3.

REQUIRED DEPENDENT INFORMATION

Name _____
Social Security Number _____
Date of Birth _____ / _____ / _____
Sex M F
Relationship: ☐ Spouse ☐ Child ☐ Domestic Partner

Name _____
Social Security Number _____
Date of Birth _____ / _____ / _____
Sex M F
Relationship: ☐ Spouse ☐ Child ☐ Domestic Partner

NAME OF BENEFICIARY
For Term Life / Accidental Death & Dismemberment, please write your beneficiary information.
RELATIONSHIP

accidental Death & Dismemberment is part of the Term Life Benefit.

Signature *Joshua Patterson*
I have read the benefit packet and understand its limitations. I understand that open enrollment is only available for a limited time and I understand that making no benefit selection is a declaration of coverage.
Date 12/31/2014

OPTION 1
FIXED INDEMNITY PLAN

Weekly Rates
You MUST enroll in the Indemnity Medical Insurance Plan before adding any additional Indemnity benefits, except Dental. Your coverage level for the Term Life will be identical to your medical plan selection.
FIXED INDEMNITY MEDICAL
\$20.91 Employee Only ☐
\$42.44 Employee + 1 ☐
\$56.67 Employee + Family ☒
NO to all Indemnity benefits. ☒
This coverage is not available to residents of New Hampshire, Hawaii, or Puerto Rico.

DENTAL
\$5.99 Employee Only ☐
\$11.98 Employee + 1 ☐
\$19.77 Employee + Family ☒
NO ☒

TERM LIFE
\$0.60 Employee Only ☐
\$0.90 Employee + 1 ☐
\$1.80 Employee + Family ☐
YES ☐
NO ☒
\$4.20 Employee Only

SHORT-TERM DISABILITY
Short-Term Disability is not available to persons who work in California, Hawaii, New Jersey, New York, or Rhode Island.
Short-Term Disability is not available to persons who work in California, Hawaii, New Jersey, New York, or Rhode Island.

OPTION 2
MEC WELLNESS/PREVENTIVE PLAN
Monthly Rates
\$58.87 Employee Only ☐
\$87.73 Employee + 1 ☐
\$186.99 Employee + Family ☐
NO to MEC Wellness/Preventive Plan ☒

PROCESS SAFETY MANAGEMENT
&
RISK MANAGEMENT PROGRAM
DOCUMENTATION
AMMONIA REFRIGERATION

HUSKIN MEATS Sank Rapids, MN has implemented a Process Safety Management (PSM) Program in compliance with OSHA standard 29 CFR 1910.119. The purpose of this program is to prevent or minimize the consequences of catastrophic releases of toxic, reactive, flammable or explosive chemicals and to ensure that employees are not exposed to undue risks.

Our PSM Program details specific precaution and procedures affecting the safe operation and maintenance of our ammonia refrigeration process. This program has been developed with the participation of employees involved with the operation and maintenance of this process.

All employees have access to the PSM manuals and files, under the following conditions:

1. Approval is required to remove any documents from the file.
2. Original documents may not be removed from the file area.
3. Copies of original documents will be provided, upon request, within 10 working days of the request.
4. No markings shall be made on original documents.

TRAINING

1. All employees shall be made aware of the general nature of this PSM program and of the hazards associated with ammonia as part of the Hazard Communications Program in this facility.
2. Those employees involved with the operation and maintenance of the ammonia refrigeration system, including any contractor employees so involved, shall complete specific training as detailed in the PSM Program.

I hereby verify that I have read and understood the above informing me of the existence of the Process Safety Management Program for ammonia refrigeration and that I have completed the training outlined above as so indicated below.

PSM training on ammonia refrigeration (operation and maintenance personnel)
HazCom awareness of ammonia (all employees)

Employee Name: Josh Patterson Department:

Date: 12-15-14

Signature: Joshua Patterson

**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.

SIGN THIS VERSION OF CONSENT—SAME AS PAGE 6

Individual's Name
Date
12-15-14

Acknowledgement of Receipt Antiharassment Policy

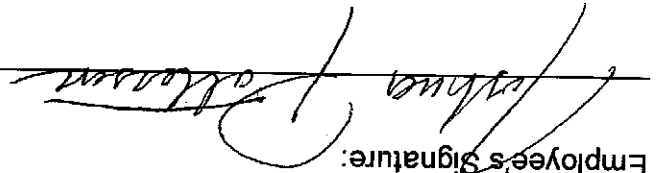
I certify that I have received a copy of Employer Solutions Staffing Group's Antiharassment Policy. I understand that it is my responsibility to read this policy and ask my supervisor, a member of management or to telephone Employer Solutions Group (ESSG) at 952.835.1288/1.866.496.7573 with any questions I may have about this policy. I agree to comply with ESSG's policy on Antiharassment and understand failure to comply is grounds for disciplinary action, up to and including termination.

I also agree that if at any time during my employment I am involved in any employment dispute or I am subjected to any type of discrimination, including discrimination because of race, sex, age, religion, color, national origin, disability, marital, sexual orientation or veteran status, or if I am subjected to any type of harassment including sexual harassment, I will immediately contact my supervisor, manager, director or ESSG's Human Resource Department at 952.835.1288/1.866.496.7573 in order to obtain assistance in the resolution of such matters.

Employee Name (Please Print)

Josha Patterson

Employee's Signature:


Date: 12-15-14

RECEIPT OF EMPLOYEE HANDBOOK AND EMPLOYMENT-AT-WILL STATEMENT

This is to acknowledge that I have read the Employer Solutions Staffing Group LLC Temporary Employee Handbook and understand that it sets forth the terms and conditions of my employment as well as the duties, responsibilities and obligations of my employment with the company. I understand and agree that it is my responsibility to abide by the rules, policies and standards set forth in the Handbook.

I also acknowledge that my employment with ESSG is not for a specified period of time and can be terminated at any time for any reason, with or without cause or notice, by me or by the company. I acknowledge that no oral or written statements or representations regarding my employment can alter the foregoing. I also acknowledge that no manager or employee has the authority to enter into an employment agreement, express or implied, providing for employment other than at-will.

I also acknowledge that, except for the policy of at-will employment, ESSG reserves the right to revise, delete and add to the provisions of this Employee Handbook. All such revisions, deletions or additions must be in writing and must be signed by the CEO of the company. No oral statements or representations can change the provisions of this Handbook. I also acknowledge that, except for the policy of at-will employment, terms and conditions of employment with the company may be modified at the sole discretion of the company, with or without cause or notice, at any time. No implied contract concerning any employment-related decision, term of employment or condition of employment can be established by any other statement, conduct, policy or practice.

I understand the foregoing agreement concerning my at-will employment status and the company's right to determine and modify the terms and conditions of employment is the sole and entire agreement between me and ESSG concerning the duration of my employment, the circumstances under which my employment may be terminated and the circumstances under which the terms and conditions of my employment may change. I further understand that this agreement supersedes all prior agreements, understandings and representations concerning my employment with the company.

If I have questions regarding the content or interpretation of this Handbook, I will bring them to the attention of ESSG.

DATE 12-15-14

EMPLOYEE NAME Joshua Patterson
EMPLOYEE SIGNATURE [Signature]
ESSG REPRESENTATIVE [Signature]
PLEASE PRINT

The associate handbook was reviewed with me, and I have received my personal copy. I also acknowledge that I have been given the opportunity to ask questions and express concerns during my orientation. Additionally, I understand and support the following:

1. This handbook is intended as a guide and not an employment agreement that creates a contractual relationship, and that the employment relationship may be terminated at the will of either party at any time.
2. The changing needs of the business will require alteration in method, practices and policies, and the company will unilaterally revise, as necessary, to meet these changing needs.
3. I agree to **notify** my CMG/ESSG Consultant **immediately** of any change in my personal data such as phone number, address, emergency notification, etc.
4. I am responsible for the information provided herein and will, upon my separation, return this handbook to my CMG/ESSG Consultant.



ACKNOWLEDGMENT

Date: 12-15-14

Associate's Signature: Joshua Patterson

Associate's Printed Name: Joshua Patterson

Orientation provided by: WJD