

CORPORATE MANAGEMENT GROUP

Employment Application

Office Hours: Monday-Friday 9am-3pm

Office Number: 507-838-5994

Office Address: 1232 Valley High Dr NW Rochester, Mn 55901



Applicant Information

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

Please fully complete pages 1-3

Full Name: (Last Name, First Name) Kuch, Phillip Date: 01/22/21

Address: (Street Address) 1526 4th AVE SE (Apt./Unit #) B

(City) ROCHESTER (State) MN (ZIP Code) 55904

Phone: 507-398-1153 Email: Kuch.Phillip85@gmail.com

Social Security No. 540-15-1780 Date Available: ASAP

Position Applied for: Sanitation Desired Wage: \$14

Shift Available to work: 1st 2nd 3rd Employment desired: Full-Time Part-Time

Are you authorized to work in the U.S.? Yes No

How did you hear about us? indeed.com Referral Name: Kayla Kuch

If under 18, please list age: _____

Do you have responsibilities or commitments that will prevent you from meeting specified work schedules? No Yes

| Education | | | | |
|----------------------|--|-------------------------------------|---------------------------|----------------|
| Type of School | Name of School | Location (Complete Mailing Address) | Number of Years Completed | Major & Degree |
| High School | Lynn, MA Lynn Classical HS | Lynn, MA | 12 | Diploma |
| College | | | | |
| Bus. Or Trade School | | | | |
| Professional School | | | | |

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Previous Employment

Company: Kemps Phone: 507-287-7301

Address: _____ Supervisor: ROSS

Job Title: FREZZER WORKER Starting Wage: \$ 19 Ending Wage: \$ 23.15

Responsibilities: Stack ice cream in freezer

From: 01/15 To: 10/20 Reason for Leaving: Laid off

May we contact your previous supervisor for reference? Yes No

Company: Pace Dairy Foods Phone: _____

Address: _____ Supervisor: Scott MEYERS

Job Title: LINE TECH Starting Wage: \$ 14. Ending Wage: \$ 19.35

Responsibilities: Look for defected Bays of chesse

From: 07/07 To: 08/14 Reason for Leaving: Quit

May we contact your previous supervisor for reference? Yes No

Company: Rochester Meat Co Phone: _____

Address: _____ Supervisor: _____

Job Title: Grinder Starting Wage: \$ 10 Ending Wage: \$ 13.50

Responsibilities: Grind MEAT into Grinders

From: 11/04 To: 06/07 Reason for Leaving: Quit

May we contact your previous supervisor for reference? Yes No

Company: _____ Phone: _____

Address: _____ Supervisor: _____

Job Title: _____ Starting Wage: \$ _____ Ending Wage: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for reference? Yes No

I certify that my answers are true and complete to the best of my knowledge.

If this application leads to employment, I understand that false or misleading information in my application or interview may result in my release.

Signature: [Signature] Date: 01/22/21

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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: 6/22/21

CMG Preliminary Questions

Name: Phillip Kuch

Date: 01/22/21

Please Mark Yes or No

1. If hired are you willing to take a drug test? Yes No

2. Are you able to work with pork and beef? Yes No

Please Mark Your Preferred Position

3. What shift to you prefer? 1st 2nd 3rd

To be completed during or after interview

Have you ever been convicted of a crime? Yes No

Explain

Incident Aggravated Robbery - Felony - 2020

Employee Signature

PK

Interviewer Signature

[Signature]

CMG / Rochester Meat Company Interview Questionnaire

Applicant's Name: _____

Date/ Time: _____

Position applied for: _____

1. Why do you want to come work at the Rochester Meat Company?

MOM WORKS HERE. HAS PAST HISTORY WITH US.

2. Can you tell me a little about your previous work experience?

Sanitation - cleaned machine parts @ Pose Dairy.
2007-2014

3. What did you like most about your present/past jobs?

80w/pose.

4. What did you like least about one of your present/past jobs?

n/a

5. Why did you leave your previous jobs?

laid off due to covid / slow season

6. Sometimes conflicts can arise with co-workers. How have you handled conflicts with coworkers in the past (or how would you handle a conflict with a co-worker)?

7. Sometimes disagreements can arise between supervisors and employees. How have you handled disagreements with your supervisor in the past (or how would handle a disagreement with your supervisor)?

8. With any new job there are a lot of things to learn in a short period of time. What would you do if you did not understand how to perform a particular task?

ask sup for help.

9. Rochester Meat Company has a lot of safety rules and procedures. Do you feel that sometimes it is acceptable to ignore safety rules if it helps you complete the job faster?

follow all rules.

10. While you are working, you notice that something does not seem right with the product or packaging. What would you do?

11. How much weight can you lift without hurting yourself?

SO + 80 OK

12. Some of the work maybe repetitive in nature. Have you done repetitive work before and how do you feel about it?

OK-REP. Good.

13. Are you able to work the scheduled shift - Monday through Friday?

YES NO

14. Are you able to work overtime including Saturdays and Sundays?

YES NO

15. You would be working in temperature of 40-50 degrees. Would that be a problem for you?

YES NO

16. Have you ever worked in food service or a restaurant before?

YES NO

Notes:

I understand and am signing this form, I have been informed about what position I am
intending to fill.

Applicant Signature: [Signature]
Interviewer Signature: [Signature]

You have applied / are interviewing for the following position:

JOB TITLE: Sanitation **Starting Wage:** \$12.00 + \$2 S/D (\$13.50) **Shift/Hours:** 3rd (10pm – 6am)

JOB OBJECTIVE: To clean and sanitize equipment and work area used in production.

QUALIFICATIONS (based on essential functions):

- Related experience preferred.
- Must be able to understand instructions and directions in the English language.
- Possess basic mathematics skills.

JOB FUNCTIONS: Every effort has been made to identify the essential functions of this positions, however, it in no way states or implies that these are the only duties you will be required to perform. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or an essential function.

DUTIES/RESPONSIBILITIES: Wash, Rinse, Sanitize and set-up equipment for next shift; Dry floors and ceilings; Empty trash; Perform and assist in other related duties as required; Work well with others; Repot to work on time; Follow rules; Care for property.

✓ **MACHINERY:** Pallet jacks.

✓ **EQUIPMENT:** Hoses, wooden and plastic pallets, trash bags, foaming containers and wands, machine parts, large broom, grinding plate sharpener, paper towel dispensers, drop cords, pressure washers.

✓ **PROTECTIVE EQUIPMENT:** bump cap, nitril apron, rubber boots and gloves, face shield and goggles.

✓ **CHEMICALS:** Caustic foaming chemicals used in sanitizing equipment, oil for drop cords and grease for machine parts.

✓ **WORK ENVIRONMENT:** Standing on wet cement floors. Extremes of temperatures from – 30 degrees Fahrenheit in spirals to 80 degrees in portion room when hot hoses are in use. Limited visibility due to cold in work areas and the use of heat from water hoses. Slippery floors. Wet environment. Noise level is low after production. Some outdoor work. Work with hot water and high-pressure water.

PHYSICAL REQUIREMENTS (with or without reasonable accommodation): Ability to lift/move 10-80 pounds continuously. Requires varying degrees of pushing, pulling and lifting. Able to perform tasks requiring action of muscles or groups of muscles such as walking, crawling, bending, climbing, and stooping. Able to stand for prolonged periods (8-hour shift). Able to work early hours (after midnight) until morning. Have a good sense of smell and touch.

MENTAL REQUIREMENTS (with or without reasonable accommodation): Able to concentrate on minimal details with little interruption. Able to attend to task/function for 10-20 minutes at a time. Able to remember verbal and/or written task/assignment for an 8-hour shift.

WORK HOURS: Eight-hour work shift with 2 fifteen-minute breaks. Monday – Friday workweek. Will be required to work on Saturdays and some Sundays.

I understand by signing this form, I have been informed about what position I am interviewing for.

Applicant Signature: _____

Date: _____

Interviewer Signature: _____

Date: _____

Dokh
SPM

01/22/21

1/22/2021

1/22
UAM
sanitation

Phillip Kuch

Rochester, MN 55901
phillipkuch29_4oh@indeedemail.com

I'm a very hard worker, always on time, team player and gets the job done.

Authorized to work in the US for any employer

Work Experience

Freezer Worker

Kemps - Rochester, MN
January 2015 to October 2019

Stack ice cream onto a pallet when full use a stand up fork lift to move to aside then start a new one

Line Technician

Pace Dairy Foods - Rochester, MN
July 2007 to August 2014

Look for defected bags of cheese that's coming down from conveyor, then out for packaging

Grinder Operator

Rochester Meat Company - Rochester, MN
November 2004 to June 2007

Grind chunks of meat into a grinder turns into patties then out for packaging

Education

High school diploma or GED in General Studies

Lynn Classical High School - Cambridge, MA

Skills

- Forklift
- Pallet Jack
- Materials Handling
- RF Scanner
- Shipping & Receiving
- Warehouse Experience
- Order Picking
- Packaging

Languages

- Cambodian - Expert

Additional Information

Had a 4 year perfect attendance at previous job