

Youth Build

Minzey, Lance

Nov 2011 - Aug 2012

#1

Cadillac

Construction

Employment

Application for Employment

Equal access to programs, services and employment is available to all persons. Those applicants requiring a reasonable accommodation to the application and/or interview process should notify a representative of the Human Resources Department. We are an equal opportunity employer.

Please Print

Position applied for front end loader operator Application Date 2/21/12

Name Minzey II Lance Alan
LAST FIRST MIDDLE

Address 9922 S. 8 mile Rd McBain MI 49657
STREET CITY STATE ZIP CODE

Home Phone (231) 825-9907 Cellular/Other # (231) 929-8247 E-mail address l_minzey2@hotmail.com

Shift preferred 1 2 3 Any Expected pay \$15.00 an hour

Would you accept full-time work? Yes No Would you accept part-time work? Yes No

On what date would you be available for work? 2/21/12

If necessary, best time to call you is 8am: 5pm ^{AM} _{PM} Home Cellular/Other

How were you referred to our Company? Friend that works for your company

Have you submitted an application here before? Yes No If yes, please give date(s) and position(s): _____

Have you ever been employed here? Yes No If yes, please give dates: _____

Is this application a request for reemployment following an extended military leave of absence from our Company? Yes No
If yes, additional information may be requested.

If you are under 18 years old, can you provide a work permit if required? Yes No

Are you legally eligible for employment in the United States? (If yes, proof is required if hired.) Yes No

Are you able to perform the "essential functions" of the job for which you are applying (with or without reasonable accommodation)?
NOTE: This question is not designed to elicit information about an applicant's disability. Please do not provide information about the existence of a disability, particular accommodation, or whether accommodation is necessary. These issues may be addressed at a later stage, to the extent permitted by law.

Yes No Need more information about the job's "essential functions" to respond

Will you travel if required? Yes No Will you work overtime if required? Yes No

If they have been explained to you, are you able to meet the attendance requirements of the position? Yes No N/A

Have you ever been bonded? Yes No

Please provide your driver's license number, if driving is required for this job. M 520 488 040 050 State MI

Have you entered into an agreement with any former employer or other party (such as a noncompetition agreement) that might, in any way, restrict your ability to work for our Company? Yes No If yes, please explain: _____

NOTE: Answering "yes" to the following question does not constitute an automatic bar to employment. Factors such as date of the offense, seriousness and nature of the violation, rehabilitation and position applied for will be taken into account.

Have you ever pleaded "guilty" or "no contest" to, or been convicted of, a crime? Yes No

If yes, please provide date(s) and details: _____

Employment Experience

Place an X by the employer(s) you DO NOT want us to contact. List your most recent employer first.

Employer Zuiderveen Dairy
Contact Name Ken Zuiderveen E-mail N/A - If he doesn't have one, otherwise provide
Address 2640 E Jennings Rd Falmouth MI Phone (231) 826-3641
Job Title Farm hand Supervisor Ken Zuiderveen
Dates employed: from (mm/yy) 6/11 to (mm/yy) 8/11 Hourly rate/salary: starting \$10.00/hour final \$10.00/hour
Work performed Scrape barns, milk cows, feed calves.
Reason for leaving Found other opportunity ^{SP} that fell through
What did you like most about your position? I like almost everything the same
What were the things you liked least about the position? Not enough hours

Employer Veddler Dairy
Contact Name Terry Veddler E-mail _____
Address 7295 Hibma Rd Highland Twp MI Phone (231) 825-2340
Job Title Farm hand Supervisor Terry Veddler
Dates employed: from (mm/yy) 5/11 to (mm/yy) 5/11 Hourly rate/salary: starting 9.00/hour final 9.00/hour
Work performed pick rocks, cut wood
Reason for leaving No longer needed
What did you like most about your position? driving the tractors
What were the things you liked least about the position? Not enough work

Employer Tidy Disposal
Contact Name Carol Brewster E-mail _____
Address PO Box 535 Cadillac MI Phone (231) 779-0906
Job Title Trash technician ^{SP} Supervisor Carol Brewster
Dates employed: from (mm/yy) 9/10 to (mm/yy) 11/10 Hourly rate/salary: starting \$100.00/day final \$8.00/hour
Work performed drive garbage truck and pick up trash
Reason for leaving tried to go to work for myself
What did you like most about your position? driving trash truck
What were the things you liked least about the position? Smelly garbage

Employment Experience (continued)

Explain any gaps in your employment, other than those due to personal illness, injury or disability.

could not find work and opportunities fell through

Have you ever been fired or asked to resign from a job? Yes No

If yes, please explain: I was fired from vedder dairy because I though I had the day off but didn't It was a mistake and we didn't have a written schedual.

Education Background

High School: Cooley Night School Location cadillac MI 49601

Course of study H.S. Diploma Did you graduate? Yes No Degree or diploma NO

College: N/A Location N/A

Course of study N/A Did you graduate? Yes No Degree or diploma N/A

Graduate School: N/A Location N/A

Course of study N/A Did you graduate? Yes No Degree or diploma N/A

Vocational Training/Other: CTC Wex, Miss. Location cadillac MI 49601

Course of study Ag Sci. + metal fab. Did you graduate? Yes No Degree or diploma NO

Continuing Education: youth Build leadership program - working towards my GED. Anticipated completion, May 2012

Special Training or Skills

Languages, machine operation, etc., that would be of benefit in the job for which you are applying.

I have alot of tractor operating expiarence and I have a class B CDL

Social Security Number

SS# XXX - XX - 6759 The Company will make reasonable efforts to safeguard the privacy of this information and will use it only for employment purposes.

References

List names and telephone numbers of three business/work references who are not related to you and are not previous supervisors. If not applicable, list three school or personal references who are not related to you.

Name	Title	Relationship to You	Telephone	E-Mail	Years Known
Dale Henker	factory worker	family friend	231-826-3899		20+
Ted Henker	factory worker	family friend	231-825-8136		20+
Jordan Sandborn	farm hand	friend	231-429-3858		18+

Applicant Statement

I certify that all the information submitted by me on this application is true and complete, and I understand that if any false or misleading information, omissions or misrepresentations are discovered, my application may be rejected, and if I am employed, my employment may be terminated at any time.

If hired, I agree to conform to the Company's rules and regulations, and I understand that these rules and/or the employee handbook do not form a contract of employment either express or implied, and I agree that my employment and compensation can be terminated, with or without cause and with or without notice, at any time, at either my or the Company's option.

I also understand and agree that the terms and conditions of my employment may be changed, with or without cause and with or without notice, at any time by the Company. I understand that no Company representative, other than its president, and then only when in writing and signed by the president, has any authority to enter into any agreement for employment for any specific period of time, or to make any agreement contrary to the forgoing.

I expressly authorize, without reservation, the employer, its representatives, employees or agents to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, résumé or job interview. I hereby waive any and all rights and claims I may have regarding the employer, its agents, employees or representatives for seeking, gathering and using truthful and nondefamatory information, in a lawful manner, in the employment process and all other persons, corporations or organizations for furnishing such information about me.

I understand that this application remains current for only 30 days. At the conclusion of that time, if I have not heard from the employer and still wish to be considered for employment, it will be necessary for me to reapply and fill out a new application.

I also understand that, if I am hired, I will be required to provide proof of identity and legal authorization to work in the United States as required by federal immigration laws.

This Company does not tolerate unlawful discrimination or harassment based on sex, race, color, religion, national origin, citizenship, age, disability, or any other protected status under applicable federal, state or local law. No question on this application is used to limit or exclude an applicant from employment consideration on any basis prohibited by applicable federal, state or local law.

Applicant's signature

Lance M... II

Date

2/2/12



36-701017964

This card acknowledges that the recipient has successfully completed a
10-hour Occupational Safety and Health Training Course in:
General Industry Safety and Health

Lance Minzey

Andrea Mack

1/24/2012

(Trainer name - print or type)

(Course end date)

4/3/12
MTR

Lance Minzey
Cell: 231-429-1347
Home: 231-825-9907

9922 S. 8 Mile RD.
McBain, MI 49657
Email: l_minzey2@hotmail.com

Summary

Reliable self starter who is eager to excel in a fast paced environment. Possess framing, dry walling, and painting knowledge.

Experience

Northwest Michigan WORKS! YouthBuild Program

Title: Construction Trainee/Student. Cadillac, MI Nov2011-may 2012

Exited program when earned G.E.D.

- Studied and passed all modules of a nationally certified construction traded curriculum.
- Participated in multiple aspects of low income residential home construction to include: framing, drywall, and painting.
- Operated a variety of construction tools/equipment to include: drills, circular saws, reciprocal saws, and miter box.
- Picked up tools and equipment, removed rubble and debris, and secured job site daily to eliminate potential hazards.
- Worked with Habitat for Humanity in the construction of a new home.
- Performed a variety of volunteer work for local civic organizations.

Zuiderveen Dairy 231-826-3641

Title: Farm Hand Falmouth, MI May-July 2011

- Milk cows.
- Fed cows and calves.
- Field work when needed.
- Scraped barns and bedded pens.

Veddler Dairy 231-825-2340

Title: Part Time Helper Marion, MI April 2011

- Field clean up.
- Split and stack wood.

Tidy Disposal 231-779-0906

Title: Garbage Man Jennings,MI Sept-Nov 2010

- Drive trash truck to stops and pick up trash.
- Talk with customers to help tidy better provide services.

Pine Crest Dairy 231-775-7710

Title: Farm Hand Cadillac,MI July-Nov2008

- Fed cows and calves.
- Milk cows.
- Help in calf birth process.
- Scraped barns and bedded pens.

EDUCATION

General Education Development Diploma received May, 2012

CERTIFICATIONS

PACT Pre-Apprenticeship Certification Training through the home builders institute
OSHA 10 Occupation safety and Health Administration 10 Hour General Industry Training
CDL-B Commercial Drivers License class B

SOFTWARE and COMPUTERS

Functional in Microsoft Word, Power Point, Excel, publisher, Internet Research and Email

PERSONAL ATTRIBUTES

Reliable · Motivated · Energetic · Honest · Eager to Learn

Lance Minzey
Cell: 231-429-1347
Home: 231-825-9907

9922 S. 8 Mile RD.
McBain, MI 49657
Email: l_minzey2@hotmail.com

REFERENCES

Ken Gorlewski
YouthBuild Site Coordinator
401 North Lake Street, Ste. 700
Cadillac, MI 49601
231-876-1630
kennethgorlewski@nwm.cog.mi.us

Dale Heuker
Four Winns Factory Worker
7300 S. 9 Mile Rd.
McBain, MI 49657
231-920-0025

Ellen Heuker
Michigan Rubber Factory Worker
10392 E. 50 Rd.
Cadillac, MI 49601
231-429-9045

All applications for employment are considered without regard to race, religion, gender, sexual preference national origin, age, marital or veteran status, the presence of a non-job-related medical condition or handicap, or any other legally protected status. A resume will not be accepted in lieu of an application. ALL applicants for employment with LSSM MUST complete an application.

(PLEASE PRINT ALL INFORMATION)

This application is valid for 45 days. ALL fields must be completed.

Position(s) Applied For CNA	Center Name Lake View Manor	Date of Application 9-21-12
Last Name Minzey II	First Name Lance	Middle Name Alan
Previous married, maiden, or other names you have been known by		
Address 9922 S. 8 Mile Rd.	City McBain	State MI
		Zip Code 49657
Telephone Number(s) Day: 231-825-9907	Evening: 231-429-1347	Drivers License # M520 488 090 050

If you are less than 18 years of age, can you provide required proof of your eligibility to work? Yes No

Are you prevented from lawfully becoming employed in this country due to visa or immigration status? (Proof of citizenship or immigration status will be required upon employment) Yes No

Have you ever filed an application with us before? Yes No
If Yes, give date _____

Are you currently employed or have you ever been employed with us before? Yes No
If Yes, give dates & center _____

Do you have commitments/agreements with another employer that would affect your employment with LSSM? Yes No

Have you ever been employed by the State of Michigan? Yes No

Did you retire from your employment with the State of Michigan using the early retirement program authorized by PA 487 of 1996? Yes No

May we contact your present employer? Yes No

On what date would you be available for work? Date: 9-22-12

Are you available to work: Full Time Part Time Temporary On Call

Can you travel if a job requires it? Yes No

Do you have any relatives working for LSSM? Yes No
If Yes, give their name and the center in which they work: _____

Have you ever been convicted of an offense that would preclude you from being employed in a nursing or related healthcare facility? Yes No

Have you ever been excluded from participation in any federal or state healthcare program? Yes No

Have you lived in Michigan for less than three years? Yes No
If YES, list states and dates of previous residence _____

Have you ever been convicted of a felony? Yes No
 (Conviction will not necessarily disqualify an applicant for employment. Falsification or omission of information, however, is grounds for dismissal.)

Have you ever been convicted of a felony or any crime involving:

Bribery Yes No Fraud..... Yes No
 Filing of false claims Yes No Aiding or abetting the filing of false claims ... Yes No
 Allowing an establishment to be used for illegal purposes..... Yes No

Have you ever been convicted of any crime involving:

Homicide Yes No Murder..... Yes No
 Manslaughter Yes No Mayhem Yes No
 Negligent homicide..... Yes No Attempts to commit homicide or murder Yes No

Have you ever been convicted of any crime, felony or misdemeanor, involving either of the following:

Assault Yes No Battery..... Yes No

Have you ever been convicted of any crime which involves a violent act, or a threat of a violent act, against a person or of a crime constituting a sexual offense which includes any of the following:

Criminal or attempts to commit criminal sexual conduct, in any degree.. Yes No Cruelty or torture, attempts to commit cruelty or torture, of any person Yes No
 Activity for profit involving adoption schemes Yes No Activity for profit involving child abuse, neglect or exploitation..... Yes No
 Activity for profit involving prostitution or related crimes..... Yes No Activity for profit involving kidnapping Yes No

Education	High School	Undergraduate College/University	Graduate/Professional
School Name/Location	McBain public McBain, MI		
Years Completed	9 10 11 12	1	4
Diploma/Degree	NO		
Describe Course of Study	General Studies		
Describe any specialized training, apprenticeships, internships, skills, and extra-curricular activities	welding at CTC		
Describe any honors you have received			
State any additional education information that you feel may be helpful to us in considering your application	I attended the YouthBuild program in Cadillac and received my GED in May of 2012. My rankings in Reading, Science, and Social Studies were in the 84 percentile or higher.		

Received assistance from Kim Guli. Completing the application.

List professional, trade, business, or civic activities / offices held. (You may exclude memberships that w reveal any legally protected status.)

performed a variety of civic service in the cadillac area to include working on a Habitat for Humanity house, Fall Clean up at Kenwood park, and at the Missaukee Humane Society.

Summarize special job-related skills and qualifications acquired from employment or other experience.

Clean driving record - possess a CDL-B (Commercial Drivers License class B)
Completed OSHA-10 training
Have a nationally recognized construction certificate from the Home builders Institute

Have you ever had any job-related training in the United States military? Yes No

If Yes, please describe:

Employment		Include ALL previous employment, starting with your most recent or current job. Include any job-related military service assignments and significant volunteer activities. (You may exclude organizations that indicate any legally protected status.)	
Employer	Work Performed	Dates Employed	
		From	To
YouthBuild	GED Prep		
Address 401 North Lake Street, Ste. 700 Cadillac MI	construction and leadership training	11/11	5/12
Telephone Number(s) 231-876-1630			
Job Title Trainee/Student	Supervisor Ken Gorkewski	Hourly Rate/Salary	
Reason for Leaving Completed GED	Weekly stipend	Starting \$75.00	Final \$105.00
Zuiderveen Dairy	Milk cows, fed cows and calves, scraped barns, bedded pens, and fields	5/11	7/11
Address Falmouth, MI			
Telephone Number(s) 231-826-3641			
Job Title Farm hand	Supervisor Ken Zuiderveen	Hourly Rate/Salary	
Reason for Leaving Medical		Starting \$10.00	Final \$10.00
Veddler Dairy	Field clean up split and stack wood	4/11	4/11
Address Marion, MI			
Telephone Number(s) 231-825-2340			
Job Title Part time help	Supervisor Terry veddler	Hourly Rate/Salary	
Reason for Leaving No longer needed		Starting \$9.50	Final \$9.50
Tidy disposal	Drive trash truck to stops and pick up trash.	9/10	11/10
Address Jennings, MI			
Telephone Number(s) 231-779-0906			
Job Title Garbage man	Supervisor Carol Brewster	Hourly Rate/Salary	
Reason for Leaving Resigned due to reduction in pay and hours with no prior notification		Starting \$100.00 a day	Final \$8.00 an hour

If you need additional space, please continue on a separate sheet of paper.
no prior notification

References: Give name, address, and telephone number for three personal and three employment-related references.

Personal (not related to you)	Employment Related
1. Amber Kitson 316-295-6339 19537 130 th ave. Tustin, MI 49601	1. Ken Gorlewski 401 North Lake Street, Ste. 700 231-876-1630
2. Dale Henker 7300 S. 9 mile Rd McBain, MI 49657 231-920-0025	2. Bill Ford 401 North Lake Street, Ste. 700 231-876-1603
3. Ellen Henker 10392 E. 50 Rd. Cadillac MI 49601 231-429-9045	3. Dave Carpenter 231-743-6734 Beaver Island light house school Beaver Island, MI

Applicant's Statements, Certifications and Authorizations

I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision.

In the event of employment, I understand that omission of or failure to provide requested information, or providing false or misleading information in my application, resume, or interview(s) may result in dismissal.

I hereby certify that I have not been convicted of an offense that would preclude me being employed in a nursing or related healthcare facility and in addition have not been excluded from participation in any federal or state healthcare program. As a prospective employee of Lutheran Social Services of Michigan, I understand that it is LSSM's policy to secure criminal conviction history and abuse/neglect history information as part of the employment process, under the provisions of the Michigan Freedom of Information Act, P.A. 442 of 1976, Nurse Aide Registry, Office of Recipient Rights, and Michigan Public Act 28 & 29 of 2006.

In the event of employment at Lutheran Social Services of Michigan, I understand that such employment is contingent upon the verification of employment eligibility, upon a satisfactory drug test result, and upon successful passage of job-related examinations and screenings, including but not limited to physical examinations, back fitness/flexibility tests, and/or various skills tests.

I further hereby certify that answers given in this application are true and complete to the best of my knowledge. I understand that this application for employment shall be considered active for a period not to exceed 45 days.

I hereby acknowledge and understand that all employment at Lutheran Social Services of Michigan is of an "at will" nature, and that all employees of Lutheran Social Services of Michigan are subject to hire and termination with or without cause at the employer's discretion; that no employee or agent of Lutheran Social Services of Michigan has the authority to make any agreements with respect to continued employment except by formal written agreement by the President; and that Lutheran Social Services of Michigan has the right to modify, enhance, or eliminate benefits received as a result of employment at Lutheran Social Services of Michigan.

Signature of Applicant *Barbara M... [Signature]*

Date 9-21-12

**LUTHERAN SOCIAL SERVICES OF MICHIGAN
CONFIRMATION OF PREVIOUS EMPLOYMENT AND
RELEASE OF INFORMATION AUTHORIZATION
All references are confidential**

I Lance Minzey # (Applicant) hereby authorize YouthBuild Cadillac (Former Employer) to release any and all

pertinent employment information including, but not limited to, work performance, salary, reason for leaving, character and dependability, and do also agree to release said company from all liability of whatsoever nature by reason of furnishing such information to Lutheran Social Services of Michigan or any agent on its behalf.

Lance Minzey #
Applicant's Signature

Kim Miller - YouthBuild Mgr
Witness

Name _____ has applied to us for employment as _____ and has stated that he/she was in your employ from _____ to _____ in the capacity of _____. Please complete the following form and return it to us in the self addressed envelope at your earliest convenience.

Signature _____ Position/Center _____

Starting Date of Employment _____ Termination Date _____

Position Held _____ Reason for Terminating Employment _____

PLEASE CHECK THE APPROPRIATE COLUMN INDICATING YOUR RATING OF APPLICANT

	Excellent	Good	Adequate	Unsatisfactory	Unable to Evaluate
Technical Ability					
Attendance Record					
Ability to work effectively with others					
Attitude					
Ability to take instructions					
Follow through on tasks					
Common Sense					
Effective Utilization of time					

Would you re-hire? _____ If not, why? _____

In what area could the applicant's skills be enhanced by development _____

Additional Remarks _____

Date: _____ Signed: _____ Title: _____

Michigan Law allows disclosure of employee information under the following statute.

MCLS § 423.452 (2006) MCL § 423.452

§ 423.452. Disclosure of information relating to employee's job performance; immunity; exception.

Sec. 2. An employer may disclose to an employee or that individual's prospective employer information relating to the individual's job performance that is documented in the individual's personnel file upon the request of the individual or his or her prospective employer. An employer who discloses information under this section in good faith is immune from civil liability for the disclosure. An employer is presumed to be acting in good faith at the time of a disclosure under this section unless a preponderance of the evidence establishes 1 or more of the following:

- (a) That the employer knew the information disclosed was false or misleading.
- (b) That the employer disclosed the information with a reckless disregard for the truth.
- (c) That the disclosure was specifically prohibited by a state or federal statute.

Lance Minzey II

1/18/89

Release of Employment Information

I authorize the Northwest Michigan Works! Agency and/or the Northwest Michigan Council of Governments to obtain information from the Workforce Development Agency-State of Michigan, or The Work Number®- a private employment related information verification service regarding my employment prior to application for employment and training services or regarding my employment after participation in these services.

This information will be used by the Michigan Works! Agency and Northwest Michigan Council of Governments to assess the effectiveness of the services I receive from Michigan's workforce development system.

Lance Minzey II
Signature

10/27/11
Date



Home

A Service of Equifax

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Toni Slater

New Verification

My Account

webManager

- add new user

- find & manage users

- list all location users

Logout

New Verification Order

We are sorry, we were unable to find any employer information for: 3759. Please verify the employee's information and try again.

Complete the form below, and click continue. Entering an Employer Name or Code restricts your search to that specific employer.

View a [demo](#) or [printable tutorial](#) on how to use the updated Express service.

* Required fields

Social Security Number: *

need specific employer

Tracking Number:

You can enter a word or number to track this order. [what's this?](#)

Permissible Purpose: * Employee has issued me written instruction to obtain this information ↕ [change purpose](#)

Terms and Conditions

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