



## THE SERVICE COMPANIES

### The Service Companies Services Agreement

This agreement between Acrobat Outsourcing, a wholly-owned subsidiary of The Service Companies, Inc., with its principal office located at 303 Hegenberger Road, Suite 300, Oakland, CA 94621 ("STAFFING FIRM"), and Casa de Las Campanas Senior Living located at 18655 West Bernardo Drive San Diego, CA 92127 ("CLIENT"), is made effective as of January 17th, 2020, and will continue for a period of one (1) year until January 17th, 2021. This contract will automatically renew, if no notice given by client.

**Bill Rates:** Our bill rates include the employee's hourly wage, and all deductions required by State and Federal legislation -- including employer's contribution for FICA taxes, providing Unemployment and Worker's Compensation, liability insurance and fidelity bonding, health care and commuter ordinances as well as other deductions and benefits paid to our employees. Additionally, all administrative charges are covered, including preparation of W-2 forms at the end of the year.

Position	Bill Rate
Dishwasher / Busser	\$26.95 per hour
Prep Cook	\$27.95 per hour
Grill/Line Cook	\$28.95 per hour
Server	\$28.95 per hour
Cashier / Counter	\$27.95 per hour
<b>*STAFFING FIRM observes the following Holidays:</b>	
New Year's Day	Labor Day
Easter Sunday	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	
<b>On these dates your normal bill rate will increase 1.5X.</b>	

The STAFFING FIRM may, on occasion, increase the rates set forth in proportion to any legislatively-mandated new or increased cost which may be required by federal, state, or local law commencing upon the effective date of such new or increased cost, such as FICA State Unemployment Tax. Changes may also include any new or increased cost associated with the passage of a federal or state law mandating any benefits for employees.

**Affordable Care Act (ACA)/Health Care Security Ordinance (HCSO):** The STAFFING FIRM offers medical benefits to all qualified temporary employees in compliance with The Affordable Care Act and the Health Care Security Ordinance for San Francisco. You will be assessed a minimal 3% ACA surcharge on every invoice. This rate can vary and is currently 3% of the invoice amount.

**Five-hour Minimum:** We require a five-hour minimum workday. If an employee is scheduled to work a minimum of five hours in one day and the employee is sent home in less than five hours due to a lack of work, the employee will be paid for five hours and THE CLIENT will be billed for five hours. **Show-up:** In the event you cancel the employee's assignment and the employee is already on his/her way to work, or at the location, the five-hour minimum will be applied, and THE CLIENT will be billed for five hours.

**Cancellation of Event:** There will be a 50% cancellation fee of estimated hours for the Event if cancelled within 36 hours of the scheduled start time. The parties agree that the minimum hours for the Event are 5. For Saturday, Sunday and Monday jobs all cancellations or order changes need to be received by Friday morning at 9 a.m. PST to avoid fees.

**Guarantee:** STAFFING FIRM guarantees that the assigned employees that they recruit and assign to CLIENT will have the qualifications CLIENT requests. If CLIENT finds any assigned employee's qualifications or general work-related behavior lacking and lets the STAFFING FIRM know within one (1) hour, the STAFFING FIRM will not charge for the first two (2) hours of the assignment and will make reasonable efforts to replace the assigned employee immediately.

**Employee Timesheets:** The STAFFING FIRM pays its employees weekly. In order to accommodate this and ensure accurate invoicing, we utilize paper time sheets, which will be provided to you by your local staffing manager. These time slips will have the names of the staff reporting to your event or business as well as a place to indicate time in, time out and break time. The time slip requires the initials of the staff as well as the signature of the client to ensure the validity of the recorded time by all parties. After the shift, please return via email or by fax to your local staffing manager, the following business day.

**Employee Breaks:** Per California labor laws an employee: a. must receive a 10-minute break for every 4 hours that they work provided the shift is at least 5 hours;  
b. must receive an uninterrupted 30-minute break after 5 hours, except when the workday will be completed in 6 hours or less and there is mutual employer/employee consent to waive the break period. If working more than 8 hours additional breaks must be provided

**Hiring an Employee of the STAFFING FIRM:** Should THE CLIENT wish to hire an employee of the STAFFING FIRM as a permanent employee, conversion fees and/or hiring fees will apply. Hiring options include:

1. If THE CLIENT maintains the employee as the STAFFING FIRM's employee for at least 120 days with a minimum of 690 hours worked then THE CLIENT can hire the STAFFING FIRM's employee with a Conversion fee of \$0. THE CLIENT must notify the STAFFING FIRM if they decide to hire an employee.
2. THE CLIENT may hire any employee of the STAFFING FIRM working less than 120 Days and 690 hours after paying a Temporary-to-Hire Conversion fee to the STAFFING FIRM for each employee. The Temporary-to-Hire Conversion fee is \$6,500.

**Payment Terms:** Qualified CLIENTS who provide good credit references to the STAFFING FIRM will be granted terms. ALL invoices are **Due Upon Receipt**.

**Finance Charge:** CLIENT agrees to pay interest on any unpaid balances after thirty (30) days from the date of the invoice, at the compounded rate of 1.5% per month (Annual Percentage Rate of 18%) or the maximum legal rate, whichever is lower, calculated from the date of receipt of the invoice.



# THE SERVICE COMPANIES

## New Client Info Form

Date: January 2020

### COMPANY INFORMATION:

Company Name: Casadelas Campanas Website: www.

Type of Company:

- ☐ Conference Planner
- ☐ Event Production
- ☐ Food Production or Demo
- ☐ Education
- ☐ Event Facility
- ☐ Caterer
- ☐ Restaurant
- ☐ Corporate Cafeteria

\* Organization: Continuing Care Senior Living

### LOCATION

Please provide venue name, address and specific meeting room or check in procedure:

18655 W. Bernardo Dr SAN DIEGO, CA 92127

Are there parking options? offsite (we will direct them)

### STAFFING NEEDS

Select the positions you are likely to need at some point:

☐ Concierge/Information Clerk ☐ Registration Cashiers/Customer Service ☐ Materials Production ☐ Room/Line Monitors ☐ Event Help ☐ Other COOKS, line COOKS, prep COOKS

Uniform or Attire:

What dress code would best be suited to the event or assignment?

Production Kitchen attire / non skid shoes

\* Live Scan (DSS), PPP, Food Handlers

**Term of Agreement:** The Agreement may be terminated by either party upon 30 days written notice to the other party, except that, if a party becomes bankrupt or insolvent, discontinues operations, or fails to make any payments as required by the Agreement, either party may terminate the agreement upon 24 hours written notice. No provision of this Agreement may be amended or waived unless agreed to in writing signed by the parties.

Authorized representatives of the parties have executed this Agreement below to express the parties' agreement to its terms. The provisions of this Agreement will inure to the benefit of and be binding on the parties and their respective representatives, successors, and assigns.

Casa de las Campanas  
CLIENT  
[Signature]  
Signature  
Chris Burk  
Printed Name  
Administrator  
Title  
1/20/20  
Date

\_\_\_\_\_  
STAFFING FIRM: ACROBAT OUTSOURCING  
\_\_\_\_\_  
Signature  
\_\_\_\_\_  
Printed Name  
\_\_\_\_\_  
Title  
\_\_\_\_\_  
Date

Agreement Provided By: Lisa Powers

## CONTACTS

Primary Contact (we will email timesheets to this contact before each job)

Printed Name: Patricia Niemeyer Position: Dir. Food & Beverage

Phone: 858 592 1815 Cell: (312) 823-4861 Fax: \_\_\_\_\_

Address: 18655 W. Bernardo Dr City: SAN DIEGO Zip: 92127

Email: PNiemeyer@casadlc.com

## Invoice Contact

We email invoices to save paper, but if you prefer another method please indicate:

☐ Email is perfect ☐ Prefer fax ☐ Prefer postal mail

☒ same as above info

Printed Name: \_\_\_\_\_ Position: \_\_\_\_\_

Phone: \_\_\_\_\_ Cell: \_\_\_\_\_ Fax: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ Zip: \_\_\_\_\_

Email: \_\_\_\_\_

## Other Contacts

If there are others in your office who may place orders on this account, please indicate:

1) Printed Name: GINGER Lyon Position: Dir HR

Phone: 858 592 1838 Cell: \_\_\_\_\_ Fax: 858 592 1853

Email: lyon@casadlc.com

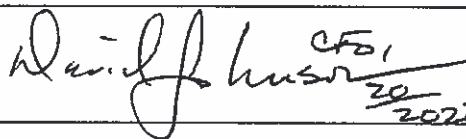


THE SERVICE  
COMPANIES

SERVICE. ABOVE ALL.

Credit Application for a Business Account

<b>Business Contact Information</b>			
Title:			
Company name/DBA: <i>Casa de las Campanas, Inc.</i>			
Phone:		Fax: <i>(858) 451-8660</i> Email:	
Registered company address: <i>18655 W. Bernardo Dr.</i>			
City: <i>San Diego</i>		State: <i>CA</i>	ZIP Code: <i>92127</i>
Date business commenced: <i>07/1988</i>			
Sole proprietorship:		Partnership:	Corporation: <input checked="" type="checkbox"/>
Other:			
<b>Business and Credit Information</b>			
Primary business address: <i>18655 W. Bernardo Dr.</i>			
City: <i>San Diego</i>		State: <i>CA</i>	ZIP Code: <i>92127</i>
How long at current address? <i>30 yrs.</i>			
Telephone: <i>(858) 512-1805</i>		Fax: <i>(858) 451-8660</i> E-mail: <i>ala.torre@casadlc.com</i>	
Bank name:			
Bank address: <i>Please see attachment</i>		Phone:	
City:		State:	ZIP Code:
Type of account:	Account number		
Savings			
Checking			
Other			
<b>Business/Trade References</b>			
Company name:			
Address: <i>Please see attachment</i>			
City:		State:	ZIP Code:
Phone:	Fax:	E-mail:	
Type of account:			
Company name:			
Address:			
City:		State:	ZIP Code:
Phone:	Fax:	E-mail:	
Type of account:			
<b>Agreement</b>			
1. All invoices are to be paid 30 days from the date of the invoice.			
2. Claims arising from invoices must be made within seven working days.			

3. By submitting this application, you authorize Acrobat Outsourcing, a wholly-owned subsidiary of The Service Companies, Inc., to make inquiries into the banking and business/trade references that you have supplied.	
<b>Signatures</b>	
Title:  CFO, Date: <u>20</u> <u>2022</u>	Title: Date:



*Retirement living for the best years of your life!*

**CREDIT APPLICATION**

**APPLICATION FOR CREDIT IS HEREBY MADE FOR:**

**CASA DE LAS CAMPANAS, INC. 18655 West Bernardo Drive, San Diego CA 92127**

**Type of Business:** Continuing Care Retirement Facility

**Organization:** Corporation – California Non-Profit  
501(c)(3) Public Benefit Corporation

**President:** Kathy Frederick

**CFO/Treasurer:** David Johnson

**Bank Reference:** City National Bank  
4275 Executive Square, Suite 750  
La Jolla, CA 92037  
Operating Account: 027450407

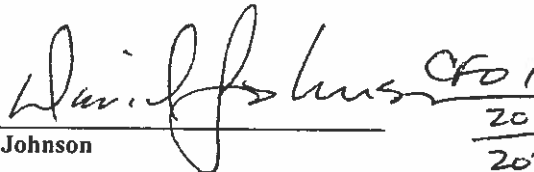
Contact: Gayle T.K Kauihou  
Phone: (858) 642-4964

**Federal Tax Id:** 33-0371280

**Trade References:**

1. McKesson Medical-Surgical, 8121 10<sup>th</sup> Avenue North, Golden Valley, MN 55427  
Submit request by fax to Credit Dept. (763) 595-6878
2. Ferguson Enterprises, 521 Butler Farm Rd, Hampton, VA 23666-1569  
Submit request to Credit Dept. via Email: 5350.credit@ferguson.com  
Phone: (888) 334-0004 Reference Customer Number: 75170
3. Shell Energy North America, 909 Fannin St, Suite 700, Houston, TX 77010  
Submit request to the Credit Dept. (713) 230-3137

Approved By:

  
\_\_\_\_\_  
David Johnson 20 2020 Date

