

**Re: Kolcun, Nicholas (23246)**

Ariel Hasbun <ariel@acrobatoutsourcing.com>

Thu 11/7/2019 2:18 PM

**To:** Amber Dillon <amber@acrobatoutsourcing.com>; Rebekah Chung <rebekah.chung@theservicecompanies.com>; **HS Human Resources** <hshr@theservicecompanies.com>

**Cc:** Paul Rickett <paul@acrobatoutsourcing.com>; HS San Francisco <hssf@theservicecompanies.com>

Thank you, Amber.

The email has been drafted and will be sent tomorrow after payroll is disbursed for him.

Best,

Ariel Hasbun  
Operations Manager

The Service Companies  
665 3rd St - Suite 415 | San Francisco, CA 94107

O: 415.373.1218 M: 510.421.1405  
E: ariel.hasbun@theservicecompanies.com

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**From:** Amber Dillon <amber@acrobatoutsourcing.com>  
**Sent:** Thursday, November 7, 2019 11:15 AM  
**To:** Ariel Hasbun <ariel@acrobatoutsourcing.com>; Rebekah Chung <rebekah.chung@theservicecompanies.com>; HS Human Resources <hshr@theservicecompanies.com>  
**Cc:** Paul Rickett <paul@acrobatoutsourcing.com>; HS San Francisco <hssf@theservicecompanies.com>  
**Subject:** Re: Kolcun, Nicholas (23246)

Hello Ariel,

Please see below. Include the normal EV information and the following:

Due to the incident on 10/30 (?), we have confirmed you were involved in taking property from the location (?). Effective immediately, we are terminating your employment with The Service Companies.....

*Give me a ring if you have any questions.*

Thank you,

**Amber Dillon**  
Director of Human Resources

The Service Companies  
303 Hegenberger Rd. Suite 300, Oakland, CA 94621

**M:** 415.635.4178  
**E:** amber@acrobotoutsourcing.com



---

**From:** Ariel Hasbun <ariel@acrobotoutsourcing.com>  
**Sent:** Thursday, November 7, 2019 11:04 AM  
**To:** Amber Dillon <amber@acrobotoutsourcing.com>; Rebekah Chung <rebekah.chung@theservicecompanies.com>; HS Human Resources <hshr@theservicecompanies.com>  
**Cc:** Paul Rickett <paul@acrobotoutsourcing.com>; HS San Francisco <hssf@theservicecompanies.com>  
**Subject:** Re: Kolcun, Nicholas (23246)

Hello Amber,  
In the termination email to him. What should we state?

Best,

Ariel Hasbun  
Operations Manager

The Service Companies  
665 3rd St - Suite 415 | San Francisco, CA 94107

**O:** 415.373.1218 **M:** 510.421.1405  
**E:** ariel.hasbun@theservicecompanies.com

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**From:** Amber Dillon <amber@acrobotoutsourcing.com>  
**Sent:** Thursday, November 7, 2019 11:00 AM  
**To:** Rebekah Chung <rebekah.chung@theservicecompanies.com>; Ariel Hasbun <ariel@acrobotoutsourcing.com>; HS Human Resources <hshr@theservicecompanies.com>  
**Cc:** Paul Rickett <paul@acrobotoutsourcing.com>; HS San Francisco <hssf@theservicecompanies.com>  
**Subject:** Re: Kolcun, Nicholas (23246)

Hello All,

I apologize for the delay. It looks like we have confirmed Nicholas was involved in this incident. Let's update his profile notes and terminate his employment.

Thank you,

**Amber Dillon**  
Director of Human Resources

The Service Companies  
[303 Hegenberger Rd. Suite 300, Oakland, CA 94621](https://www.theservicecompanies.com)

**M:** 415.635.4178  
**E:** [amber@acrobotoutsourcing.com](mailto:amber@acrobotoutsourcing.com)



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**From:** Rebekah Chung <[rebekah.chung@theservicecompanies.com](mailto:rebekah.chung@theservicecompanies.com)>  
**Sent:** Wednesday, November 6, 2019 12:36 PM  
**To:** Ariel Hasbun <[ariel@acrobotoutsourcing.com](mailto:ariel@acrobotoutsourcing.com)>; Amber Dillon <[amber@acrobotoutsourcing.com](mailto:amber@acrobotoutsourcing.com)>; HS Human Resources <[hshr@theservicecompanies.com](mailto:hshr@theservicecompanies.com)>  
**Cc:** Paul Rickett <[paul@acrobotoutsourcing.com](mailto:paul@acrobotoutsourcing.com)>; HS San Francisco <[hssf@theservicecompanies.com](mailto:hssf@theservicecompanies.com)>  
**Subject:** Re: Kolcun, Nicholas (23246)

Hello,

More updates from Maria Henriquez, I was able to talk to her today over the phone. She told me that she had received a letter with a case number. She might go to court but she is not sure as of yet. On Monday, November 4th went to go pick up some of her items that the police returned back to her which was her phone, social security copy, and ATM card. That is all I have for now.

Thank you,

**Rebekah Chung**  
Operations Coordinator

The Service Companies  
665 3rd St - Suite 415 | San Francisco, CA 94107

**O:** 415.431.8826 x 1  
**E:** [rebekah.chung@theservicecompanies.com](mailto:rebekah.chung@theservicecompanies.com)

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**From:** Rebekah Chung <[rebekah.chung@theservicecompanies.com](mailto:rebekah.chung@theservicecompanies.com)>  
**Sent:** Tuesday, November 5, 2019 11:41 AM  
**To:** Ariel Hasbun <[ariel@acrobotoutsourcing.com](mailto:ariel@acrobotoutsourcing.com)>; Amber Dillon <[amber@acrobotoutsourcing.com](mailto:amber@acrobotoutsourcing.com)>; HS Human Resources <[hshr@theservicecompanies.com](mailto:hshr@theservicecompanies.com)>

**Cc:** Paul Rickett <paul@acrobotoutsourcing.com>; HS San Francisco <hssf@theservicecompanies.com>  
**Subject:** Re: Kolcun, Nicholas (23246)

Hello,

Update - Today, I got in contact with Maria Henriquez, but she was in a rush to go to work but will follow up with her again tomorrow. She did tell me that her items were taken and not just of hers but other employees as well. She got her phone, social security card, and ATM card back but she didn't get a couple things returned back like: her jacket, money, and driver license. I asked if she knew the name of the person who took her items and she said Nicholas and wasn't sure of his last name. That is all the information I was able to get from Maria. Will follow up again once I talk with her tomorrow.

Thank you,

Rebekah Chung  
 Operations Coordinator

The Service Companies  
 665 3rd St - Suite 415 | San Francisco, CA 94107

O: 415.431.8826 x 1  
 E: rebekah.chung@theservicecompanies.com

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**From:** Ariel Hasbun <ariel@acrobotoutsourcing.com>  
**Sent:** Monday, November 4, 2019 12:26 PM  
**To:** Rebekah Chung <rebekah.chung@theservicecompanies.com>; Amber Dillon <amber@acrobotoutsourcing.com>; HS Human Resources <hshsr@theservicecompanies.com>  
**Cc:** Paul Rickett <paul@acrobotoutsourcing.com>; HS San Francisco <hssf@theservicecompanies.com>  
**Subject:** Re: Kolcun, Nicholas (23246)

Hello Amber,

We have a follow-up from the client. Please see below but it looks like the employee was apprehended by the police and had the stolen items on his person.

Rebekah is going to touch base with Maria Henriquez, our EE, who is listed below to gain more information as to what the police reported to her.

Rebekah will follow-up on this thread after her discussion with Maria.

Best,  
 Ariel

**From:** Peffer, Miguel <Miguel.Peffer@cafebonappetit.com>  
**Sent:** Friday, November 1, 2019 3:56 PM  
**To:** Ariel Hasbun <ariel@acrobotoutsourcing.com>; Rebekah Chung <rebekah.chung@theservicecompanies.com>  
**Cc:** HS San Francisco <hssf@theservicecompanies.com>  
**Subject:** RE: [Ext] Kolcun, Nicholas

Good evening,

I have been asked by upper management to cease the allocation of Nicholas Kolcun to any compass account, not just bon appetit at uber.

We are still awaiting the footage from security, but authorities did contact Maria Henriquez regarding her personal belongings found on his person. Some items include phone, social security card, as well as license. She has filed a report with local authorities to obtain her personal belongings.

When footage is obtained I will forward as well.

Thank you,

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**From:** Rebekah Chung <rebekah.chung@theservicecompanies.com>

**Sent:** Friday, November 1, 2019 11:05 AM

**To:** Amber Dillon <amber@acrobotoutsourcing.com>; Ariel Hasbun <ariel@acrobotoutsourcing.com>; HS Human Resources <hshr@theservicecompanies.com>

**Cc:** Paul Rickett <paul@acrobotoutsourcing.com>; HS San Francisco <hssf@theservicecompanies.com>

**Subject:** Re: Kolcun, Nicholas (23246)

Hello Amber,

Sent to you in another email thread with EE BGC.

Thank you,

**Rebekah Chung**  
Operations Coordinator

The Service Companies  
665 3rd St - Suite 415 | San Francisco, CA 94107

O: 415.431.8826 x 1  
E: rebekah.chung@theservicecompanies.com

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---

**From:** Amber Dillon <amber@acrobotoutsourcing.com>

**Sent:** Friday, November 1, 2019 11:00 AM

**To:** Ariel Hasbun <ariel@acrobotoutsourcing.com>; Rebekah Chung <rebekah.chung@theservicecompanies.com>; HS Human Resources <hshr@theservicecompanies.com>

**Cc:** Paul Rickett <paul@acrobotoutsourcing.com>; HS San Francisco <hssf@theservicecompanies.com>

**Subject:** Re: Kolcun, Nicholas (23246)

Hello Ariel,

Can you please resend the email? I didn't get anything.

Thank you,

**Amber Dillon**

Director of Human Resources

The Service Companies

<303 Hegenberger Rd. Suite 300, Oakland, CA 94621>

**M:** 415.635.4178

**E:** [amber@acrobotoutsourcing.com](mailto:amber@acrobotoutsourcing.com)



---

**From:** Ariel Hasbun <[ariel@acrobotoutsourcing.com](mailto:ariel@acrobotoutsourcing.com)>

**Sent:** Friday, November 1, 2019 10:55 AM

**To:** Amber Dillon <[amber@acrobotoutsourcing.com](mailto:amber@acrobotoutsourcing.com)>; Rebekah Chung

<[rebekah.chung@theservicecompanies.com](mailto:rebekah.chung@theservicecompanies.com)>; HS Human Resources <[hshr@theservicecompanies.com](mailto:hshr@theservicecompanies.com)>

**Cc:** Paul Rickett <[paul@acrobotoutsourcing.com](mailto:paul@acrobotoutsourcing.com)>; HS San Francisco <[hssf@theservicecompanies.com](mailto:hssf@theservicecompanies.com)>

**Subject:** Re: Kolcun, Nicholas (23246)

Hello Amber,

His BGC was just returned and I sent it in for assessment. He has various theft charges as well as an active warrant.

Best,

Ariel Hasbun

Operations Manager

The Service Companies

665 3rd St - Suite 415 | San Francisco, CA 94107

**O:** 415.373.1218 **M:** 510.421.1405

**E:** [ariel.hasbun@theservicecompanies.com](mailto:ariel.hasbun@theservicecompanies.com)

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**From:** Amber Dillon <[amber@acrobotoutsourcing.com](mailto:amber@acrobotoutsourcing.com)>

**Sent:** Friday, November 1, 2019 10:54 AM

**To:** Ariel Hasbun <ariel@acrobotoutsourcing.com>; Rebekah Chung <rebekah.chung@theservicecompanies.com>; HS Human Resources <hshr@theservicecompanies.com>  
**Cc:** Paul Rickett <paul@acrobotoutsourcing.com>; HS San Francisco <hssf@theservicecompanies.com>  
**Subject:** Re: Kolcun, Nicholas (23246)

Hello Ariel,

Okay, thank you. Let's continue to staff this EE but with caution until further notice.

Thank you,

**Amber Dillon**  
Director of Human Resources

The Service Companies  
[303 Hegenberger Rd. Suite 300, Oakland, CA 94621](http://303HegenbergerRd.Suite300.Oakland.CA94621)

**M:** 415.635.4178  
**E:** [amber@acrobotoutsourcing.com](mailto:amber@acrobotoutsourcing.com)



---

**From:** Ariel Hasbun <ariel@acrobotoutsourcing.com>  
**Sent:** Friday, November 1, 2019 10:50 AM  
**To:** Amber Dillon <amber@acrobotoutsourcing.com>; Rebekah Chung <rebekah.chung@theservicecompanies.com>; HS Human Resources <hshr@theservicecompanies.com>  
**Cc:** Paul Rickett <paul@acrobotoutsourcing.com>; HS San Francisco <hssf@theservicecompanies.com>  
**Subject:** Re: Kolcun, Nicholas (23246)

Hello Amber,  
No, the client sent us the following:

"Just to clarify I do not want to place blame as we do not have the evidence to support it, more so bring awareness to the steps we are taking here on our end. The last thing I'd want to do is falsely accuse someone and tarnish their record as an employee. but for the time being, yes please try and fill need.

[I will forward any and all details when received.](#)"

This was sent yesterday and we have not heard any additional details.

Best,

Ariel Hasbun  
Operations Manager

The Service Companies  
665 3rd St - Suite 415 | San Francisco, CA 94107

**O:** 415.373.1218 **M:** 510.421.1405  
**E:** [ariel.hasbun@theservicecompanies.com](mailto:ariel.hasbun@theservicecompanies.com)

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---

**From:** Amber Dillon <amber@acrobatoutsourcing.com>  
**Sent:** Friday, November 1, 2019 10:40 AM  
**To:** Rebekah Chung <rebekah.chung@theservicecompanies.com>; HS Human Resources <hshr@theservicecompanies.com>  
**Cc:** Paul Rickett <paul@acrobatoutsourcing.com>; HS San Francisco <hssf@theservicecompanies.com>  
**Subject:** Re: Kolcun, Nicholas (23246)

Hello Rebekah,

Any updates on this?

Thank you,

**Amber Dillon**  
Director of Human Resources

The Service Companies  
[303 Hegenberger Rd. Suite 300, Oakland, CA 94621](http://303 Hegenberger Rd. Suite 300, Oakland, CA 94621)

**M:** 415.635.4178  
**E:** amber@acrobatoutsourcing.com



---

**From:** Amber Dillon <amber@acrobatoutsourcing.com>  
**Sent:** Wednesday, October 30, 2019 7:37 PM  
**To:** Rebekah Chung <rebekah.chung@theservicecompanies.com>; HS Human Resources <hshr@theservicecompanies.com>  
**Cc:** Paul Rickett <paul@acrobatoutsourcing.com>; HS San Francisco <hssf@theservicecompanies.com>  
**Subject:** Re: Kolcun, Nicholas (23246)

Hello Rebekah,

Thank you for this information. Please keep me posted.

Amber Dillon  
Director of Human Resources

The Service Companies  
303 Hegenberger Rd. Suite 300, Oakland, CA 94621

M: 415.635.4178  
E: amber@acrobatoutsourcing.com

Image

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**From:** Rebekah Chung <rebekah.chung@theservicecompanies.com>  
**Sent:** Wednesday, October 30, 2019 5:22:21 PM  
**To:** HS Human Resources <hshr@theservicecompanies.com>  
**Cc:** Paul Rickett <paul@acrobatoutsourcing.com>; HS San Francisco <hssf@theservicecompanies.com>  
**Subject:** Kolcun, Nicholas (23246)

Hello,

The client from Uber has called in office that employee was excused to leave earlier for the day because of his unusual erratic behavior and didn't want to assume but that employee seemed to be heavily medicated. It's possible that he may have taken a couple items like speaker, headphones, a purse with a wallet, telephone from the locker rooms because the client had reported them missing. Asked if there was a witness or a camera and the client told me that they are looking into camera for footage and will follow up regarding this. The client wasn't sure if the lockers were locked.

I was able to speak to the employee as well and his side of the story was that when he was asked to let go early only for the rest of the day he was upset and he went to the locker rooms to go grab his belongings. He told me he was really excited of his haircut when asked about his erratic behavior today.

The client will let us know if they will retrieve any video footage, but as of now they do not have any concrete evidence. The employee has been cancelled from Uber and will follow up when we have any updates.

Sincerely,

**Rebekah Chung**  
Operations Coordinator

The Service Companies  
665 3rd St - Suite 415 | San Francisco, CA 94107

O: 415.431.8826 x 1  
E: rebekah.chung@theservicecompanies.com

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