

**Re: Devon Jackson 55882**

Amber Dillon <Amber.Dillon@theservicecompanies.com>

Wed 2/19/2020 10:09 AM

To: William Watt <William.Watt@theservicecompanies.com>; Jared Sablan <Jared.Sablan@theservicecompanies.com>

Cc: Angelina Zervas <Angelina.Zervas@theservicecompanies.com>

Hello Jared,

Please see below. Can you connect with Angelina and terminate this EE?

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.dillon@theservicecompanies.com



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**From:** Amber Dillon <Amber.Dillon@theservicecompanies.com>

**Sent:** Tuesday, February 18, 2020 2:57 PM

**To:** William Watt <William.Watt@theservicecompanies.com>

**Cc:** Angelina Zervas <Angelina.Zervas@theservicecompanies.com>

**Subject:** Re: Devon Jackson 55882

Hello William,

No worries at all. Please be sure to upload the text messages to his profile. I also received your other email with his response to Dan.

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.dillon@theservicecompanies.com



**From:** William Watt <William.Watt@theservicecompanies.com>  
**Sent:** Tuesday, February 18, 2020 2:56 PM  
**To:** Amber Dillon <Amber.Dillon@theservicecompanies.com>  
**Cc:** Angelina Zervas <Angelina.Zervas@theservicecompanies.com>  
**Subject:** Re: Devon Jackson 55882

Thank you, Amber! I was lost as I don't work Mondays and I told Angelina about this and the text messages I got on my work cell phone about what happened from the EE.

Best,

**William J Watt**

Assistant Operations Manager

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

O: 415.670.9901 M: 510.295.8186  
E: william.watt@theservicecompanies.com

If you are placing a last-minute order or calling off a shift, please call our 24-hour answering service at (800) 236-2276 ext. 2207



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**From:** Amber Dillon <Amber.Dillon@theservicecompanies.com>  
**Sent:** Tuesday, February 18, 2020 2:53 PM  
**To:** William Watt <William.Watt@theservicecompanies.com>  
**Cc:** Angelina Zervas <Angelina.Zervas@theservicecompanies.com>  
**Subject:** Re: Devon Jackson 55882

Hello William,

Yes, thank you. I spoke to Dan yesterday about this email and reached out to Angelina.

Angelina offered him to still go to his shift regardless of what time he got there and that if he didn't he would not be offered further shifts. Unfortunately, the employee decided to still not go into work and knowingly give up his position.

Angelina, please make sure when you terminate this employee, that the above is communicated with him.

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.dillon@theservicecompanies.com

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**From:** William Watt <William.Watt@theservicecompanies.com>  
**Sent:** Tuesday, February 18, 2020 2:38 PM  
**To:** Amber Dillon <Amber.Dillon@theservicecompanies.com>  
**Cc:** Angelina Zervas <Angelina.Zervas@theservicecompanies.com>  
**Subject:** Devon Jackson 55882

Hello Amber,  
Please see below from the EE. He sent this over to me today.

Best,

**William J Watt**

Assistant Operations Manager

The Service Companies

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

**O:** 415.670.9901 **M:** 510.295.8186**E:** william.watt@theservicecompanies.com

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**From:** devon Hatrdy <allenhatrdy@gmail.com>  
**Sent:** Tuesday, February 18, 2020 12:30 PM  
**To:** William Watt <William.Watt@theservicecompanies.com>  
**Subject:** Fwd: AM & PM Full Time Cook Needs

----- Forwarded message -----

From: **devon Hatrdy** <[allenhatrdy@gmail.com](mailto:allenhatrdy@gmail.com)>

Date: Mon, Feb 17, 2020, 7:47 AM

Subject: Re: AM & PM Full Time Cook Needs

To: Ariel Hasbun <[Ariel.Hasbun@theservicecompanies.com](mailto:Ariel.Hasbun@theservicecompanies.com)>

I wrote Dan Best I'm still waiting for the CEOs email because I would like him to have this email also so. I'm pretty much going to send you what I wrote to Dan. I got the price wrong on the rent it 1000 up more not 1300 but I have a 2 year old and 14 year old so might as well be.

I'm not angry at you so please don't think I am I'm angry at the situation, I'm angry at the ladies attitude when she was on the phone with me. I'm angry that there was no compromise there was no you know what this was a very small mistake will go ahead and let it slide this one time let's start over a new day tomorrow because that's how you run a company that's how you keep people employed and that's how you don't get a bad rep on Twitter

Not that I've tweeted anything just saying.

So I didn't know when you would told me to start on Tuesday if I wanted to that today with President's day Bart was not going to be running until 6 a.m. today and I had to show up for the shift at 20 mins before, and I have no other way of getting over there. When you had called me Friday I was in a car accident like I had the cops in front of me when you would called. Which is why I sounded a bit rushed. So I guess I violated the terms of not showing up for the first day of the shift. I had asked if it was possible to show up for Tuesday and as you originally offered but apparently not so I'm sorry I wish there was some way I could you know make it up. Being it's a fair chance I would think at least giving the situation I could have a second chance. I don't celebrate holidays and I called who I was supposed to as soon as I found out around 430 am. No I couldn't take a Lyft or Uber given I had to Barrow money for bart. I will be emailing your guys over heads cause honestly this was a very small small mistake and I got my calls out to who I needed to within the time period that I had. It is not easy for me to find work given my past yes I made mistakes I have paid my dues in so many ways errand if you look into my pass you'll judge me before you know facts and a story behind it all which is what a lot of people do I want to send an email also to your CEO but I don't have an email for him and the number that is listed for him somebody hung up on me right after I asked if this was Acrobat outsourcing hq I have lost a lot but it is not easy for me to find work blue guys for the first job to bring me on in over a year so yeah I don't know I am little irritated on this and the chick that I talked to wouldn't even hear me out so like I said I'm going to hit up corporate, whoever I need to I may not hear anything back ever but at least I voiced what happened and I voiced how I feel about the whole situation I understand the policy but given the nature of what today was and how Bart was running not everybody pays attention the holidays so that is my thing. If you can work your magic I owe you one cuz I actually want to work. I love to cook like you have no idea how much I love to cook I mean it would be my dream to have my own restaurant one day but every time I finally get somewhere after everything I've been through some tiny little theme ruins it all. I understand the principle of the policy but I called as soon as I found out Bart wasn't running on time I called as soon as I found out that Bart wasn't going to be picking anybody up until 6 a.m. some of us don't have that kind of money to just throw a uber and Lyft to get to work we are scrounging at my place to get by I'm 14 year-old and two-year-old in my two year old birthday is Saturday I mean what am I because of your guys's policy up for the one day it's stupid that policy should only be in effect for people who have history of not wanting to work I just work for 2 years with law enforcement with crime scene cleaners and I have a record, I broke my hand I lost my job I've been out of work for over a year you were the first place that hired me to give me a chance of because of some holiday I couldn't get to work on time and I lost my job there was no compromise that is not how you run a company that is not how you manage your company and this is where human resources and the boss need to step in and say hey look you guys made a mistake bring him back on give him another chance. I told your people in the interview I'm not somebody you're going to hire and regret it I actually love what I do and very passionate about it.. I was up at 2 a.m. today hard boiling eggs cooking chicken cooking bacon and everything so I had meals planned out and broccoli planned out for the rest of my day today while I was working I have two daughters my rent just went up \$1,000 which is insane getting what the cost of living is here in California given that were on the fast version of being homeless and if we weren't I wouldn't be sitting here doing this email we are scrounging and because of your policy good people are getting turned away now.

I hope you have a good day I don't know what else to say you can call me if you want. I don't even know if you're going to see this email.

P.s. on a side note I like working when I started at crime scene cleaners I was working 10 12 hour days going the next day and to Black Bear diner to go work my shift and then turn around go to crime scene my first day working at crime scene I went in with three broken ribs and I was underneath the house for 4 hours working that's how dedicated I am when it comes to work don't look at my past what is the person you guys are turning cheek on because of your policy again you should do that to people who have a work history that is not solid I have something to live for I have something to lose.

My cellphone is (707)450-9988

On Fri, Feb 14, 2020, 1:20 PM devon Hatrdy <[allenhatrdy@gmail.com](mailto:allenhatrdy@gmail.com)> wrote:  
Devon Jackson I would love to have that one but if it's taken I'll take the \$17

Soma  
Mon-Friday  
12-8:30pm  
\$18 an hour  
Job #310502

South SF. Free Shuttle From Glen Park Bart  
Mon-Friday  
6-2:30pm  
\$17 an hour  
Job #310661

On Fri, Feb 14, 2020, 1:14 PM Ariel Hasbun <[Ariel.Hasbun@theservicecompanies.com](mailto:Ariel.Hasbun@theservicecompanies.com)> wrote:  
Hello All,  
We have 2 full time cook needs. Must be available all 5 days of the week listed. Full-Time. Ongoing.  
Below are the details:

Soma  
Mon-Friday  
12-8:30pm  
\$18 an hour  
Job #310502

South SF. Free Shuttle From Glen Park Bart  
Mon-Friday  
6-2:30pm  
\$17 an hour  
Job #310661

Email back with your name and the Job # you are interested in OR call our office at 415-431-8826 ext 1.

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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shift, please call our 24-hour answering service at (800) 236-  
2276 ext. 2207

