

Re: Employment

Marisela DelaCruz <Marisela.DelaCruz@theservicecompanies.com>

Wed 7/6/2022 2:59 PM

To:

- Laura Strauss <laurastrauss53@gmail.com>

Cc:

- HS Human Resources <hshr@theservicecompanies.com>

Bcc:

- Justin Rozzi <Justin.Rozzi@theservicecompanies.com>;
- HS San Francisco <hssf@theservicecompanies.com>

Hi Laura,

I just left you a voicemail. I have reviewed your employee profile and have decided to move forward with reinstating you. I understand there was a situation that happened back in September with another employee. We take these issues extremely seriously and should anything arise at any jobs moving forward, we do ask that you bring those to HR right away. Moving forward, please know that falsely accusing any employee or manager can lead to disciplinary action up to and including termination. Justin will reach out to you tomorrow to finalize your rehire documents.

Marisela DelaCruz

Human Resources Manager

The Service Companies

2900 Monarch Lakes Boulevard - Suite 202 | Miramar, FL 33027

O: 415.940.9254

E: marisela.delacruz@theservicecompanies.com

theservicecompanies.com

From: Laura Strauss <laurastrauss53@gmail.com>

Sent: Tuesday, July 5, 2022 2:19 PM

To: Marisela DelaCruz <Marisela.DelaCruz@theservicecompanies.com>

Cc: HS Human Resources <hshr@theservicecompanies.com>

Subject: Re: Employment

VALIDATE: 1) sender email suffix logical?; 2) language spelling/context appropriate? consider clicking if; immediately following a meeting/discussion. Research further if; 1) sent out of the blue even from a trusted person; 2) suspicious link content.

SUSPICIOUS: create new message to sender, do not reply, and seek validation if suspicious. Trusted sender? add them to our trusted list, <https://tsc.fyi/TrustedSender>

Good Day Marisela

I want to thank you for contacting me

I sent HRHS@theservicecompanies multiple emails between. Mr. Russo and myself, have you received them?

Before any decision has been made, I feel not only is it critical in your reviewing process, but in addition I be given the opportunity to speak with someone.

The events and circumstances that surround and involve this matter has a direct impact on the reputation of your company and your management team based on their: actions, behavior, professionalism, customer service, customer exposure and witnessing all the wrongdoings in their role and position

I was a victim of their: racist, sexist vulgar language false allegations, biases, that had a direct impact on my to perform my duties and responsibilities in an impeccable highly respected and acknowledged by other companies I've worked for

I am confident after reviewing my emails and a phone conversation that I've requested that you will conclude that I deserve the opportunity to be reinstated

I want to thank you for your time and for reaching out to me.

I look forward to hearing and speaking with you soon

Best Regards

Laura Strauss

laurastrauss53@gmail.com

415-717-3805

On Tue, Jul 5, 2022, 1:12 PM Marisela DelaCruz <Marisela.DelaCruz@theservicecompanies.com> wrote:

Hello Laura,

Justin has looped me in on your request to be rehired with the company. At this time, I am looking into your request and will get back to you by end of day tomorrow once I have more information for you.

Marisela DelaCruz
Human Resources Manager

The Service Companies
2900 Monarch Lakes Boulevard - Suite 202 | Miramar, FL 33027

O: 415.940.9254
E: marisela.delacruz@theservicecompanies.com

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From: Laura Strauss <laurastrauss53@gmail.com>
Sent: Tuesday, July 5, 2022 12:43 PM
To: HS Human Resources <hshr@theservicecompanies.com>
Subject: Fwd: Employment

VALIDATE: 1) sender email suffix logical?; 2) language spelling/context appropriate? consider clicking if; immediately following a meeting/discussion. Research further if; 1) sent out of the blue even from a trusted person; 2) suspicious link content.

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

From: **Laura Strauss** <laurastrauss53@gmail.com>
Date: Fri, Jul 1, 2022, 4:24 PM
Subject: Re: Employment
To: Justin Rozzi <Justin.Rozzi@theservicecompanies.com>, <claudia.meza@bestbeverage.com>
Cc: HS San Francisco <hssf@theservicecompanies.com>

I feel it was: unjustified, biased, not deserved nor earned

I am confident and secure when I invite and hope you observe, see for yourself the amazing job I do and just how much and to the degree that customers adore and appreciate how I serve and treat them

Laura Strauss

On Fri, Jul 1, 2022, 3:48 PM Justin Rozzi <Justin.Rozzi@theservicecompanies.com> wrote:

Laura,

Please reach out to our HR department if you have any questions or concerns about getting rehired.

Justin Rozzi
Operations Manager, Hospitality

The Service Companies
2900 Monarch Lakes Boulevard - Suite 202 | Miramar, FL 33027

M: 415.314.0083 **O:** 415.530.2777
E: justin.rozzi@theservicecompanies.com

theservicecompanies.com

From: Laura Strauss <laurastrauss53@gmail.com>
Sent: Friday, July 1, 2022 3:43:55 PM
To: Justin Rozzi <Justin.Rozzi@theservicecompanies.com>
Cc: HS San Francisco <hssf@theservicecompanies.com>
Subject: Re: Employment

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And I called his superior each and every time it happened without engaging with this man, he did not stop and his boss and mine did nothing about it

On Fri, Jul 1, 2022, 3:38 PM Justin Rozzi <Justin.Rozzi@theservicecompanies.com> wrote:

I'm sorry, Laura. If you have any questions or concerns, our HR department will be the ones that can answer and assist you. I added their email address below and will add it again for you. I'm not able to talk about this with you, which is why I have added their email address.

HSHR@theservicecompanies.com

Justin Rozzi

Operations Manager, Hospitality

The Service Companies
2900 Monarch Lakes Boulevard - Suite 202 | Miramar, FL 33027

M: 415.314.0083 **O:** 415.530.2777
E: justin.rozzi@theservicecompanies.com

theservicecompanies.com

From: Laura Strauss <laurastrauss53@gmail.com>

Sent: Friday, July 1, 2022 3:34:28 PM

To: Justin Rozzi <Justin.Rozzi@theservicecompanies.com>

Cc: HS San Francisco <hssf@theservicecompanies.com>

Subject: Re: Employment

VALIDATE: 1) sender email suffix logical?; 2) language spelling/context appropriate? consider clicking if; immediately following a meeting/discussion. Research further if; 1) sent out of the blue even from a trusted person; 2) suspicious link content. **SUSPICIOUS:** create new message to sender, do not reply, and seek validation if suspicious. Trusted sender? add them to our trusted list, <https://tsc.fyi/TrustedSender>

Can you call me, it was total BS!!

What it happened how long ago

I do NOT lie and would like to share with you what happened, and hear your thoughts

On Fri, Jul 1, 2022, 3:00 PM Justin Rozzi <Justin.Rozzi@theservicecompanies.com> wrote:

Hey Laura,

I'm so sorry, but I went to do the paperwork on my end, I came across a note on your profile that stated you were not eligible for rehire. I'm not certain of the specifics but if you have any questions, please feel free to reach out to HSHR@theservicecompanies.com.

Once again, I apologize for the inconvenience and timing of this.

Thank you,

Justin Rozzi
Operations Manager, Hospitality

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