



ACROBAT OUTSOURCING  
TSC GROUP

## Employment Application

Acrobat Outsourcing is an equal opportunity employer dedicated to non-discrimination in all employment practices. Acrobat Outsourcing selects the best qualified individual for the job based on job-related qualifications regardless of race, age (40+), color, religion, gender, national origin, ancestry, marital status, sexual orientation, disability or any other status protected by applicable law.

### PLEASE PRINT

Full Name Victor D. Palacios Date: 11/20/14  
Home Telephone (415) 424 1708 Other Telephone (415) 946-9955  
Present Address 1023 Antioch St 1023 West 5th St Antioch CA 94509  
Permanent Address, if different from present address: \_\_\_\_\_  
Email Address PalaciosV34@gmail.com

### EMPLOYMENT DESIRED

Position applying for: lineco or lead cook Salary desired: \_\_\_\_\_

Are you currently registered with any staffing and/or employment agencies? If so, please list

NO

Are you applying for: Full-time work? Yes ☒ No ☐ Part-time work? Yes ☐ No ☐

Temporary work, e.g., summer or holiday work? Yes ☐ No ☒ From: \_\_\_\_\_ To: \_\_\_\_\_

How did you find out about our open position? (Please check fill in proper name of source):

Referral ☐ Name of Referral Victor Palacios Newspaper ☐ Job Fair ☐ Agency ☐

Company Website ☒ Other Web Posting ☐ Other Source ☐

Could you work overtime, if necessary? Yes ☒ No ☐ If hired, on what date could you start working?

Now

Please keep in mind that schedules and shifts may vary depending on position and season. Additionally, the hours may vary from week to week, depending on the company needs. Please list only the times/days you're available to work below.

SPECIFY HOURS AVAILABLE DAILY	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
AM		6am-2:30	6am-2:30	6am-2:30	6am-2:30	6am-2:30	
PM							

Do you have any vacations or extended leaves planned in the next 12 months? If so, please list dates: \_\_\_\_\_

PERSONAL INFORMATION

Have you ever applied to or worked for Acrobat Outsourcing before? Yes ☒ No ☐ If yes, when? 2018

Do you have friends or relatives working for Acrobat Outsourcing? Yes ☒ No ☐ If yes, please state name and relationship Lawrence Alejandro coworkers before

If hired, would you have a reliable means of transportation to and from work? Yes ☒ No ☐

If hired, can you present evidence of your legal right to live and work in this country? Yes ☒ No ☐

State age if you are under 18 no. If you are under 18, hire is subject to verification that you are of minimum legal age to work.

Are you able to perform the essential functions of the job for which you are applying? Yes ☒ No ☐

If no, describe the functions that cannot be performed. (Note: We comply with the ADA and consider reasonable accommodation measures that may be necessary for eligible applicants/employees to perform essential functions.)

Pursuant to any and all Fair Chance Ordinances, we will consider for employment qualified applicants with arrest and conviction records.

EDUCATION & SKILLS

NAME OF SCHOOL	CITY & STATE	GRADE OR DEGREE COMPLETED	DID YOU GRADUATE?
Do you have any special licenses, certificates or special training? If so please list under "Special".		<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Are you computer literate? If so, list software knowledge under "Special."		YES	<input checked="" type="checkbox"/> NO
Are you proficient with Point of Sales Systems? If, so please list which ones under "Special."		YES	<input checked="" type="checkbox"/> NO
Do you have any other experience, training, qualifications or special skills, which you feel make you especially suited for work at Acrobat Outsourcing? If so, please list under "Special."		<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Special: <u>work Executive chef and soc chef</u>			

EMPLOYMENT HISTORY

List below all present and past employment starting with your most recent employer (last 10 years is sufficient). Account for unemployment periods of three months or more.

Are you currently employed? Yes ☐ No ☒ If so, may we contact your current employer? Yes ☐ No ☐

Name and Address of Employer Olens taco bar 632 20th st SF CA

Type of Business Restaurant Telephone No. (415) 404-8258 Supervisor's Name Anelva Burgos

Your Position and Duties Lead line cook

Dates of Employment: From \_\_\_\_\_ To \_\_\_\_\_

Reason for Leaving: \_\_\_\_\_

Name and Address of Employer Uber technologies 1455 Market st S.F. CA.

Type of Business Delivery Telephone No. (209) 597 2383 Supervisor's Name Mike - jeeno

Your Position and Duties head line cook

Dates of Employment: From \_\_\_\_\_ To \_\_\_\_\_

Reason for Leaving: \_\_\_\_\_

Name and Address of Employer Berber super club 1516 Broadway st S.F. CA.

Type of Business Restaurant Telephone No. (415) 867-3126 Supervisor's Name Hicham (chef)

Your Position and Duties SOV chef

Dates of Employment: From \_\_\_\_\_ To \_\_\_\_\_

Reason for Leaving: \_\_\_\_\_

Name and Address of Employer Palantir technologie 100 Hamille st Palo alto

Type of Business tech company Telephone No. (650) 400-1491 Supervisor's Name chef Diana

Your Position and Duties \_\_\_\_\_  
\_\_\_\_\_

Dates of Employment: From \_\_\_\_\_ To \_\_\_\_\_

Reason for Leaving: \_\_\_\_\_

Have you ever been fired from any previous place of employment? If so, please explain: no

#### MILITARY SERVICE

Have you obtained any special skills or abilities as the result of service in the military? Yes \_\_\_\_\_ No /

If so, describe: \_\_\_\_\_

#### JOB RELATED REFERENCES

List below three persons not related to you who have knowledge of your work performance within the last three years.

Name: Cecilia Velazquez Telephone No. (415) 424-1708

Address 1023 west 5th st Antioch CA 94509

Occupation: House man Relationship: wife Number of Years Acquainted: 10 yrs

Name: Matthew Kelly Telephone No. (650) 771-8318

Address 47 clorado San marino CA

Occupation: Barista Relationship: friend Number of Years Acquainted: 1-2 years

Name: Joselin Sierra Telephone No. (415) 684-5874

Address \_\_\_\_\_

Occupation: Porter Relationship: friend Number of Years Acquainted: 2 yrs

**Please Read Carefully, Initial Each Paragraph and Sign Below**

V.D.P.

I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment and that the answers given by me are true and correct to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any omission or misstatement of material facts on this application or on any document used to secure employment shall be grounds for rejection of this application or for immediate discharge if I am employed, regardless of the time elapsed before discovery.

V.D.P.

I hereby authorize Acrobat Outsourcing to thoroughly investigate my references, work record, education and other matters related to my suitability for employment and, further, authorize the references I have listed to disclose to the company any and all letters, reports and other information related to my work records, without giving me prior notice of such disclosure. In addition, I hereby release the company, my former employers and all other persons, corporations, partnerships and associations from any and all claims, demands or liabilities arising out of or in any way related to such investigation or disclosure.

V.D.P.

I hereby authorize Acrobat Outsourcing and its authorized representatives to solicit information regarding my background, which may include but not be limited to, information about my employment, education, and/or criminal history, which may be in the files of any federal, state, or local criminal justice and law enforcement agency and general public records history.

V.D.P.

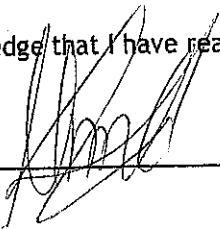
I understand that if selected for hire, it will be necessary for me to provide satisfactory evidence of my identity and legal authority to work in the United States, and that federal immigration laws require me to complete an I-9 form in this regard within three days of my hire date.

V.D.P.

Acrobat Outsourcing is an at-will employer. I understand that nothing contained in the application, or conveyed during any interview, which may be granted or during my employment, if hired, is intended to create an employment contract between me and the company. In addition, I understand and agree that if I am employed, my employment is for no definite or determinable period and may be terminated at any time, with or without prior notice, with or without cause, at the option of either myself or the company, and that no promises or representations contrary to the foregoing are binding on the company unless made in writing and signed by me and the company's designated representative.

I hereby acknowledge that I have read and understand the above statements.

Applicant's Signature



Date

11/20/19



**NOTICE TO EMPLOYEE**  
**Labor Code section 2810.5**

Employee Name: Victor Palacios  
Start Date: 11/20/19

Legal Name of Hiring Employer: S.E Scher

Is hiring employer a staffing agency/business (e.g., Temporary Services Agency; Employee Leasing Company; or Professional Employer Organization [PEO])? ☐ Yes ☐ No

Other Names Hiring Employer is "doing business as" (if applicable):

Acrobat Outsourcing

Physical Address of Hiring Employer's Main Office:

303 Hegenberger Road Suite 300, Oakland, CA. 94621

Hiring Employer's Mailing Address (if different than above):

Hiring Employer's Telephone Number: 415-431-8826

If the hiring employer is a staffing agency/business (above box checked "Yes"), the following is the other entity for whom this employee will perform work:

Name: \_\_\_\_\_

Physical Address of Main Office: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

Telephone Number: \_\_\_\_\_

Rate(s) of Pay: COOK \$18.00 Overtime Rate(s) of Pay: \$ 27.00

Rate by (check box): ☒ Hour ☐ Shift ☐ Day ☐ Week ☐ Salary ☐ Piece rate ☐ Commission

☐ Other (provide specifics): \_\_\_\_\_

Does a written agreement exist providing the rate(s) of pay? (check box) ☐ Yes ☐ No

If yes, are all rate(s) of pay and bases thereof contained in that written agreement? ☐ Yes ☐ No

Allowances, if any, claimed as part of minimum wage (including meal or lodging allowances):

\_\_\_\_\_  
(If the employee has signed the acknowledgment of receipt below, it does not constitute a "voluntary written agreement" as required under the law between the employer and employee in order to credit any meals or lodging against the minimum wage. Any such voluntary written agreement must be evidenced by a separate document.)

Regular Payday: FRIDAY

Insurance Carrier's Name: Integro USA Inc. dba Integro Insurance Brokers

Address: 1 State Street Plaza, 9<sup>th</sup> floor, New York, NY. 10004

Telephone Number: 212-295-5440

Policy No.: LDC4042609 AOS

☐ Self-Insured (Labor Code 3700) and Certificate Number for Consent to Self-Insure: \_\_\_\_\_

Unless exempt, the employee identified on this notice is entitled to minimum requirements for paid sick leave under state law which provides that an employee:

- a. May accrue paid sick leave and may request and use up to 3 days or 24 hours of accrued paid sick leave per year;
- b. May not be terminated or retaliated against for using or requesting the use of accrued paid sick leave; and
- c. Has the right to file a complaint against an employer who retaliates or discriminates against an employee for
  1. requesting or using accrued sick days;
  2. attempting to exercise the right to use accrued paid sick days;
  3. filing a complaint or alleging a violation of Article 1.5 section 245 et seq. of the California Labor Code;
  4. cooperating in an investigation or prosecution of an alleged violation of this Article or opposing any policy or practice or act that is prohibited by Article 1.5 section 245 et seq. of the California Labor Code.

The following applies to the employee identified on this notice: *(Check one box)*

- ☐ 1. Accrues paid sick leave only pursuant to the minimum requirements stated in Labor Code §245 et seq. with no other employer policy providing additional or different terms for accrual and use of paid sick leave.
- ☐ 2. Accrues paid sick leave pursuant to the employer's policy which satisfies or exceeds the accrual, carryover, and use requirements of Labor Code §246.
- ☐ 3. Employer provides no less than 24 hours (or 3 days) of paid sick leave at the beginning of each 12-month period.
- ☐ 4. The employee is exempt from paid sick leave protection by Labor Code §245.5. (State exemption and specific subsection for exemption): \_\_\_\_\_

ACKNOWLEDGEMENT OF RECEIPT

Sarah Magno  
(PRINT NAME of Employer representative)

[Signature]  
(SIGNATURE of Employer Representative)

11/20/19  
(Date)

Vickey Daniel Palacios M.  
(PRINT NAME of Employee)

[Signature]  
(SIGNATURE of Employee)

11/20/19  
(Date)

The employee's signature on this notice merely constitutes acknowledgement of receipt.

Labor Code section 2810.5(b) requires that the employer notify you in writing of any changes to the information set forth in this Notice within seven calendar days after the time of the changes, unless one of the following applies: (a) All changes are reflected on a timely wage statement furnished in accordance with Labor Code section 226; (b) Notice of all changes is provided in another writing required by law within seven days of the changes.



Interview Note Sheet  
General

\$18.00

Applicant Information

Name: <u>Victor Palacios</u>	Interviewer: <u>K.S.</u>
Date: <u>11/20/2019</u>	Rate of Pay: <u>Start @ \$21.00</u>
Position (s) Applied for: <u>head cook</u>	Referred by: <u>Palantir</u>

Test Scores

Server	/35	%	Bartender	/30	%
Prep Cook	/15	%	Barista	/10	%
Grill Cook	<u>25/40</u>	<u>63</u> %	Cashier	/10	%
Dishwasher	/10	%	Housekeeping	/16	%

Seeking:

Full-Time

Part-Time

Relevant Experience & Summary of Strengths

Total of \_\_\_\_\_ Experience in Food Service/Hospitality

Describe a time when you had to multitask or work under pressure?	How would you handle a disagreement/argument with a coworker?	What do you do to go above and beyond and exceed your customer's expectations?	Notes
<p><u>Prior Lead (Sous Chef) exp @ Ulan</u></p> <p><u>Discussed his past exp &amp; length of time on jobs.</u></p>			<p><u>Prior exp. at Palantir</u></p>

P.O.S. Experience: Y / N details: \_\_\_\_\_

Transportation

Drive & park in the City

Certifications (if any)

FHC - will get

Uniforms Owned:

<input type="checkbox"/> Bistro White	<input checked="" type="checkbox"/> Chef Coat
<input type="checkbox"/> Black Bistro	<input type="checkbox"/> Chef Pants
<input type="checkbox"/> Tuxedo	<input checked="" type="checkbox"/> Knives
<input type="checkbox"/> 1/2 Tuxedo	<input checked="" type="checkbox"/> Black Pants
<input type="checkbox"/> Black Vest	<input checked="" type="checkbox"/> Non-Slip Shoes
<input type="checkbox"/> Long Black Tie	<input checked="" type="checkbox"/> Bow Tie
Other: _____	

Regions Available to work:

S.F. Stripe

Availability

AM Cook Preferred 5-6 pm.

Recommendations:

Acrobat Academy

Lead Academy

Other Languages Spoken:

Spanish



**Grill Cooks Test**

Score 25 / 40

**Multiple Choice Test** (1 point each)

63.

- b 1) How much time should you take to wash your hands with soap?
- a) 1 minute
  - b) 20 seconds
  - c) Time does not matter, water temperature does
  - d) 5 minutes
- c 2) The recommended temperature for your refrigerator is...
- a) 45°F
  - b) 50°F
  - c) 40°F
  - d) 20°F
- d 3) Food handlers must always wash their hands
- a) Before starting work
  - b) Switching between handling raw and ready-to-eat food
  - c) After going to the restrooms
  - d) All of the above
- a 4) The most important reason for having food handlers wear hair restraints is to
- a) Prevent food from getting into food handlers' hair
  - b) Prevent food handlers from contaminating their hands by touching their hair
  - c) Keep the food handlers' hair in place
  - d) None of the above
- c 5) Which of these conditions requires immediate corrective action?
- a) Packaged food items are stored at least 6 inches above the floor
  - b) Ice is being used to cool beef stew in a shallow pan
  - c) Raw meats are stored on a shelf above ready-to-eat egg salad in the walk-in cooler
  - d) Raw fish is stored above raw chicken in the walk-in freezer
- a 6) Bacteria grow best in the temperature "danger zone" which includes temperatures between?
- a) 0°F and 100°F
  - b) 32°F and 220°F
  - c) 41°F and 135°F
  - d) 39°F and 178°F
- d 7) After cutting raw chicken, what should be done before the cutting board is used for slicing onions for salad?
- a) Clean the cutting board with a wet wiping cloth
  - b) Turn the board over and use the other side
  - c) Rinse the board with running water
  - d) Wash, rinse, and sanitize the board prior to slicing the onions
- d 8) Which of the following is NOT an approved method to thaw potentially hazardous foods?
- a) In a microwave oven
  - b) During the cooking process
  - c) Under cool running water
  - d) On a clean counter, at room temperature
- c 9) Wiping cloths stored submerged in a bucket of sanitizing solution are for:
- a) Wiping spills only
  - b) Washing hands if the hand sinks are too far away
  - c) Sanitizing the blade of utensils such as knives
  - d) Maintaining moisture on the wiping cloth

## Grill Cooks Test

- e 10) Food-handling gloves must be changed frequently and also;
- a) After handling garbage
  - b) After every break
  - c) After picking things up off the floor
  - d) Between handling raw and cooked foods
  - e) All of the above
- c 11) A Julienne is:
- a) to cut food into 1 inch X 1 inch cubes
  - b) A cooking method using high heat
  - c) To cut food into 1/8 X 1/8 slices
  - d) A rough cutting method producing oblong shapes
- d 12) A gallon is equal to 128 ounces
- a) 56
  - b) 145
  - c) 32
  - d) 128
- b 13) How many cups are in a quart?
- a) 2
  - b) 4
  - c) 6
  - d) 8
- a 14) A Chiffonade is:
- a) To slice an herb or leafy vegetable into thin ribbons
  - b) To de bone a fish
  - c) Another name for parchment paper
  - d) To cook food in liquid, or at just below the boiling point
- b 15) Potentially hazardous hot foods must be maintained at an internal temperature of 135° or higher to be safe
- a) 145° F
  - b) 135° F
  - c) 160° F
  - d) 180° F
- c 16) Which of the following explains the process of poaching?
- a) Poke poultry on the thickest part in order to make sure it's tender
  - b) To cook food in an oven that has reached 350° F
  - c) Cook gently in water that is hot but not boiling (160°-180°)
  - d) Submerge protein in boiling liquid to speed cooking time
- a 17) If a recipe calls for 16oz of mirepoix, how many ounces of onion, celery, and carrots do you need?
- a) 8 oz of celery, 4 oz of onion, 4 oz of carrot
  - b) 4 oz of celery, 8 oz of carrot, 4 oz of onion
  - c) 4 oz of celery, 8 oz of onion, 4 oz of carrot
  - d) 2 oz of celery, 10 oz of carrot, 2 oz of onion
- c 18) Which of the following best describes braising?
- a) To cook quickly in a pan on top of the stove until food is browned
  - b) Process through which natural sugars in food become browned and flavorful while cooking
  - c) Cooking method by which food is browned in fat, then cooked, tightly covered, in liquid at low heat
  - d) To plunge food into boiling water briefly, then into cold water to stop the cooking process

## Grill Cooks Test

b 19) Which of the following best describes the process of Caramelization?

- a) To cook quickly in a pan on top of the stove until food is browned
- b) Process through which natural sugars in food become browned and flavorful while cooking
- c) Cooking method by which food is browned in fat, then cooked, tightly covered, in liquid at low heat
- d) To plunge food into boiling water briefly, then into cold water to stop the cooking process

c 20) What temperature should chicken be cooked to?

- a) 145°F
- b) 155°F
- c) 165°F
- d) 175°F

d 21) What temperature should ALL ground meat be cooked to?

- a) 145°F
- b) 155°F
- c) 165°F
- d) 175°F

a 22) What temperature should fish be cooked to?

- a) 145°F
- b) 155°F
- c) 165°F
- d) 175°F

23) What is a roux and what is it used for? (2 points)

butter and flour use for make sauce.

24) What is the process of making clarified butter, and why is clarified butter used? (3 points)

separated the milk for the solid use for pastry

25) What are the 5 mother sauces? (5 points)

- 1. B B Q sauce
- 2. Buffalo sauce
- 3. Alfredo sauce
- 4. marinara sauce
- 5. Hollandaise sauce

26) What does it mean to season a grill and why is this process important? (3 points)

3 use charcoal or oil, Easy cleaner food taste better.

27) What are the ingredients in Hollandaise sauce? (5 points)

4 egg yolk - butter - lemon or lime - herbs - Hot sauce  
(Tabasco)

