



Name: Justin Hubbard

Taborca ID: 50826

Date of Hire: 2/25/19

Date of Re-Act: / /

Employee Set up

- E-verify #: _____
- Hire Right Sections 1 & 2
- Background Check (Asurint)
- Direct Deposit (Scan to Payroll) or Global Cash Card

- Attended New Hire Orientation: _____

- Added to Orientation Time Sheet
- New Hire List
- Check Taborca Profile (All fields)
- Upload Resume
- Food Handler's Card Status _____

Interview Note Sheet

Applicant Information

Name:	Justin Hubbard	Interviewer:	Anthony W.
Date:	2/25/19	Rate of Pay:	
Position (s) Applied for:	Cook	Referred by:	

Test Scores

			Seeking:		
Server	/35	%	Bartender	/35	%
Prep Cook	15	/15	Barista	/15	%
Grill Cook	32	/40	Cashier	/15	%
Dishwasher		/10	Housekeeping	/16	%

Seeking:
Full-Time
Part-Time

Relevant Experience & Summary of Strengths

Started 15 years ago
Total of 11+ in Food Service/Hospitality
Red Lobster.
Soup & Rum Strach!
Chili and other Dine around BS

P.O.S. Experience: Y / N details: _____

Transportation

<input checked="" type="radio"/> Car	Public Transit	Carpool (Rider / Driver)
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Regions Available to work:

Kansas City, KS Overland Park, Kansas Kansas City, MO Independence, MO

All

Certifications (if any)

TiPS	Serv-Safe	LEAD	Other <u>FF</u>	Will Submit
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Availability

<input checked="" type="radio"/> Open	AM only	PM only	Weekdays only	Weekends only
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Details: _____

Uniforms Owned:

Bistro	Black Bistro	Tuxedo	1/2 Tuxedo	Black Vest	Long Black Tie
Chef Coat	Chef Pants	Knives	Black Pants	Non-Slip Shoes	Bow Tie
			Other: _____		

Would you recommend this applicant for Acrobat Academy?

Convention Candidate?

Other Languages Spoken:

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 Suskin Michael Hubbard Date: 2.25.2019

Home Telephone (412) 763-2428 Other Telephone ()

Present Address 725 S. Liberty Street Independence MO

Permanent Address, if different from present address: _____

Email Address _____

EMPLOYMENT DESIRED

Position applying for: Cook, Prep Salary desired: 14. hr

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

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 _____ 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? 2-26-2019

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	—	Open	Open	Open	Open	Open	Open
PM	Open	Open	Open	Open	Open	Open	Open

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? _____

Do you have friends or relatives working for Acrobat Outsourcing? Yes No If yes, please state name and relationship _____

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 _____. 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

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OUTSOURCING

Your Hospitality Staffing Professionals

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?
Nke High School	Nke mo	12 Ged	yes
Do you have any special licenses, certificates or special training? If so please list under "Special".		YES	NO
Are you computer literate? If so, list software knowledge under "Special."		YES	NO
Are you proficient with Point of Sales Systems? If so please list which ones under "Special."		YES	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."		YES	NO

Special:

got cdL license, / Also have My experience traying
and Schedule mchup, and Ordering food

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 Porter House Fine Meats

Type of Business Sales Telephone No. (417) 724 1311 Supervisor's Name Rich Cook

Your Position and Duties door to door Sales Steaks

Dates of Employment: From Oct 2017 To 5/20/19

Reason for Leaving: Came back home need to be at home with my

Name and Address of Employer Midwest Roofing Supply

Type of Business Roofing Material Telephone No. () Supervisor's Name Danny

Your Position and Duties rove big rigs, and put shingles on top of roof

Dates of Employment: From Dec 2016 To March 2017

Reason for Leaving: 601 hrs went through 2 yrs of law suit

Name and Address of Employer Per Mec Springsfield mo

Acrobat

outourcing

Your Hospitality Staffing Professionals

Type of Business Tire Sales

Telephone No. () Supervisor's Name _____

Your Position and Duties Drove

Semi's and else.

Dates of Employment: From Dec 2015 To Dec 16

Reason for Leaving: got new job

Name and Address of Employer Central Refrigeration

Type of Business Trucking

Telephone No. () Supervisor's Name _____

Your Position and Duties Drove Semi's and delivered goods all
over the U.S.

Dates of Employment: From Dec 14 To Dec 2015

Reason for Leaving: got local job

Have you ever been fired from any previous place of employment? If so, please explain: _____

MILITARY SERVICE

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

JOB RELATED REFERENCES

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

Name: Don Jackson

Telephone No. (816) 598-5319

Address 725 S. Liberty Street

Independence Mo

Occupation: Cabinet Maker

Relationship: friend

Number of Years Acquainted: 11

Name: Kelly Joffon

Telephone No. (816) 808-1001

Address 725 S. Liberty Street

Independence Mo

Occupation: Nurse

Relationship: friend

Number of Years Acquainted: 11 yrs

Name: Anne Edwards

Telephone No. (417) 763-2431

Address 700 KC Mo

Occupation: Waitress

Relationship: girlfriend

Number of Years Acquainted: 6 yrs

Please Read Carefully, Initial Each Paragraph and Sign Below

SD 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.

SD 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.

SD 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.

SD 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.

SD 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

2-25-2018

725 S. Liberty St.
Independence MO, 64050
417-763-2428
Justinhubbard321233@gmail.com

JUSTIN HUBBARD

OBJECTIVE To be a part of an organization where I can use my previous job experiences to advance both the organization and myself.

SKILLS & ABILITIES I have been in the restaurant industry as a cook for 14 years. From scratch kitchens, excellent knife and prep work skills. Slice, wedge cuts, dice Julian, and chopped. Line cook, grill cook, fry, sautee' and broiler skills. Bake from scratch pies and deserts. Also experience in training employees.

EXPERIENCE Line cook, Sosa's Diner
2013-2014
• Sautee' from scratch
• Fry, grill and flat top
• Cleaned, sanitized and all closing duties

Grill cook, Beer Kitchen
2012-2013
• Prep
• Sautee' and plate presentation
• Grill cook
• Cleaned, sanitized and all closing duties

Person in charge, Jimmy John's
2011-2012
• Sliced meat with meat slicer and made sandwiches
• Train new employees
• Managed 3-8 employees
• Handled all cash out and inventory
• Scheduling of employees

EDUCATION UNIVERSITY OF CENTRAL MISSOURI-2000
GED

Grill Cooks Test

Score 82 40

B ad Multiple Choice Test (1 point each)

- C d 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
- b 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
- b 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
- C d 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 a 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 a 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
- a 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 _____ 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 b 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 C 15) Potentially hazardous hot foods must be maintained at an internal temperature of _____ 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

C 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 B 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 C 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

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

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

C 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)

Its flour base in oil to make a base to thicken gravies or soups.

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

Unsalted butter ~~boiled~~ slowly melted along milk solids to separate. It used to cook Steak, Hollandaise etc. It's clearer butter.

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

1. ~~Red~~
2. ~~Brown~~
3. ~~White~~, Alfredo etc.
4. ~~Green~~
5. ~~Chervil~~

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

To clean it then oil it so it has a good flavor for the meat and for it not cook good & not stick

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

egg yolk ~~egg white~~ &
butter Heavy Cream
Salt Lemon Juice Cayenne pepper

Multiple Choice (1 point each)

d

1) A gallon is equal to _____ounces

- a. 56
- b. 145
- c. 32
- d. 128

C

2) Mesclun are what type of vegetable?

- a. Roots
- b. Beans
- c. Salad Greens
- d. Spices

B

a

3) What does the term braise mean?

- a. Sear quickly on both sides
- b. Slowly cook in covered pan with little liquid
- c. Cook on high heat and quickly
- d. Slowly cook in simmering water

b

4) At what internal temperature must chicken be cooked so that it is safe to eat?

- a. 155 degrees F
- b. 165 degrees F
- c. 175 degrees F
- d. 185 degrees F

a

5) How do you blanche vegetables?

- a. Immerse for a short time in boiling water
- b. Cook lightly in butter over med heat
- c. Soak in cold water overnight
- d. Rub with salt before cooking

C

6) Which of the following ingredients would you pack before measuring?

- a. Olive Oil
- b. Salt
- c. Brown Sugar
- d. White Sugar

a

7) What is Al Dente?

- a. Firm but not hard
- b. Soft to the touch
- c. Very hard
- d. Very soft

C

a

8) Food should be left out no more than

- a. 2 hours
- b. 3 hours
- c. 4 hours
- d. 5 hours

d 9) Which is the improper way to thaw frozen food?

- a. In the fridge
- b. In a sink with cold water
- c. On the counter
- d. In the microwave

a c 10) Which of the following can you use to put out a grease fire?

- a. Baking Soda
- b. Baking Powder
- c. Flour
- d. Water

b 11) What is the temperature range of the danger zone?

- a. 25-135
- b. 40-140
- c. 50-160
- d. 30-130

d 12) Which of the following is listed from smallest to largest?

- a. Dice, chop, mince
- b. Mince, chop, dice
- c. Chop, dice. Mince
- d. Mince, dice, chop

b + d 13) Which direction should pan handles be turned while cooking on the stove?

- a. Over the fire at all times
- b. Turned towards you for better control
- c. Turned towards the right or left at all times
- d. Over the countertop at all times

c 14) When you poach something, you cook it with what?

- a. Noodles
- b. Vegetables
- c. Liquid
- d. Oil

b c 15) Which spoon is used to remove fat from soups and stews

- a. Basting Spoon
- b. Ladle
- c. Slotted Spoon
- d. Portion Spoon

b 16) Which of the following means to cook in a small amount of fat?

- a. Season
- b. Sauté
- c. Broil
- d. Boil
- e. Fry

d

17) What is a Julien cut?

- a. Food cut into long thin strips, matchstick
- b. Food cut into long thin strips then turned and cut into a 1/8" dice
- c. Food diced into finely chopped and uniform pieces
- d. Cutting and peeling into oblong seven sided football like shapes

a

18) To cook a food in a pan without browning over low heat until the item softens and releases moisture.

- a. Sweat
- b. Boil
- c. Roast
- d. Grill

Fill-in the Blank (1 point each)

19) Salt & Pepper are the basic seasoning ingredients for all savory recipes.

20) Chopped : to cut into very small pieces when uniformity of size and shape is not important.