



Name: Daniel Coughlin

Taborca ID: 51916

Date of Hire: 5/14/2019

Date of Re-Act:   /  /  

#### New employee set up

- E-verify
- Hire Right EE
- Hire Right Internal (upload any list A docs)
- Direct Deposit (Scan to Payroll) and/or Global Cash Card – complete the form & have EE sign
- Notice to Employee Completed
- Added to Orientation Time Sheet
- Attended New Hire Orientation
- Background Check
  - New Hire List (All fields)
  - Check Taborca Profile (All fields)
  - Upload Resume and Skills Tests (one doc)
  - Upload Food Handler's Card

#### Re Act employee set up (See Re Act Process for more detail)

- File and I9 pulled (new one created/done in Hire Right if old ones are gone)
- Re Act onboarding if initially hired before 1/1/16
- Check W4
- Check all demographic info and availability
- Check for skills tests, app, FHC, and resume (get new app, new resume if hired more than 1 year ago)
- Complete Notice to Employee with updated pay if necessary
- Verify pay option (notify payroll) and take steps to Re Act any old pay options still current
- Run new BGC if more than 1 year since last shift worked
- New orientation/place on time sheet if it's been over a year since last shift
- New Hire List (all fields)
- Delete employee from the INA/TER spreadsheet if they are on it

# Interview Note Sheet

## Applicant Information

Name: <u>Daniel Loughlin</u>	Interviewer: <u>McKenna</u>
Date: <u>5/14/2019</u>	Rate of Pay: <u>\$17.00</u>
Position (s) Applied for:	Referred by:

## Test Scores

Server	/35	%	Bartender	/35	%
Prep Cook	/20	%	Barista	/15	%
Grill Cook	/40	%	Cashier	/15	%
Dishwasher	/10	%	Housekeeping	/14	%

Seeking:

Full-Time

Part-Time

## Relevant Experience & Summary of Strengths

\* Currently @ SJSU

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

- FOH / Porter
- Since Feb. 2018

\* NOT interested in graveyard

\* Busser

\* Prefers FOH / Serving

\* FHC

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

## Transportation

Car

Public Transit

Carpool ( Rider / Driver )

Lyft

## Regions Available to work:

LA

OC

## Certifications (if any)

TiPS

Serv-Safe

LEAD

Other Submitted

Will Submit

## Availability

Open

AM only

PM only

Weekdays only

Weekends only

## 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:

# Acrobat

outsourcing  
Your Hospitality Staffing Professionals

## 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 Daniel Paul Loughlin Date: 5/10/19  
 Home Telephone (408) 561-3154 Other Telephone ( )  
 Present Address 595 So. 9th St., #1, San Jose, CA 95112  
 Permanent Address, if different from present address: \_\_\_\_\_  
 Email Address Superlough@aol.com

### EMPLOYMENT DESIRED

Position applying for: Food Service Salary desired: 18.00 currently (flexible)  
 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 Compass Group 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? \_\_\_\_\_

**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	<u>open</u>	<u>availability</u>					
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? \_\_\_\_\_

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 \_\_\_\_\_

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?
Emil R. Buehler	Santa Clara CA	12	Yes
Notre Dame de Namur Univ.	Belmont CA	ba. History	Yes 1983
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:			

**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** The Compass Group  
**Type of Business** Institutional Telephone No. ( ) Supervisor's Name Ryan P.  
**Food Service** Your Position and Duties Food Service Worker

Dates of Employment: From Feb/2019 To current

Reason for Leaving: current

**Name and Address of Employer** Il Fornacio 1234  
**Type of Business** Restaurant Telephone No. (408) 298-1234 Supervisor's Name Steve Corico  
**Your Position and Duties** Busser - Clean & set tables

Dates of Employment: From 9/2017 To Feb/2019

Reason for Leaving: Compass job

**Name and Address of Employer** Old Spaghetti Factory P  
**Type of Business** Restaurant Telephone No. (408) 288-7488 Supervisor's Name Josh Powell  
**Your Position and Duties** Dishwasher

Dates of Employment: From 9/14 To 4/17

Reason for Leaving: wants front of house

**Name and Address of Employer** SAP Center  
**Type of Business** Entertainment center Telephone No. (408) 287-7670 Supervisor's Name Paula Vazquez

Your Position and Duties CleaningDates of Employment: From 11/13 To 11/14Reason for Leaving: old spaghetti rest timeHave 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  X  

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: Steve Carson Telephone No. 408) 298-1234Address 302 S. Market StOccupation: GM Relationship: work Number of Years Acquainted: 1Name: Amy Anderson Telephone No. 408) 279-1775Address 28 W 1st St StOccupation: STDA Relationship: work Number of Years Acquainted: 10Name: Ramiro Mijares Telephone No. 408)Address 599 E Alma StOccupation: Food Manager Relationship: work Number of Years Acquainted: 8



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

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.

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.

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.

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.

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

5/14/19

Daniel P. Loughlin  
595 So. 9th St., #1  
San Jose, CA 95112  
(408) 561-3154

**Experience:**

The Compass Group - Spartan Eats - 2/2019-current. Cleaning and re-stocking role. Interact with our customers/students in a positive manner.

Il Fornaio - 9/17-2/19- Busser - Customer service, clear & reset tables, bread, water, oil, tea, lemons, coffee, linens, and side duties.

The Old Spaghetti Factory - 9/14 - 4/17 - Maintenance - Dishwasher & Prep. Responsible for cleaning all dishes, pots, pans, utensils, plates, glasses, silverware, trash disposal, breakdown of boxes, daily receiving & stocking of shipment. Prep. - bulk lettuce, noodles, & garlic cheese bread.

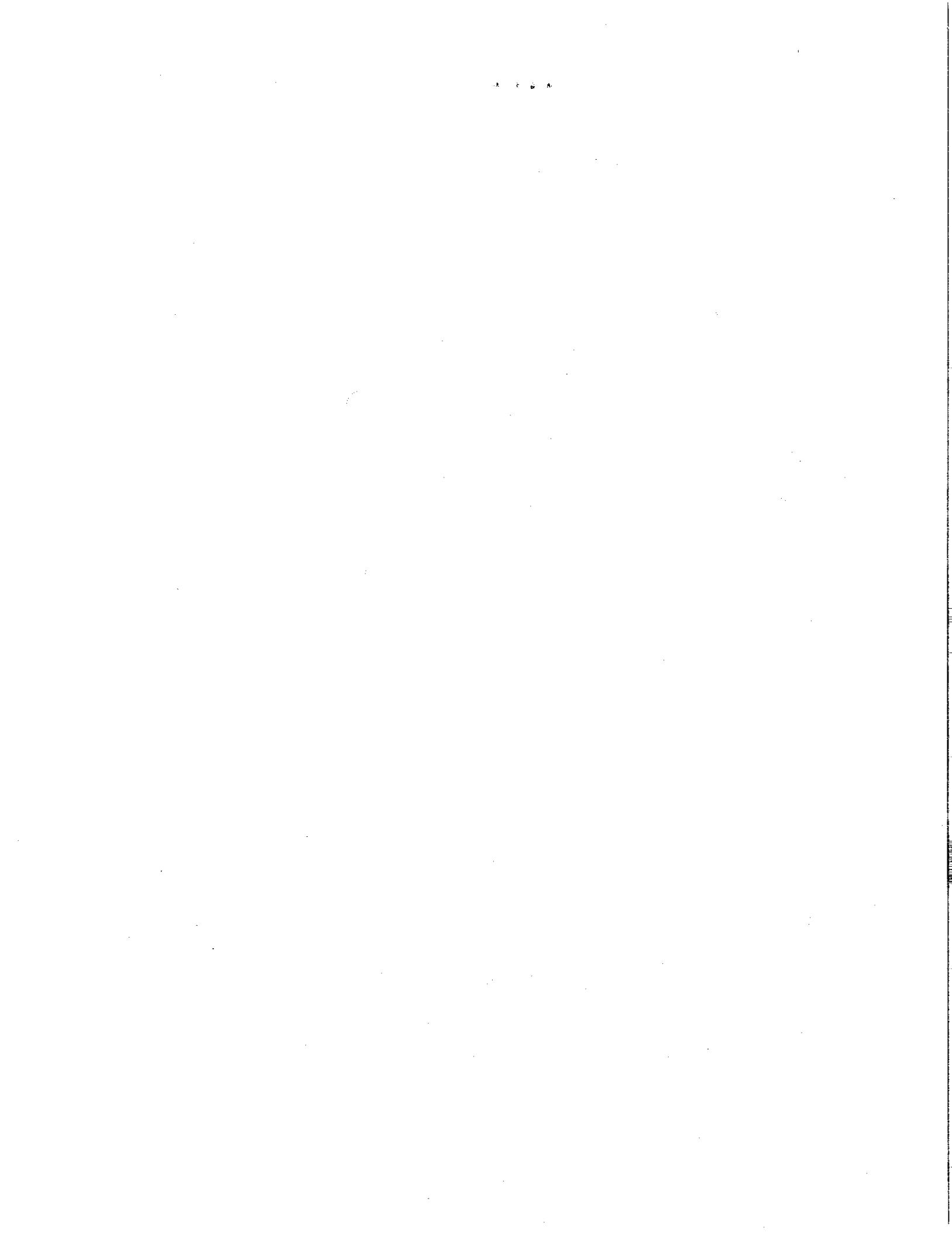
Combined various seasonal part-time jobs - 9/12-10/14 (job dates over-lap) SAP Center (cleaning role), - San Jose Giants (Turkey Mike's - Prep & cleaning), - The San Jose Downtown Association - Independent Contractor - cleaning & support capacity 'Downtown Ice', 'Farmer's Market', 'Music in the Park', & 'Summer Nighttime Movies'.

Victory Parking - 6/06 - 9/12 - Parking Lot Attendant & Janitor. Greet customers and dispense parking ticket upon arrival. Upon vehicle exit determine and collect fee. Reconcile cash and tickets to ensure accuracy in a cash intensive function. Also performed spot sweeping of the lot and booth, cleaning of office and bathrooms, seasonally hedged and trimmed shrubbery and bushes for a 3.6 acre lot.

Quiznos Sub - 8/04-10/06 - Sales and customer service, cashier, subway making, reports, cash reconciliation and secured deposit. Cleaning of kitchen, customer lobby and bathroom. Received and stocked shipment once weekly. Worked lunch, dinner, and closed. Multiple duties and split shifts.

**Education:** Bachelor of Arts, History, Notre Dame de Namur University, Belmont, 1983.

References available. Reliable, friendly, hard working. Valid SafeServe Certificate.



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

**EMPLOYEE**

Employee Name: Daniel Loughlin  
Start Date: 5/14/2019

**EMPLOYER**

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:

665 Third St. Suite 415, San Francisco, CA. 94107

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: Acrobat Outsourcing

Physical Address of Main Office: 1585 The Alameda, San Jose 95126

Mailing Address: "

Telephone Number: 408- 844 - 0772

**WAGE INFORMATION**

Rate(s) of Pay: \$17.00 Overtime Rate(s) of Pay: \$25.50

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

## WORKERS' COMPENSATION

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: \_\_\_\_\_

### PAID SICK LEAVE

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.

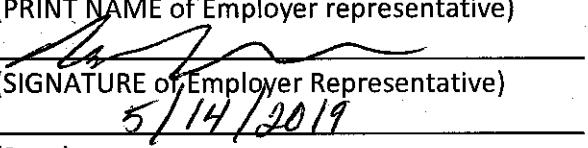
4. The employee is exempt from paid sick leave protection by Labor Code §245.5. (State exemption and specific subsection for exemption): \_\_\_\_\_

### ACKNOWLEDGEMENT OF RECEIPT

(Optional)

Mckenna Brewer

(PRINT NAME of Employer representative)



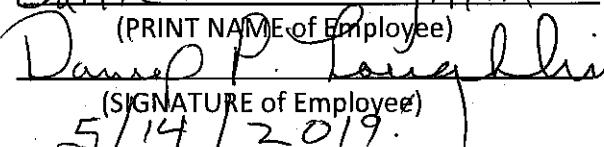
(SIGNATURE of Employer Representative)

5/14/2019

(Date)

Daniel P. Loughlin

(PRINT NAME of Employee)



(SIGNATURE of Employee)

5/14/2019

(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.