

ACROBAT OUTSOURCING TSC GROUP

Patrick Jeremy Agonoy

Taborca ID: 53643

Date of Hire: 9/18/2019

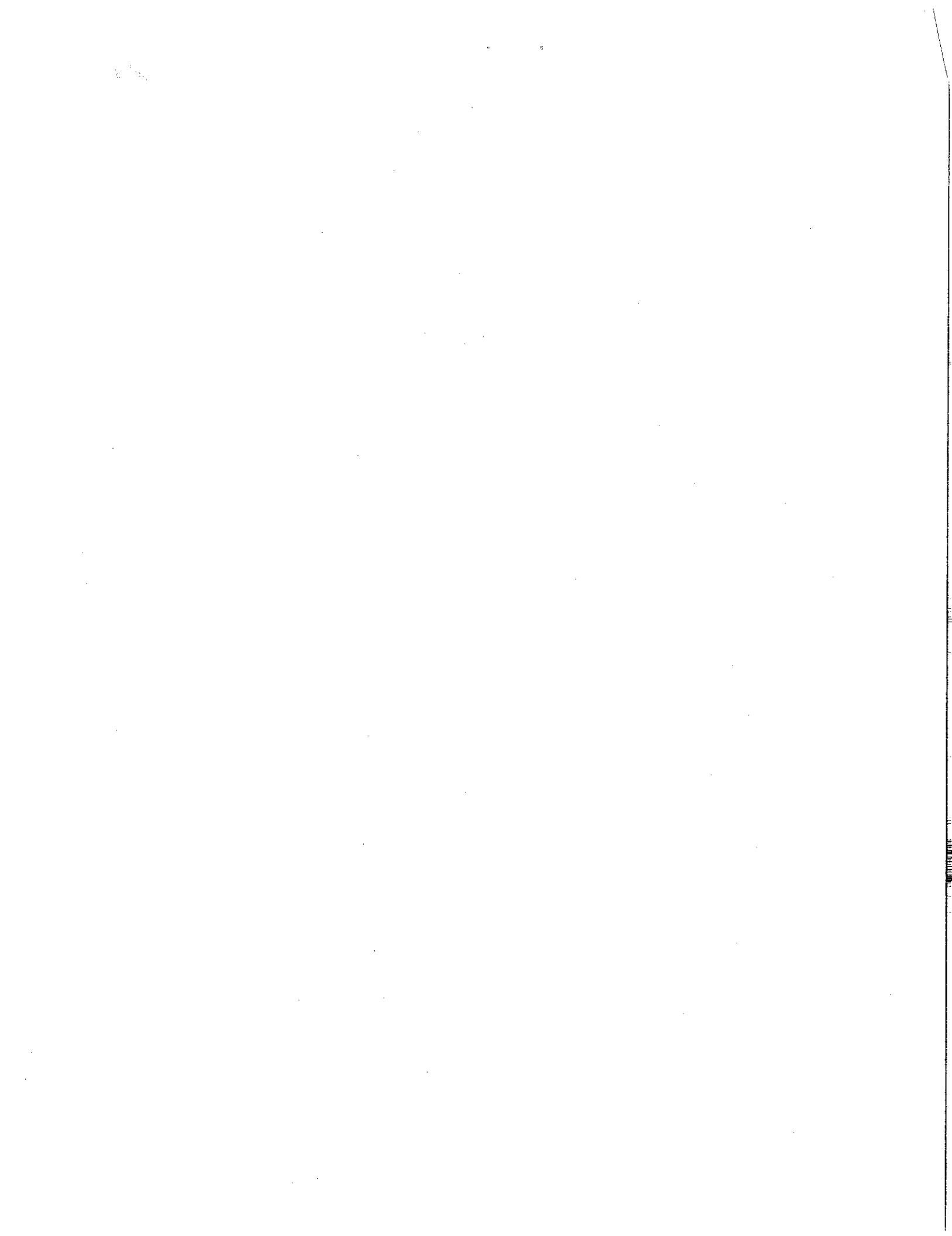
Date of Re-Act: / /

- E-Verify
- Hire Right EE
- Hire Right Internal (upload any list A docs)
- Notice to Employee Completed
- Added to Orientation Time Sheet
- Background Check

- New Hire List (All fields)
- Check Taborca Profile (All fields)
- Upload Resume and Skills Tests (one doc)
- Upload Food Handler's Card
 - Presented
 - Emailed

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

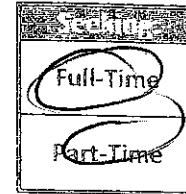
- File and I9 pulled (new one created/done in Hire Right if old ones are gone)
- Re-Act onboarding
- Check for skills tests, app, FHC, and resume (get new app, new resume if hired more than 1 year ago)
- Complete Notice to Employee with updated pay if necessary
- Verify pay option
- Run new BGC if more 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 it's been over a year since last shift
- Delete employee from the INA/TER spreadsheet if they are on it



Interview Note Sheet

| | |
|---|-----------------------------|
| Name: <u>Patrick Jeremy Agonay</u> | Interviewer: <u>Ngoc Ho</u> |
| Date: <u>9/18/2019</u> | Rate of Pay: <u>\$19/h</u> |
| Position (s) Applied for: <u>Cashier/Concessions</u> | Referred by: <u>CL</u> |

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



Total of 3 yrs in Food Service/Hospitality

- okay w/ on-call
- not currently working, sells shoes online eBay
- open, prefers no weekends

P.O.S. Experience: 0 details: Aloha

Car

Public Transit

Carpool (Rider / Driver)

LA

OC

South Bay

TIPS

Serv-Safe

LEAD

Other EHC

Will Submit

Open

AM only

PM only

Weekdays only

Weekends only

Details:

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 San Jose



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.

Your Contact Information

| | |
|--|---------------------------|
| First Name | Patrick Jeremy |
| Last Name | Agonoy |
| E-mail Address | PatrickJeremy23@Gmail.com |
| Phone | 4087590243 |
| Address | 1348 Leeward Dr. |
| Unit or Number | 1348 |
| City, State | San Jose, CA |
| Zip Code | 95122 |
| What region(s) are you applying to work within? | San Jose |
| Which position(s) are you applying for? | Barback Cashier |
| Are you applying for: | Full-Time Part-Time |



When can you start? Wednesday, September 23, 2020

Can you work overtime? Yes

How did you hear about us? Google

What days/times can you work? Select all that apply:

| | | |
|-----------|------------|--------------|
| Monday AM | Tuesday AM | Wednesday AM |
|-----------|------------|--------------|

| | | |
|-------------|-----------|-----------|
| Thursday AM | Sunday AM | Sunday PM |
|-------------|-----------|-----------|

Do you have any planned vacations or extended leave in the next 12 months? (If no, leave blank)

Yes, I will be going out-of-town from Oct.31-Nov.2, 2019.

Have you ever applied to or worked for Acrobat before? No

Do you have any friends or relatives working for Acrobat? If so, please let us know who:

n/a

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

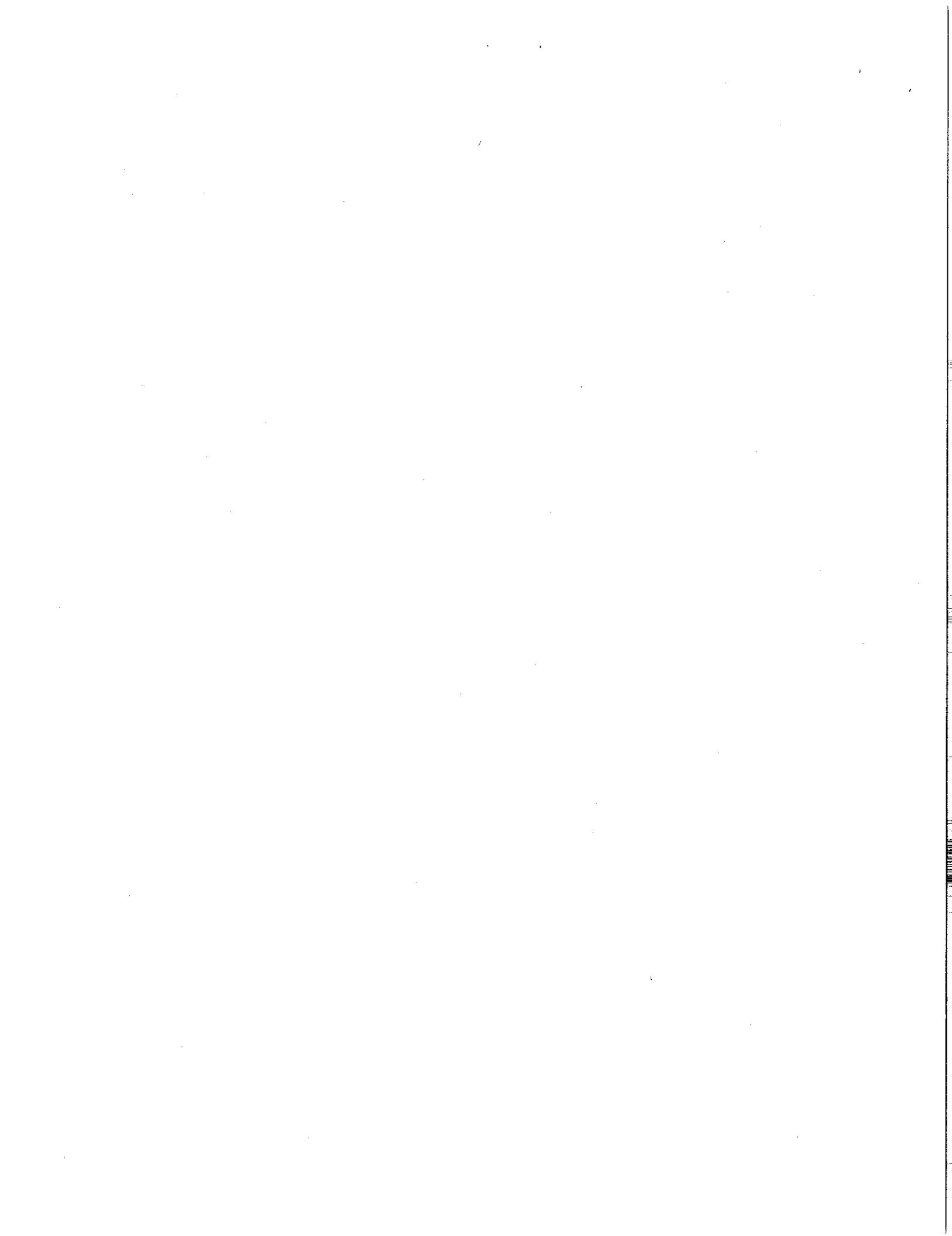
If hired, can you present evidence of your legal right to live and work in this country? Yes

Are you able to perform the essential functions of the job for which you are applying? Yes

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

Education & Skills

Please Indicate Highest Level Achieved



Name of School

Independence High School

City & State

San Jose, CA

Grade/Degree

HS Diploma

Graduated?

Yes

No

Do you have any special licenses? (If so, label under "Special")

Yes

Are you computer literate? (If so, label which programs under "Special")

Yes

Are you proficient with Point of Sale systems? (If so, label which under "Special")

Yes

Do you have any experience, training, qualifications or special skills? (If so, label under "Special")

Yes

Special:

- 1.) I am able to use word software.
- 2.) I am proficient in typing words.
- 3.) I know the basic on how to use a computer/laptop.
- 4.) I have used a counter system where I am a cashier.
- 5.) I have some exceptional customer service skills like communicating and friendly to customers.

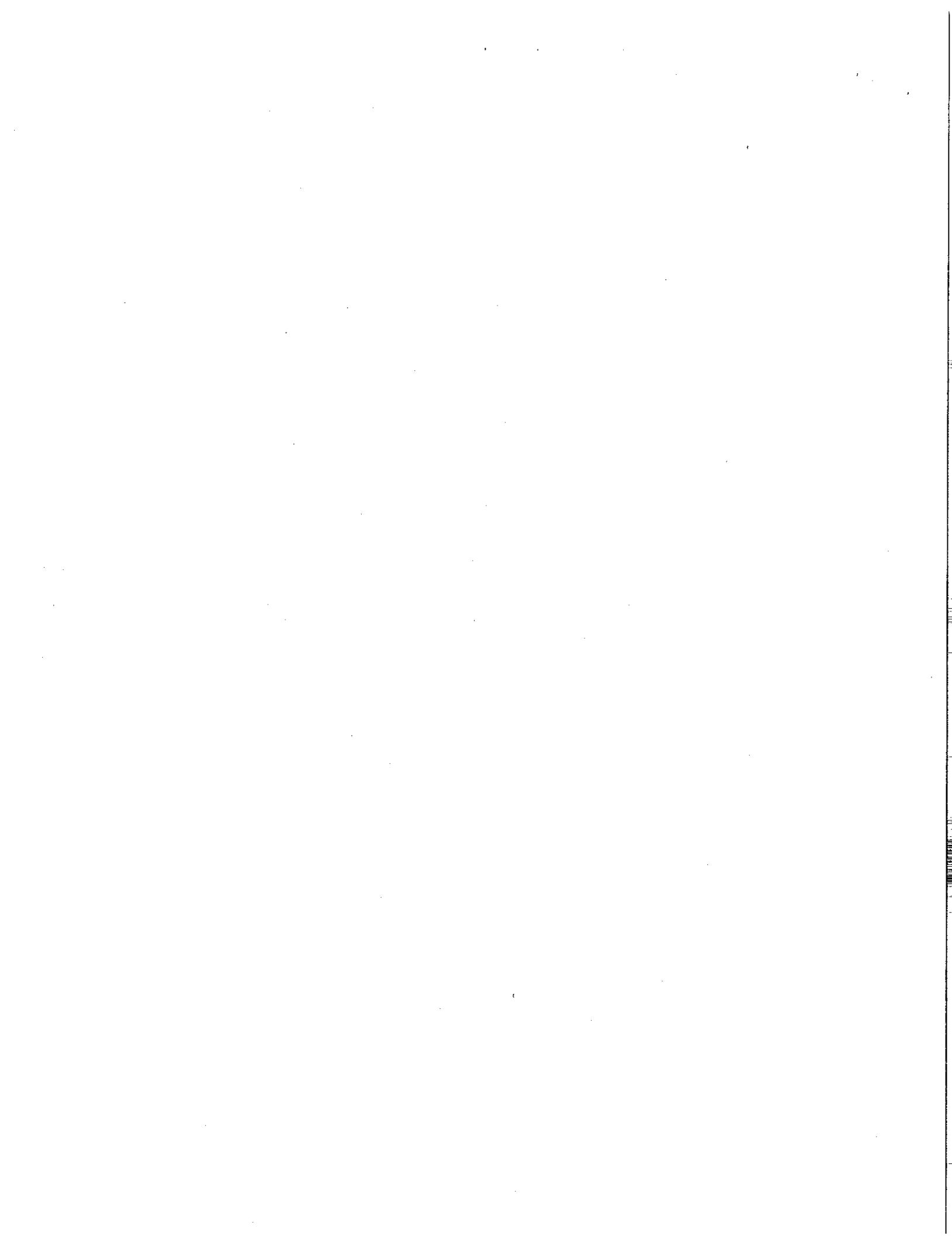
Employment History**Are you currently employed?**

No

Can we contact your current employer?

No

Most Recent Employers



Name and Address of Employer

Chipotle Mexican Grill
East Brokaw Rd. San Jose, CA 95131

Type of Business Restaurant

Phone Number 408-703-2871

Your Position & Duties

- a.) Food prep.
- b.) cashier
- c.) server

Date of Employment (from/to):

September, 2018/June, 2019

Reason for Leaving

Personal decision in regards of opportunities.

Still Employed: No

Name and Address of Employer

Panda Express Chinese Restaurant
1720 Story Rd. East San Jose, CA 95122

Type of Business Restaurant

Phone Number 408-251-4656

Your Position & Duties

Front-Help:

- a.) order taker
- b.) maintain cleanliness
- c.) present positive attitude towards people

Date of Employment (from/to):

May, 2017/Nov. 2017

Reason for Leaving

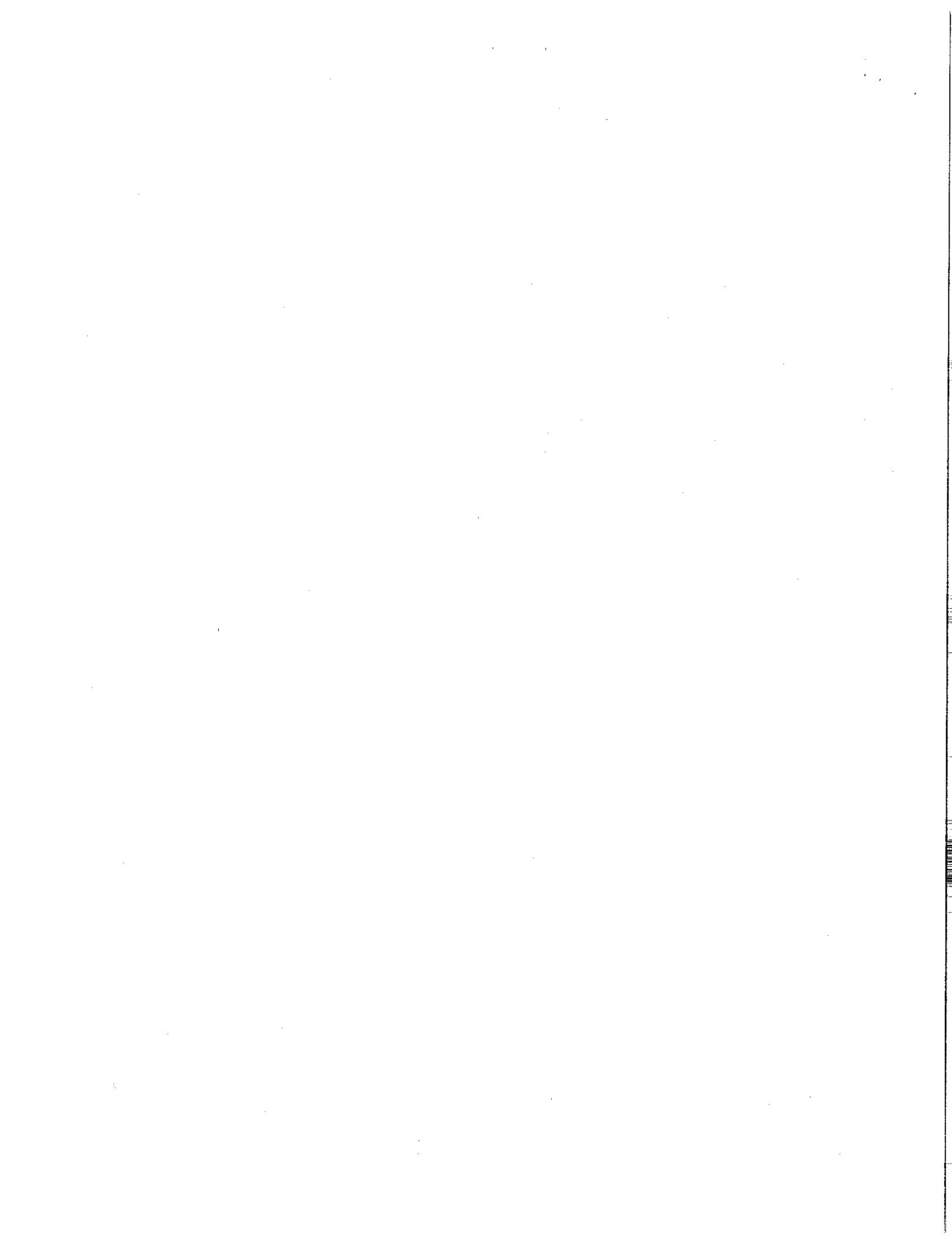
I felt untreated fairly and wasn't given any respect in a environment where part of the companies practice are integrity and respect towards co-workers.

Name and Address of Employer

McDonald's FASTFOOD
2680 Story Rd. East San Jose, CA 95122

Type of Business Food Restaurant

Phone Number 408-923-8313



Your Position & Duties

From a cashier then became a order taker for line 1 and two. With constant growth, I was able to receive good hospitality as a compliment from the manager.

Date of Employment (from/to):

April, 2014/September, 2015

Reason for Leaving

Resigned for an opportunity to sale insurance.

Still Employed:

No

Have you ever been fired from a previous place of employment? If yes, please explain:

I prefer not to answer. Please understand.

Military Service**Have you obtained any special skills or abilities as the result of service in the military? If yes, please explain:**

No

Job Related References**References**

| | |
|--------------------------|----------------------------|
| First Name | Christopher |
| Last Name | Wood |
| E-mail Address | christopher.wood@gmail.com |
| Phone | 408-329-2855 |
| Relationship: | He was my general manager |
| Years Acquainted: | 1 |
| First Name | Simone |
| Last Name | House |



| | |
|-------------------|--------------|
| Phone | 415-509-3484 |
| Relationship: | Co-Worker |
| Years Acquainted: | 0-1 year |
| First Name | Denise |
| Last Name | Bazlamit |

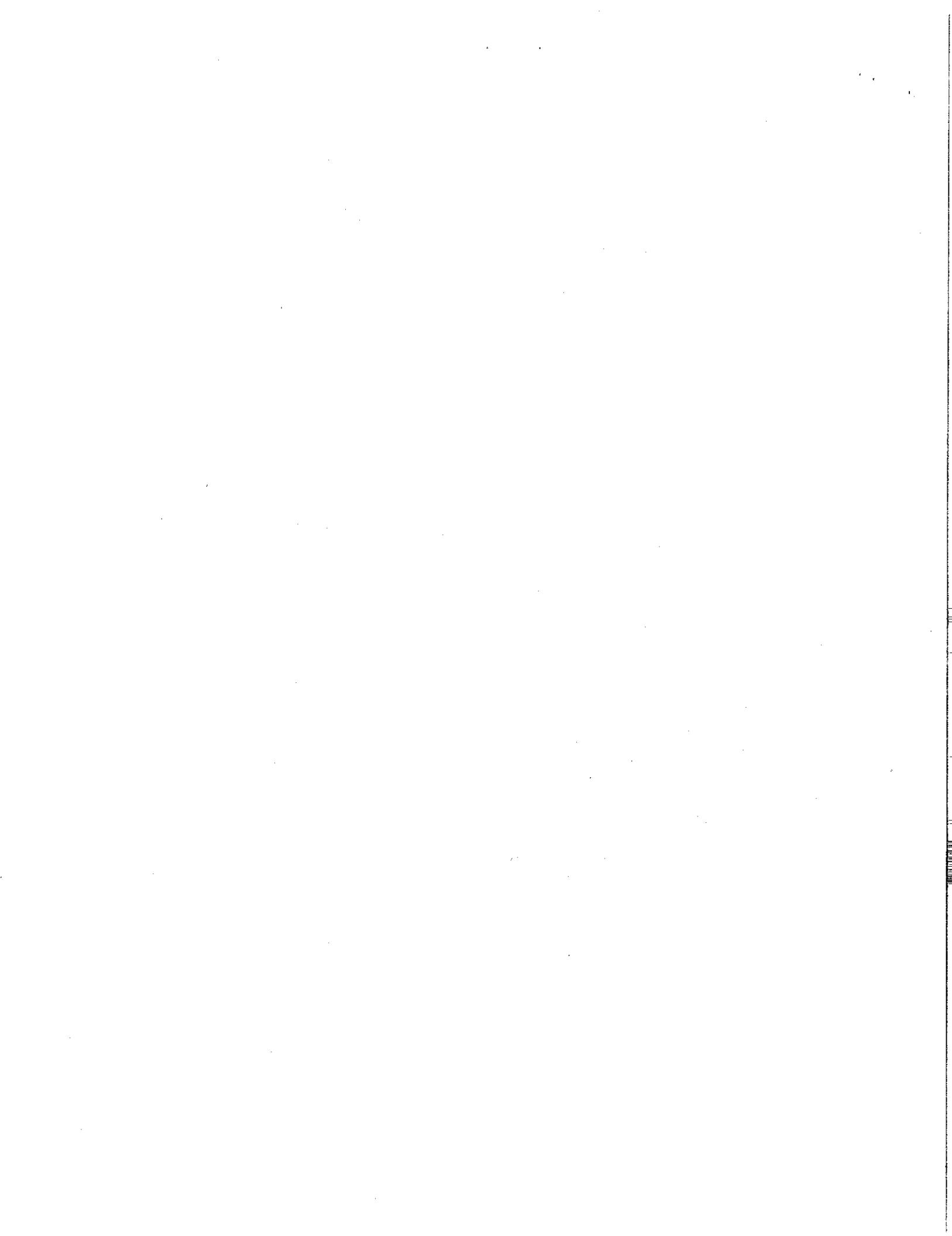
| | |
|-------------------|---------------|
| Phone | 650-520-5584 |
| Relationship: | Store Manager |
| Years Acquainted: | 0-1 year |

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.

(Checked box indicates acknowledgement)

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.

(Checked box indicates acknowledgement)



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.

(Checked box indicates acknowledgement)

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.

(Checked box indicates acknowledgement)

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.

(Checked box indicates acknowledgement)

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

(Checked box indicates acknowledgement)

By signing the document below and clicking the "Submit" button, you are signing this Agreement electronically. You agree your electronic signature is the legal equivalent of your manual signature on this Agreement.



Applicant Digital Signature (Type Name):

Patrick Jeremy Agonoy

Date:

Tuesday, September 17, 2019

Please attach your resume here, if you do not attach it, please bring a hard copy of your resume to the in-person interview.

Please Attach Resume Below

403-202

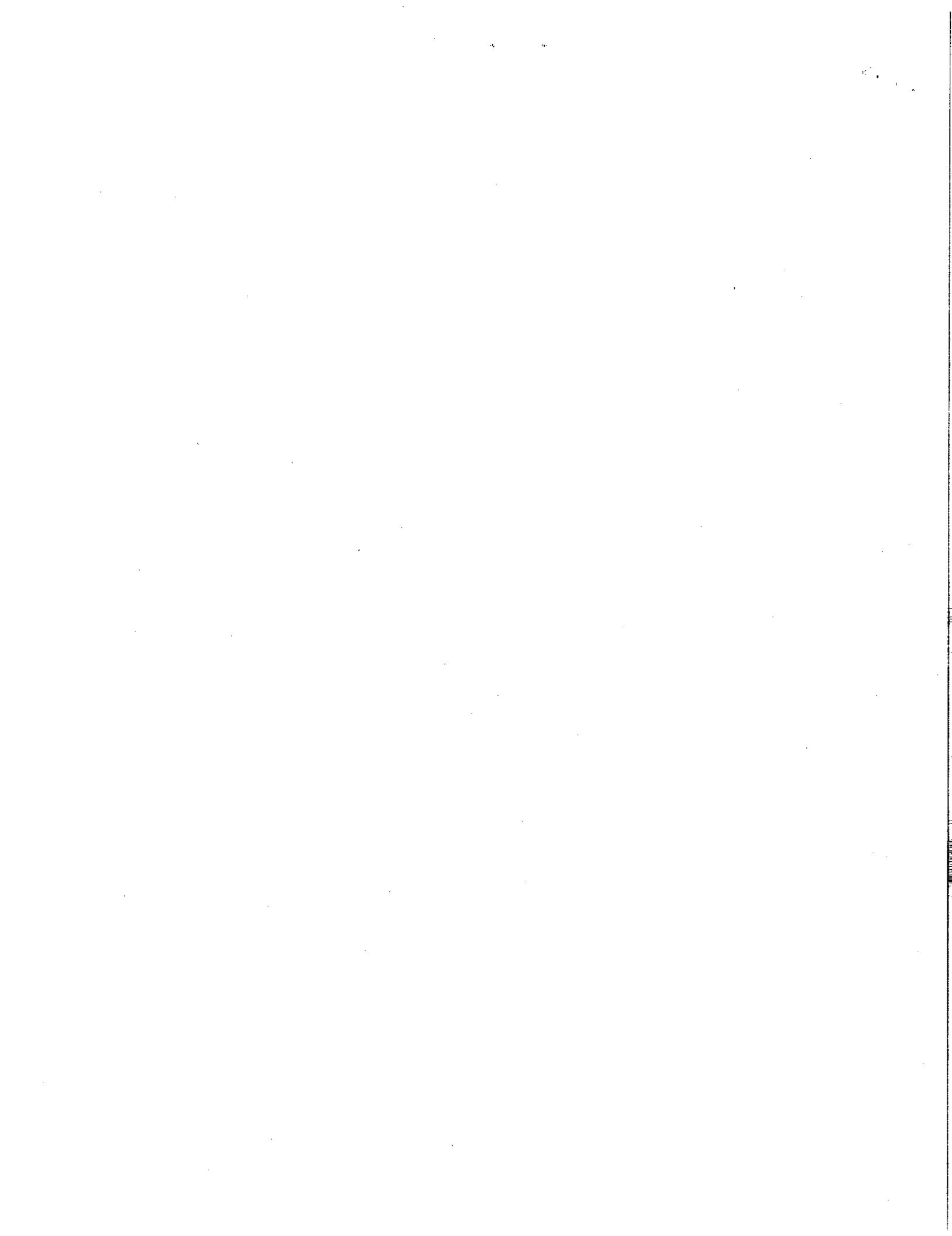
Resume_Nominal_Information Formatted for Interview - Google Docs

100%

5. Performance
6. Conferences

<https://docs.google.com/forms/d/e/1FAIpQLSgNfHd7LSSn3z2N1C12cQMaVdH9B0/edit>

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Patrick Jeremy Agonoy

patrickjeremy23@gmail.com • 1408759043

Experience

Crew Clerk

McDonalds

April 2014 to September 2015 (1 Years, 4 Months)

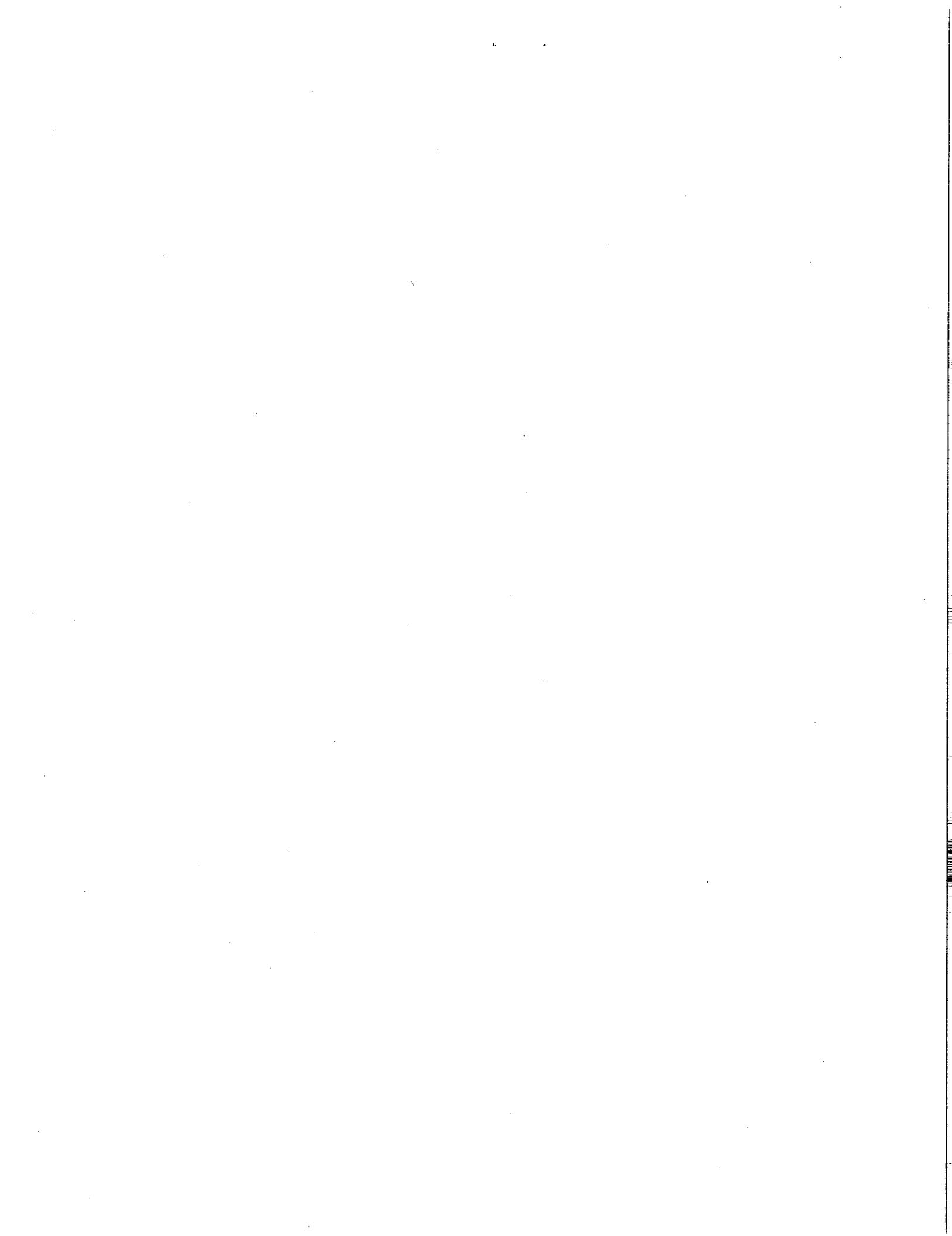
Order Taker, Present Food, Cashier, Janitor etc. I worked here for a year and a half.

Education

Independence High School

High School Diploma, 2014

Diploma



NOTICE TO EMPLOYEE

Labor Code section 2810.5

EMPLOYEE

Employee Name: Patrick Agonoy
Start Date: 9/18/2015

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: 1871 The Alameda Ste 110 San Jose, CA 95126

Mailing Address: 1871 The Alameda Ste. 110 San Jose, CA 95126

Telephone Number: (408) 844-0772

WAGE INFORMATION

Rate(s) of Pay: \$15/hr Overtime Rate(s) of Pay: \$28.5/hr

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, 9th 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)

Naoc Ho
(PRINT NAME of Employer representative)

Integro
(SIGNATURE of Employer Representative)

9/18/2019
(Date)

Patrick Jeremy Agony
(PRINT NAME of Employee)

P. A.
(SIGNATURE of Employee)

09/18/19
(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.



Your Hospitality Staffing Professionals

Attendance Policy

The cost of absenteeism and lateness is difficult to estimate, no one can calculate the cost of the burden this puts on others who have to do the absent person's work. Most people will be late or sick at one time or another. But when short-term absences become more frequent, they might signal personal, medical, or job-related problems.

It is your responsibility to notify your supervisor at least 24 hours prior to your shift of any anticipated tardiness or absence. All tardiness or absences should be reported to the Emergency Line at ~~850.236.2276 x2207~~. You should provide the general reason for your absence, and understand that excessive absences and lateness will lead to disciplinary action.

Below is a breakdown of how infractions will be measured. Any employee who accumulates more than **three** points in a 90-day period can result in termination of employment.

Tardy – Anybody not signed/ clocked-in by their start time. 1 Point

Call Off – Needing to be taken off a shift after schedules are sent out. It is your responsibility to request any desired time off in advance. 1 Point

LM Call-Out – Failing to provide Acrobat with 24-hour notice before missing a shift. 1 Points

No Call No Show – Failing to provide Acrobat with any notice before missing a shift. 3 Points

Name: Patrick Agency Date: 9/18/19

Signature: 