

# ACROBAT OUTSOURCING

## TSC GROUP

Deepak Jha

Taborca ID: 5813

Date of Hire: 9/30/2019

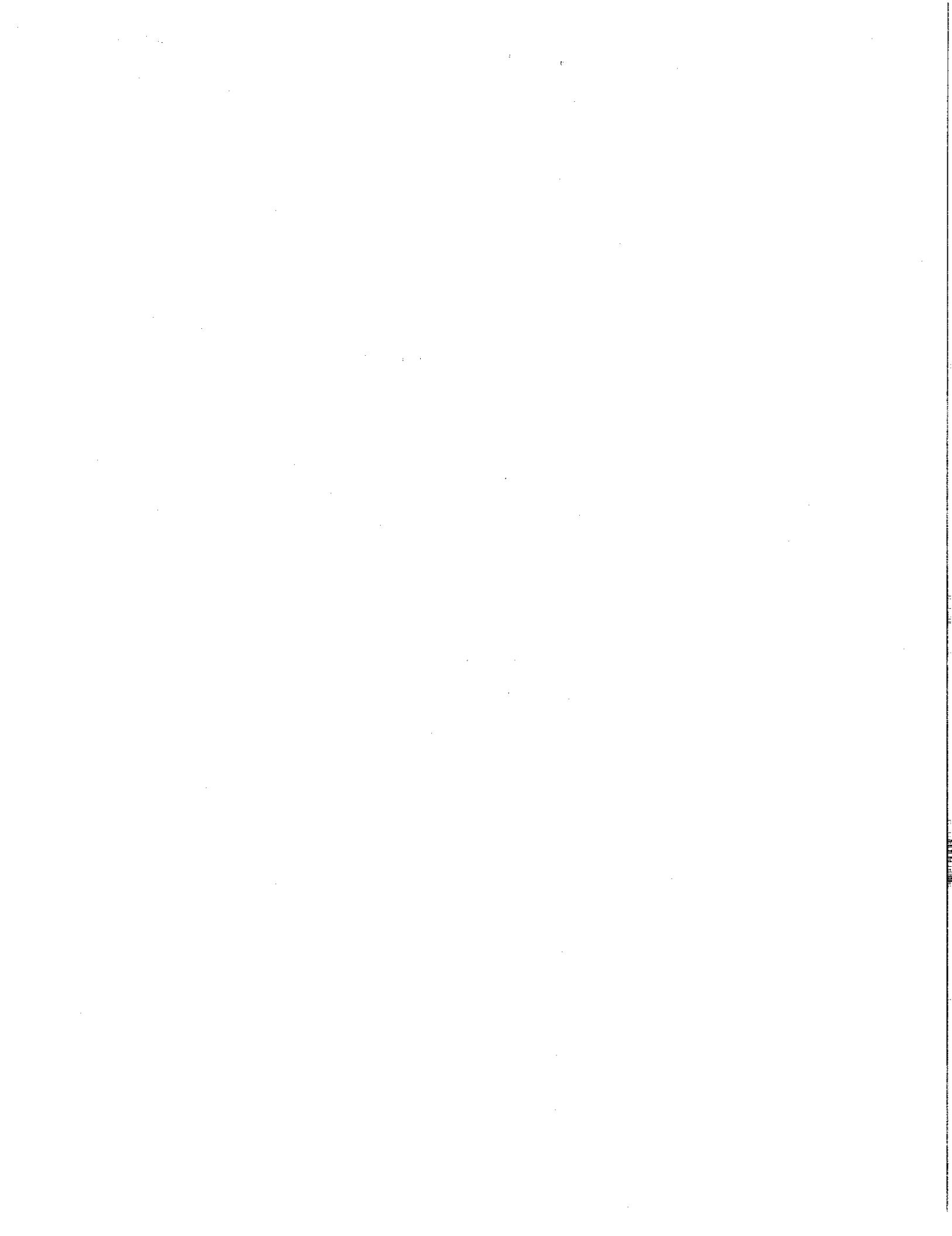
Date of Re-Act:   /  /  

- 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>Deepak Jha</u>                              | Interviewer: <u>Ngoc Ho</u> |
| Date: <u>9/30/2019</u>                               | Rate of Pay: <u>\$19/hr</u> |
| Position (s) Applied for: <u>Cashier/Concessions</u> | Referred by: <u>CL</u>      |

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

|           |
|-----------|
| Full-Time |
| Part-Time |
| On-call   |

Total of 0 in Food Service/Hospitality

- self-employed but wants to keep busy w/ on-call work
- available M-F afternoons
- open weekends
- prefers on-call

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

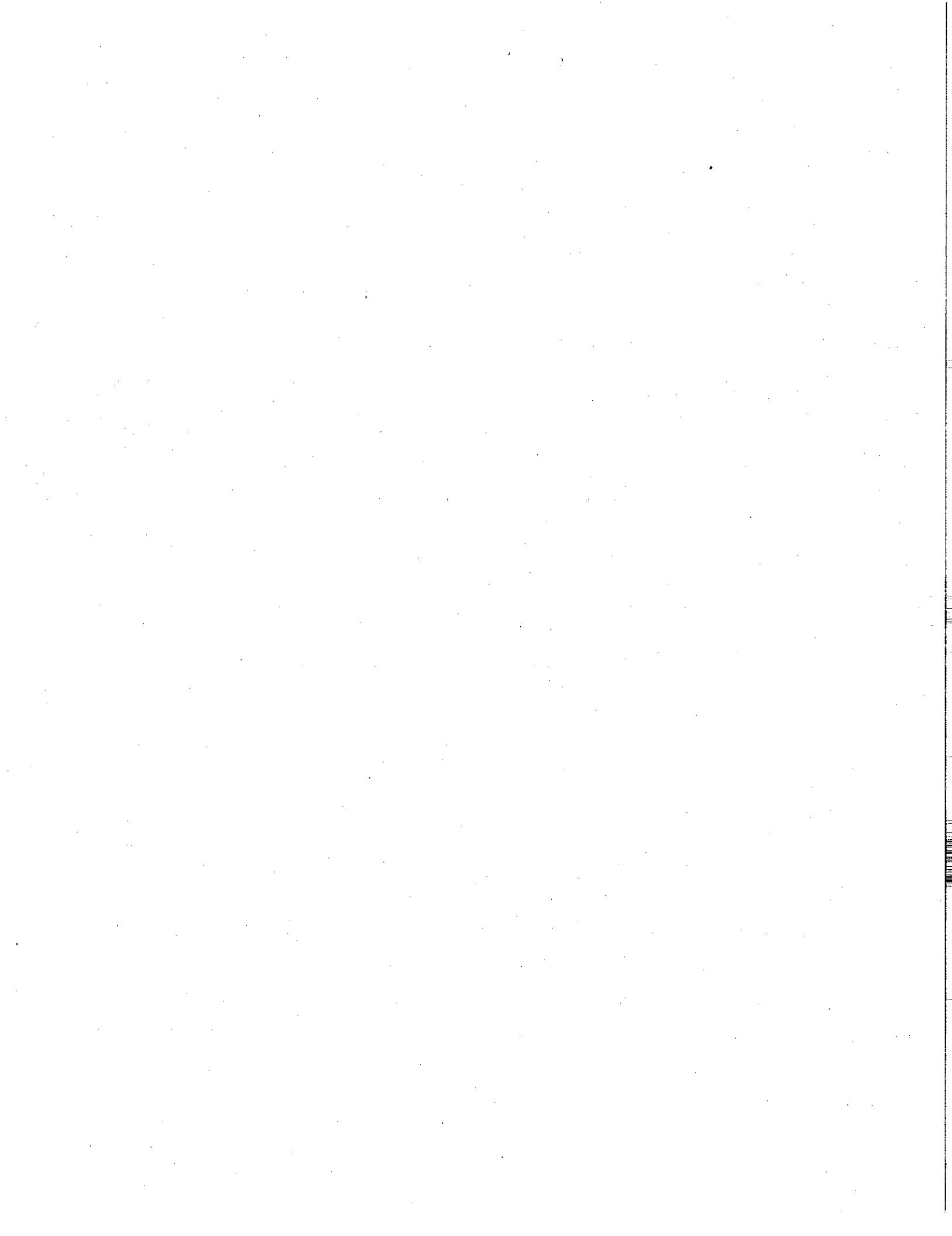
|            |                       |                                   |
|------------|-----------------------|-----------------------------------|
| <u>Car</u> | <u>Public Transit</u> | <u>Carpool ( Rider / Driver )</u> |
|------------|-----------------------|-----------------------------------|

|           |           |                  |
|-----------|-----------|------------------|
| <u>LA</u> | <u>OC</u> | <u>South Bay</u> |
|-----------|-----------|------------------|

|             |                  |             |                         |                    |
|-------------|------------------|-------------|-------------------------|--------------------|
| <u>TiPS</u> | <u>Serv-Safe</u> | <u>LEAD</u> | <u>Other</u> <u>FHC</u> | <u>Will Submit</u> |
|-------------|------------------|-------------|-------------------------|--------------------|

|             |                |                |                      |                      |
|-------------|----------------|----------------|----------------------|----------------------|
| <u>Open</u> | <u>AM only</u> | <u>PM only</u> | <u>Weekdays only</u> | <u>Weekends only</u> |
| Details:    |                |                |                      |                      |

|   |                     |               |                       |                       |                         |
|---|---------------------|---------------|-----------------------|-----------------------|-------------------------|
| <u>Bistro</u>   | <u>Black Bistro</u> | <u>Tuxedo</u> | <u>1/2 Tuxedo</u>     | <u>Black Vest</u>     | <u>Long Black Tie</u>   |
| <u>Chef Coat</u>  | <u>Chef Pants</u>   | <u>Knives</u> | <u>Black Pants</u>    | <u>Non-Slip Shoes</u> | <u>Bow Tie</u>          |
| Would you recommend this applicant for Acrobat Academy? |                     |               | Convention Candidate? |                       | Other Languages Spoken: |



## Employment Application San Jose



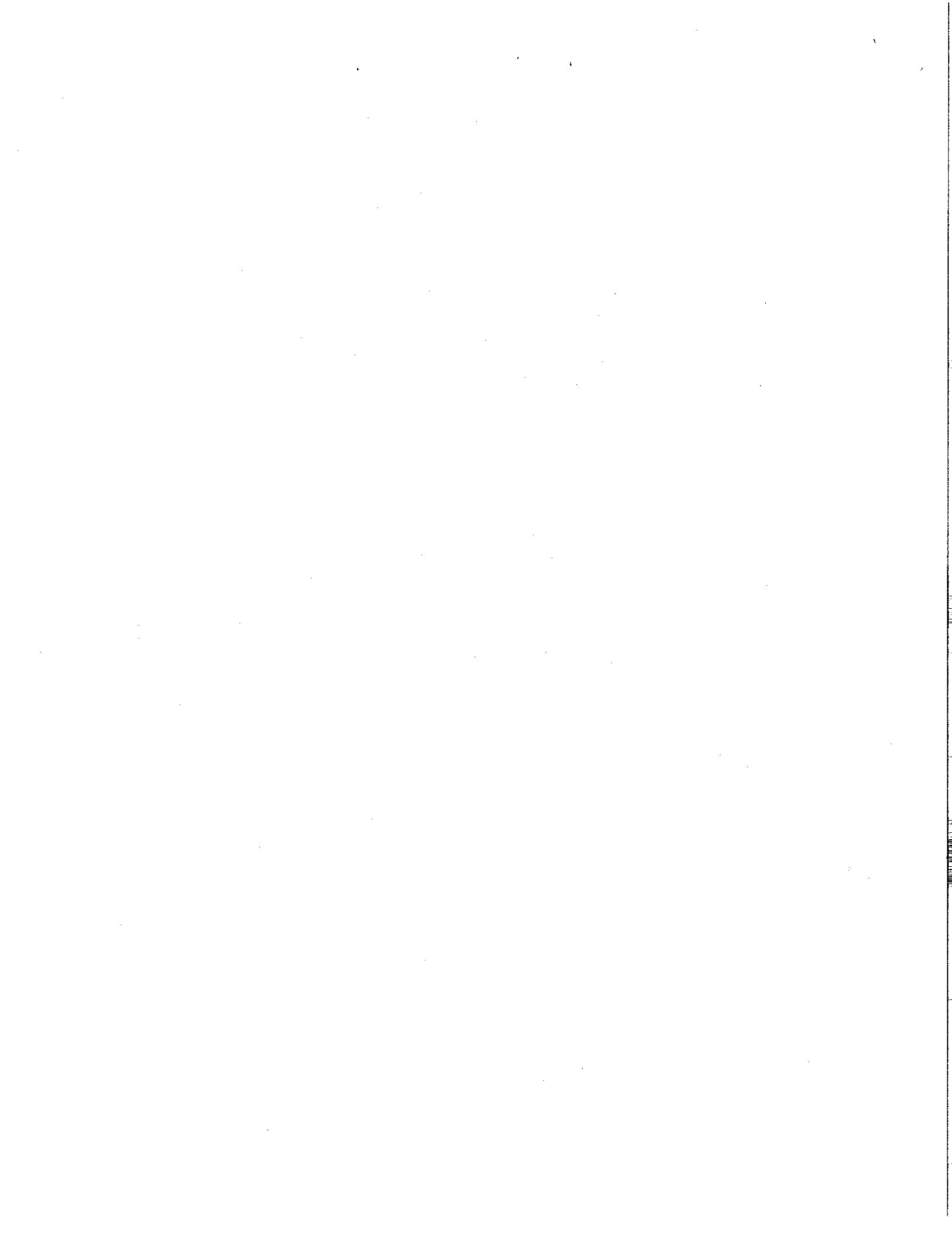
ACROBAT OUTSOURCING  
TSC GROUP

# 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

|  |  |
|--|--|
| <b>First Name</b>                                      | Deepak   |
| <b>Last Name</b>                                       | Jha  |
| <b>E-mail Address</b>                                  | deepak.k.jha@gmail.com   |
| <b>Phone</b>   | 650-384-0326   |
| <b>Address</b>   | 4921 Chiles Drive  |
| <b>Unit or Number</b>                                  | 0  |
| <b>City, State</b>                                     | San Jose, CA   |
| <b>Zip Code</b>  | 95136  |
| <b>What region(s) are you applying to work within?</b> | San Jose   |
| <b>Which position(s) are you applying for?</b>         | <input type="checkbox"/> Cook <input type="checkbox"/> Server <input type="checkbox"/> Bartender <input type="checkbox"/> Busser <input type="checkbox"/> Barback<br><input type="checkbox"/> Housekeeper <input type="checkbox"/> Dishwasher <input type="checkbox"/> Barista |



**Are you applying for:**

Part-Time

**When can you start?**

Sunday, September 29, 2019

**Can you work overtime?**

No

**How did you hear about us?**

Craigslist

**What days/times can you work?**

**Select all that apply:**

Monday PM

Tuesday PM

Wednesday PM

Thursday PM

Friday PM

Saturday PM

Sunday PM

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

No

**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:**

No

**If hired, would you have reliable  
means of transportation to and from  
work?**

Yes

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

Yes

**State age if under 18. If you are under 18, hire is subject to verification that  
you are of minimum age to work.**

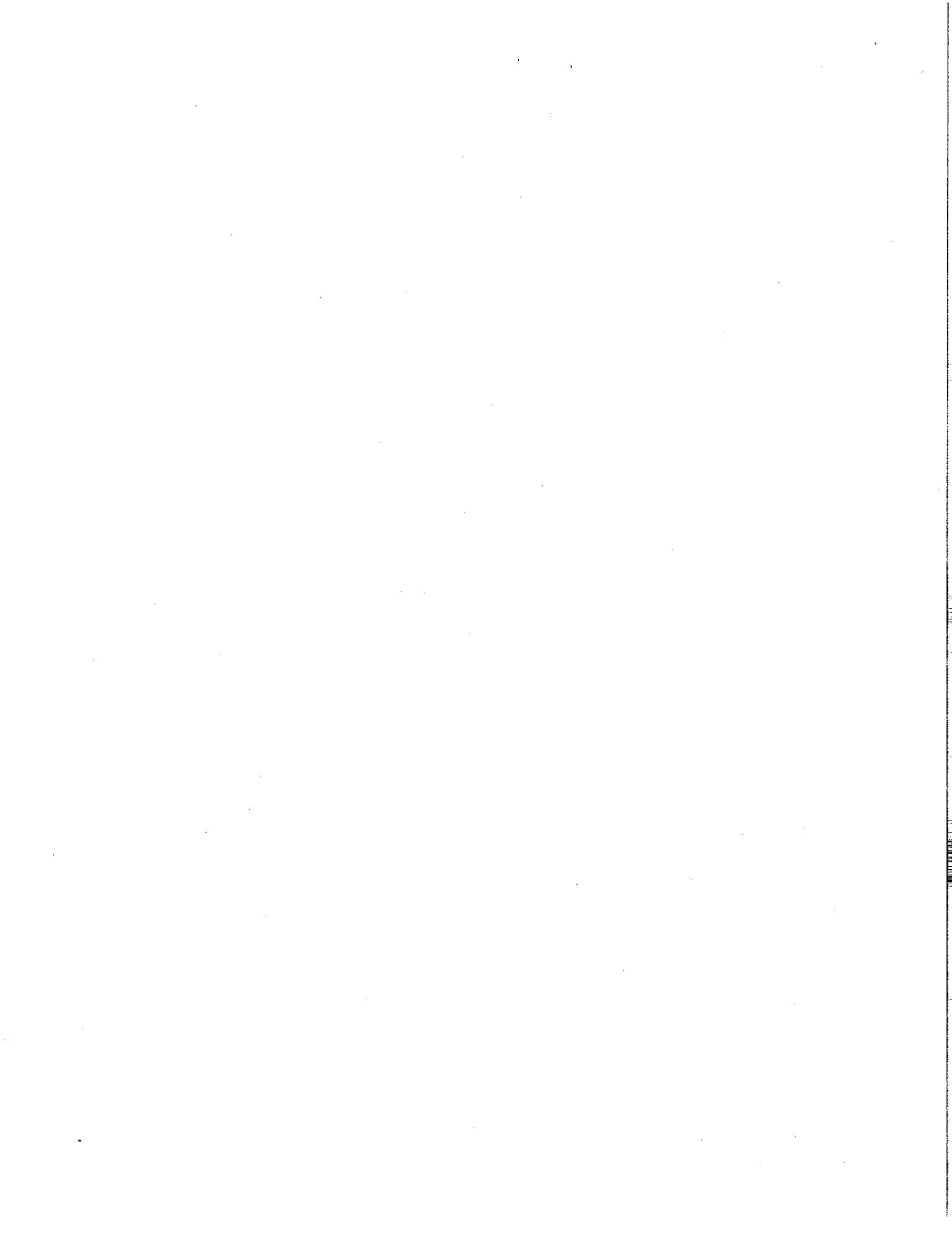
OK

**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**

Northwestern University

**City & State**

Evanston, IL

**Grade/Degree**

Business

**Graduated?**

Yes

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

No

**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

**Employment History**

**Are you currently employed?**

No

**Can we contact your current employer?**

Yes

**Most Recent Employers**

**Name and Address of Employer**

Self owned Business, DADJ Inc.



**Type of Business** Staffing

**Phone Number** 650-384-0326

**Your Position & Duties**

Founder, CEO.

**Date of Employment (from/to):**

01/01/2018 till Present

**Reason for Leaving**

Still Employed

**Still Employed:**

Yes

**Military Service**



## Job Related References

### References

|                          |                       |
|--------------------------|-----------------------|
| <b>First Name</b>        | Archana               |
| <b>Last Name</b>         | Jha                   |
| <b>E-mail Address</b>    | archana.jha@gmail.com |
| <b>Phone</b>             | 650-384-0326          |
| <b>Relationship:</b>     | Spouse                |
| <b>Years Acquainted:</b> | 15                    |

**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**

(Checked box indicates acknowledgement)



**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.**

(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.**

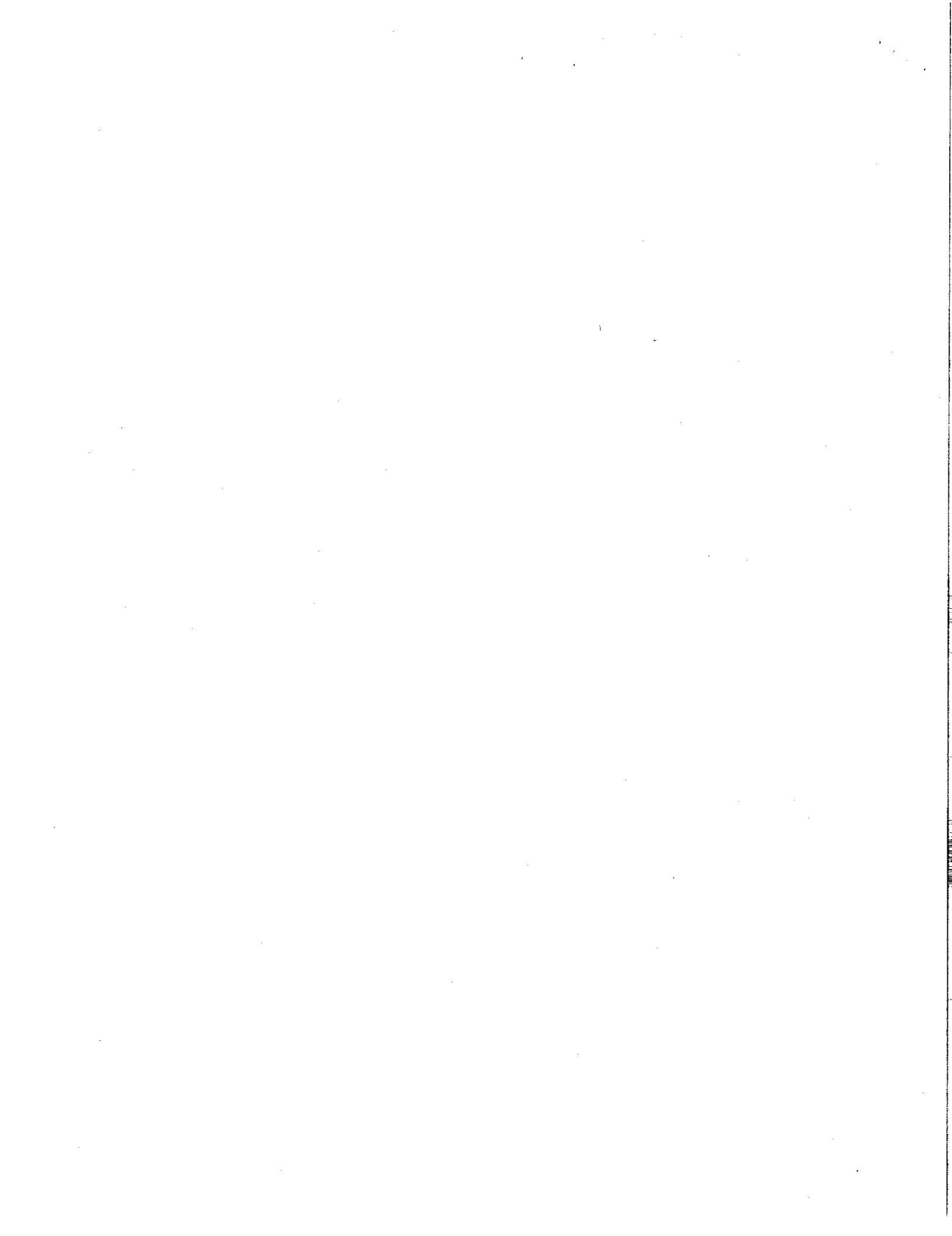
(Checked box indicates acknowledgement)

**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.**

(Checked box indicates acknowledgement)



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.**

(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):** Deepak Jha

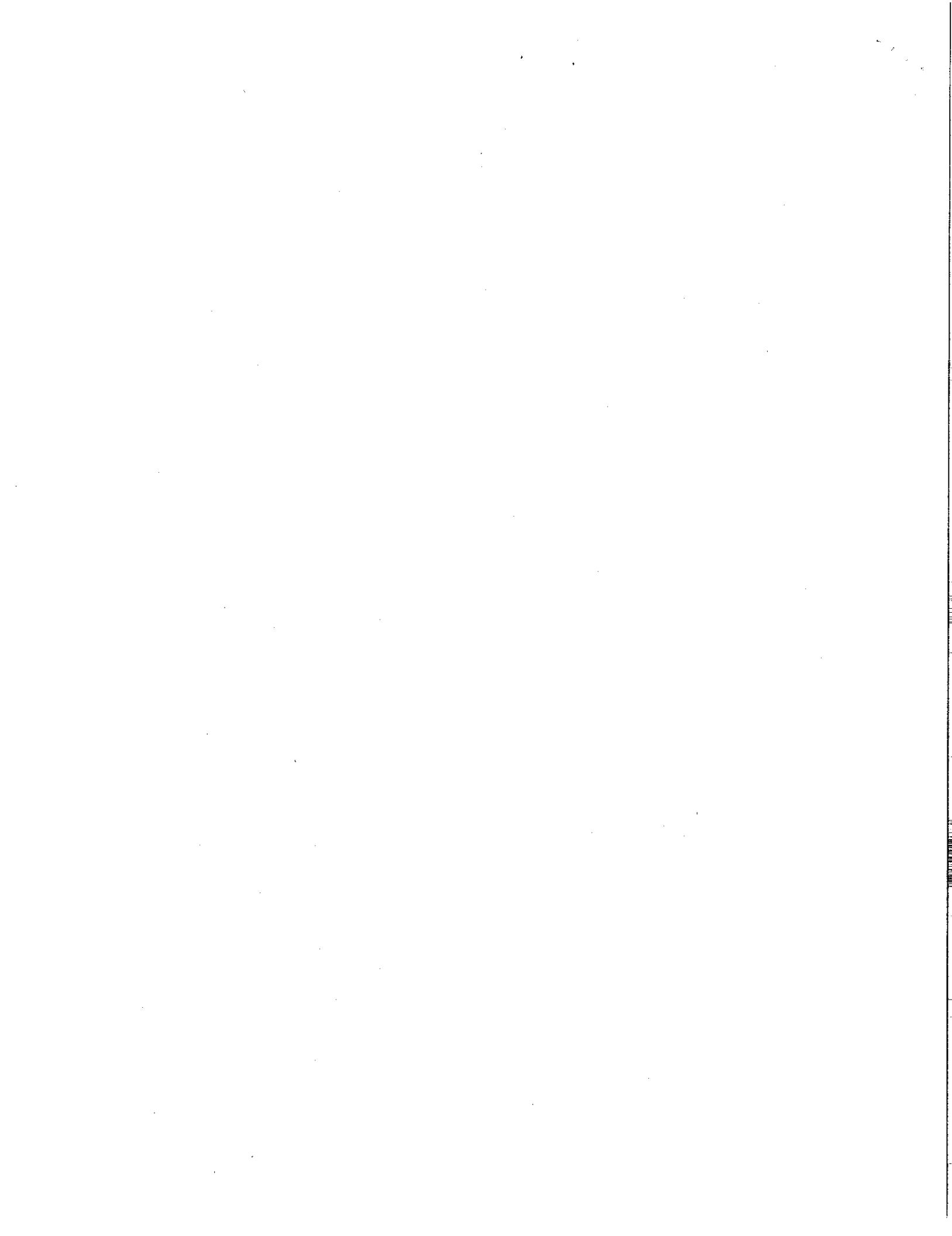
**Date:** Saturday, September 28, 2019

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**



Deepak Jha Resume.pdf



**DEEPAK JHA, 4921 CHILES DRIVE, SAN JOSE, CA. 650-384-0326,**  
**DEEPAK.K.JHA@GMAIL.COM**

## **PROFESSIONAL SUMMARY**

A sales and sales cum general management superstar with rich experiences in full cycle, consultative sales (from hunting to closing). Strong people management skills coupled with demonstrated ability to achieve profitable revenue and margin growth by leading high performing sales Executives/Managers. Principal strengths include trust building, strategic relationship development, overcoming objections and closing enterprise sales successfully. Drove team performance with strong leadership and communications skills. Executive presence, client focused, problem solver. Hired, mentored and transformed lives of several sales executives. Entrepreneurial thinking with a passion to delight customers. Kellogg MBA.

## **PROFESSIONAL EXPERIENCE**

**DADJ Inc., San Jose, California 2018 to Present, Founder and CEO**, Leveraging my sales and marketing expertise to disrupt recruiting from a reactive hire to more of a proactive, nurturing and relationship driven sales activity. Industry/Vertical agnostic hiring of business executives.

**Cience, San Jose, California 2014 – 2018 Regional Sales Director** Sell lead generation and sales appointment setting to Fortune 500 Companies

- Defined and perfected sales motions to take monthly revenues from 0 to \$100K/month, winning new logos like SAP, Oracle, TriNet, GE etc.
- Player-coach, responsible for hiring, mentoring and success of 4 AEs and 4 BDRs. Met and beat team quota of \$5M a year by being sales cheerleader. Continuous role playing for team's success.

**Avaya, Santa Clara, California 2013 – 2014 Senior Sales Manager** Led and directed several sales growth initiatives in Enterprise SaaS Sales

- Developed strategy for value selling, increasing revenues by \$5M a year.
- Developed Sales Playbook, refined same by role playing with fellow field sales representatives.
- Hired, Trained, Mentored 5 AEs. Day to day people management of direct reports. Departmental responsibility to remove all blockers for my AEs.

**Skire Inc. (acquired by Oracle) Menlo Park, California 2009– 2013 Account Executive**, sold SaaS internationally to Australia by collaborating strategically with Australian and U.S. Channel Partners. Exceeded Sales Quota of \$1 M/year to \$3 M/year in all of the 4 years.



- Sold in US and internationally, resulting in 2 big (Inpex and Woodside) new accounts in Australia.
- Sold Professional Services on top of Product sales, adding \$2 M in additional revenue in one year.
- 2010 Presidents Club: 110% Quota Attainment, 2011 Presidents Club: 120% Quota Attainment, 2013 Presidents Club: 115% Quota Attainment.

**Accenture, San Francisco, California 2007 – 2008 Sales Executive, Mergers & Acquisitions(M&A).** Sold M&A consulting services to clients.

- Achieved and exceeded quarterly sales quota and bookings by successfully managing sales funnel at 3X Revenue goals.
- Won major M&A advisory services worth \$2M in new business by successful territory management. Lost job due to 2008 recession when companies had no money to afford M&A or related services.

**Pre-Sales Manager role with Oracle, General Electrics and Tata Up To 2005**

- Worked closely with Field Sales, Product Management, Customer Success and Marketing to showcase Oracle product (database, ERP and middleware) capabilities. Build Demos.

**EDUCATION**

**MBA, Kellogg School of Management, Northwestern University, Evanston, Illinois**

**BS in Mechanical Engineering Birla Institute of Technology, Jharkhand, India**



NOTICE TO EMPLOYEE  
Labor Code section 2810.5

EMPLOYEE

Employee Name: Deepak Jha  
Start Date: 9/30/2019

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: 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: \$19/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)

Ngoc Ho

(PRINT NAME of Employer representative)

Ngoc Ho

(SIGNATURE of Employer Representative)

09/30/2019

(Date)

Deepak K. Jha

(PRINT NAME of Employee)

Deepak K. Jha

(SIGNATURE of Employee)

09/30/19

(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:

## 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 800.236.2276 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: Deepak Jha Date: 09/30/15

Signature: DJ

