



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.

Full Name MICHAEL S. MACMILLEN Date: 10/3/19
Home Telephone (949) 289-0637 Other Telephone () SAME.
Present Address 890 MAYES ST. SAN FRANCISCO CA 94117
Permanent Address, if different from present address: SAME
Email Address MICHAELMACMILLEN@GMAIL.COM

Position applying for: PREP/DISHWASHING/MAINTENANCE Salary desired: \$17.00 TO 18.

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 HEALTH NIGHT 360 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?

10/3/19

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
	7 A.M 7:30 P.M						→
AM	X	X	X	X	X	X	
PM	X	X	X	X	X	X	

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

ON THE 12,13 OF THIS MONTH/AND 19,20 OF THIS MONTH
I CAN'T WORK.

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.

NAME OF SCHOOL	CITY & STATE	GRADE OR DEGREE	DID YOU GRADUATE?
ORANGE HIGH	ORANGE CO, CA.	COMPLETED GED	GED
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: N.C.C.E.R. LOW-VOLTAGE / E.S.T. / CPR / NARCAN STUDENT CARD # 6943065 (SEE ATTACHED RESUME.)			

Page 3 of 5
The Service Companies

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 URBAN ALCHEMY PARK STOP (NON-PROFIT)

Type of Business NON-PROFIT Telephone No. (415) 916-5676 Supervisor's Name TEFFERS DICKEY

Your Position and Duties PRACTITIONER

Dates of Employment: From JUN/19 To 9/30/19

Reason for Leaving: IT WAS A PART TIME job/ I NEED FULL TIME

Name and Address of Employer _____

Type of Business _____ Telephone No. (____) _____ Supervisor's Name _____

Your Position and Duties _____

Dates of Employment: From _____ To _____

Reason for Leaving: _____

Name and Address of Employer _____

Type of Business _____ Telephone No. (____) _____ Supervisor's Name _____

Your Position and Duties _____

Dates of Employment: From _____ To _____

Reason for Leaving: _____

Name and Address of Employer _____

Type of Business _____ Telephone No. (____) _____ Supervisor's Name _____

Page 4 of 5
The Service Companies

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: _____

Have you obtained any special skills or abilities as the result of service in the military? Yes _____ No _____
If so, describe: _____

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

Name: SAM JANIKOWSKI Telephone No. (760) 921-3000 X7143
Address: IRONWOOD STATE PRISON BLYTHE CA
Occupation: VOCATIONAL INSTRUCTOR Relationship: MY INSTRUCTOR Number of Years Acquainted: 4

Name: JEFFERS DICKEY Telephone No. (415) 916-5676
Address: URBAN ALCHEMY SAN FRANCISCO
Occupation: DIRECTOR Relationship: FRIEND SUPERVISER Number of Years Acquainted: 15

Name: SANDIE SHEPARD Telephone No. (949) 220-4676
Address: 30001 GOLDEN LANTERN #14 LAGUNA NIGUEL CA 92667
Occupation: DIRECTOR OF OPERATIONS Relationship: FRIEND Number of Years Acquainted: 20

Please Read Carefully, Initial Each Paragraph and Sign Below

M. M. 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.

M. M. 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.

M. M. 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.

M. M. 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.

M. M. 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 10/31/19

NOTICE TO EMPLOYEE

Labor Code section 2810.5

Employee Name: Macmillan, Michael

Start Date: 10/14/19

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: _____

WAGE INFORMATION

Rate(s) of Pay: Dish: \$16.50 Overtime Rate(s) of Pay: 1.5X

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, 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: _____

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): _____

K.M. Sowens
(PRINT NAME of Employer representative)
KMS
(SIGNATURE of Employer Representative)
10/4/19
(Date)

MICHAEL S. MACMILLEN
(PRINT NAME of Employee)
Michael S. MacMillen
(SIGNATURE of Employee)
10/4/19
(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

Dishwasher

Applicant Information					
Name: <u>Michael Macmillen</u>	Interviewer: <u>K.S.</u>				
Date: <u>10/4/19</u>	Rate of Pay: <u>\$16 - \$16.50</u>				
Position (s) Applied for: <u>Dish</u>	Referred by: <u>Health Life 360 Program Re-Entry Program (currently)</u>				

Test Scores					
Server	/35	%	Bartender	/30	%
Prep Cook	/15	%	Barista	/10	%
Grill Cook	/40	%	Cashier	/10	%
Dishwasher	<u>8</u> /10	<u>80</u> %	Housekeeping	/16	%

Seeking:

 Full-Time Part-Time

Relevant Experience & Summary of Strengths					
Total of _____ Experience in Food Service/Hospitality					

<u>Familiar w/ both 3 sinks machine method.</u>	<u>\$16 - \$16.50</u>	<u>would assist co- workers. Supportive team worker.</u>
		<u>CDR 98 - 2019 - 22 yrs. Worked in kitchen 8 - 10 yrs Served 800 - 1200 meals</u>

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

Transportation

Car / Public Trans.

Regions Available to work:

S.F.

Availability

Commits to work 5 days a week
3x / week. Can rearrange

Other Languages Spoken:

Uniforms Owned:	
<input type="checkbox"/> Bistro White	<input type="checkbox"/> Chef Coat
<input type="checkbox"/> Black Bistro	<input type="checkbox"/> Chef Pants
<input type="checkbox"/> Tuxedo	<input 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 type="checkbox"/> Bow Tie
Other:	

Recommendations:

 Acrobat Academy Lead Academy

Dishwasher Test

Score 8 / 10

80%

- 1) After washing your hands, which item should be used to dry them?
 a) Clean apron
 b) Sanitized wiping cloth
 c) Single use paper towel
 d) Common used cloth
- 2) While washing dishes by hand, which item should you wear?
 a) Cutting glove
 b) Oven Mitt
 c) Rubber glove
 d) Nothing
- 3) When should you wash your hands?
 a) Before you start work
 b) After handling non-food items (garbage, money, cleaning chemicals)
 c) After using the restroom
 d) All of the above
- 4) If you need to move a heavy load, you should PULL and not PUSH the object.
 a) True
 b) False
- 5) Which of the following could you be at risk for getting burned from?
 a) Steam from boiling pots
 b) Hot liquids (coffee, soup, tea)
 c) Hot equipment (ovens, pots, chafing dishes)
 d) Harsh chemicals
 e) All of the above
- 6) All work-related injuries, accidents or illnesses should be reported immediately to the supervisor on duty.
 a) True
 b) False
- 7) What should you do if you spill liquids or see a liquid spill?
 a) Leave it for someone else to clean-up
 b) Wait until the end of your shift to clean it
 c) Flag the spill and clean it immediately
 d) Not sure
- 8) When handling hot items you should?
 a) Wear rubber gloves
 b) No need to wear anything
 c) Use an oven mitt or dry cloth towel
 d) Nothing
- 9) If you are using a three-compartment sink for cleaning and sanitizing, the second sink is used for?
 a) Rinsing
 b) Scraping
 c) Washing
 d) Sanitizing
- 10) What is the proper method for cleaning and sanitizing stationary equipment?
 a) Spray with a strong cleaning solution and wipe with a sanitized cloth
 b) Spray with a sanitizing solution, then rinse with clean water and dry
 c) Wash and rinse, then wipe or spray with a chemical-sanitizing solution
 d) Brush off loose soil with a clean cloth, then wipe with a sanitizing solution

