

Acrobat

outsourcing
Your Hospitality Staffing Professionals

Name: Anton Kisiailou

Taborca ID: 54929

Date of Hire: 12/4/2019

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
Dishwasher

Applicant Information	
Name: <u>Anton Kisaliou</u>	Interviewer: <u>Ngoc Ho</u>
Date: <u>12/4/2019</u>	Rate of Pay: <u>\$</u>
Position (s) Applied for: <u>Dishwasher</u>	Referred by: <u>CL</u>

Test Scores					
Server	/35	%	Bartender	/30	%
Prep Cook	/15	%	Barista	/10	%
Grill Cook	/40	%	Cashier	/10	%
Dishwasher	/10	%	Housekeeping	/16	%

Seeking:
<u>Full-Time</u>
Part-Time

Relevant Experience & Summary of Strengths

Total of <u>2 yrs</u> Experience in Food Service/Hospitality			
Can you describe what each of the sections of a 3-compartment sink are intended for?	Have you done any work with delicate glassware or other fragile dishes?	Describe a time you helped a co-worker finish a job on time.	Notes:
			<u>- Not currently working</u> <u>- 1 yr bartending exp. bartender in Europe</u>

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

Transportation <u>Car</u>	Regions Available to work: <u>Fremont</u>																
Certifications (if any): <u>N/A</u>	Availability: <u>Open but prefers mornings</u>																
Uniforms Owned: <table border="0"> <tr> <td><input type="checkbox"/> Bistro White</td> <td><input type="checkbox"/> Chef Coat</td> </tr> <tr> <td><input type="checkbox"/> Black Bistro</td> <td><input type="checkbox"/> Chef Pants</td> </tr> <tr> <td><input type="checkbox"/> Tuxedo</td> <td><input type="checkbox"/> Knives</td> </tr> <tr> <td><input type="checkbox"/> 1/2 Tuxedo</td> <td><input type="checkbox"/> Black Pants</td> </tr> <tr> <td><input type="checkbox"/> Black Vest</td> <td><input type="checkbox"/> Non-Slip Shoes</td> </tr> <tr> <td><input type="checkbox"/> Long Black Tie</td> <td><input type="checkbox"/> Bow Tie</td> </tr> <tr> <td><input type="checkbox"/> Other:</td> <td></td> </tr> </table>	<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 type="checkbox"/> Black Pants	<input type="checkbox"/> Black Vest	<input type="checkbox"/> Non-Slip Shoes	<input type="checkbox"/> Long Black Tie	<input type="checkbox"/> Bow Tie	<input type="checkbox"/> Other:		Recommendations: <table border="0"> <tr> <td><input type="checkbox"/> Acrobat Academy</td> </tr> <tr> <td><input type="checkbox"/> Lead Academy</td> </tr> </table>	<input type="checkbox"/> Acrobat Academy	<input type="checkbox"/> Lead Academy
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<input type="checkbox"/> Other:																	
<input type="checkbox"/> Acrobat Academy																	
<input type="checkbox"/> Lead Academy																	
Other Languages Spoken: <u>Russian</u>																	

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	Anton
Last Name	Kisialiou
E-mail Address	mrkiselevsky@gmail.com
Phone	5109803447
Address	Westerly Common
Unit or Number	4373
City, State	Fremont
Zip Code	94538
What region(s) are you applying to work within?	<input checked="" type="checkbox"/> San Francisco <input checked="" type="checkbox"/> San Jose
Which position(s) are you applying for?	<input checked="" type="checkbox"/> Server <input checked="" type="checkbox"/> Busser <input checked="" type="checkbox"/> Barback <input checked="" type="checkbox"/> Dishwasher
Are you applying for:	<input checked="" type="checkbox"/> Full-Time

When can you start?

Saturday, December 7, 2019

Can you work overtime?

Yes

How did you hear about us?

Craigslist

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

Monday AM

Monday PM

Tuesday AM

Tuesday PM

Wednesday AM

Wednesday PM

Thursday AM

Thursday PM

Friday AM

Friday PM

Saturday AM

Saturday PM

Sunday AM

Sunday PM

**Have you ever applied to or worked
for Acrobat before?**

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.

CA

**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

Belarus state university of Economy

City & State

Minsk, Belarus (Europe)

Grade/Degree

Bachelors degree

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")

No

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

No

Special:

Microsoft office

Employment History

Are you currently employed?

No

Can we contact your current employer?

No

Most Recent Employers

Name and Address of Employer

Ayahuasca Social Club, Minsk

Type of Business

Night club

Phone Number

+375291316717

Your Position & Duties

Bartender

- Greeted guests with a friendly and helpful attitude at all times.
- Provided guests with drink suggestions and knowledge.
- Became well acquainted with countless drink recipes and mixing techniques.
- Maintained a clean and orderly bar.
- Handled difficult and inappropriate customers with grace and professionalism.
- Worked well with other bar and restaurant staff.
- Served as a hospitable and fast-working barback in one of the city's most high-end restaurants.
- Provided bar patrons with optimal customer service.
- Competent service while carrying out physical tasks to support bartending staff
- Check the service stations and tables and ensure correct set-up and cleanliness.
- Assist the (Restaurant Name) dining services (if necessary), when and where appropriate.
- Serve food if requested.

Date of Employment (from/to):

May 2018 — August 2019

Reason for Leaving

Move to USA

Still Employed:

No

Name and Address of Employer

Ayahuasca Social Club, Minsk

Type of Business

Night club

Phone Number

+375291316717

Your Position & Duties

Barback

- Check the service stations and tables and ensure correct set-up and cleanliness.
- Assist the (Restaurant Name) dining services (if necessary), when and where appropriate.
- Serve food if requested.
- Clean and change ashtrays and empty trash cans as necessary.
- Fill and clean ice bins.
- Stock beer and wine coolers.
- Clean shelving, stainless steel, mixers, cups, blenders and soda guns.
- Served as a hospitable and fast-working barback in one of the city's most high-end restaurants.
- Provided bar patrons with optimal customer service.
- Competent service while carrying out physical tasks to support bartending staff

Date of Employment (from/to):

January 2018 — May 2018

Still Employed:

No

Military Service**Job Related References****References**

First Name	Arthur
Last Name	Kichin
E-mail Address	para.normalno44@gmail.com
Phone	+375291316717
Relationship:	Boss from the last job
Years Acquainted:	2 years

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

(Checked box indicates acknowledgement)

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.

(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):

Anton

Date:

Tuesday, December 3, 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



Anton_-_Bartender.docx

Anton

Bartender

Profile

Experienced Bartender with extraordinary customer service skills and a motivated attitude. Knowledgeable about drink combinations and committed to serving with a smile. Adept at maintaining a clean and organized bar area, and dedicated to providing customers with a warm and welcoming environment.

Employment History

Bartender at Ayahuasca Social Club, Minsk

May 2018 — August 2019

- Greeted guests with a friendly and helpful attitude at all times.
- Provided guests with drink suggestions and knowledge.
- Became well acquainted with countless drink recipes and mixing techniques.
- Maintained a clean and orderly bar.
- Handled difficult and inappropriate customers with grace and professionalism.
- Worked well with other bar and restaurant staff.

Barback at Ayahuasca Social Club, Minsk

January 2018 — May 2018

- Served as a hospitable and fast-working barback in one of the city's most high-end restaurants.
- Provided bar patrons with optimal customer service.
- Competent service while carrying out physical tasks to support bartending staff
- Check the service stations and tables and ensure correct set-up and cleanliness.
- Assist the (Restaurant Name) dining services (if necessary), when and where appropriate.
- Serve food if requested.
- Clean and change ashtrays and empty trash cans as necessary.
- Fill and clean ice bins.
- Stock beer and wine coolers.
- Clean shelving, stainless steel, mixers, cups, blenders and soda guns.

Education

Bachelor s , Belarus state university of economy, Minsk

September 2013 — January 2017

Details

Westerly Common 4373, Fremont,
94538, USA
510-980-34-37
mrkiselevsky@gmail.com

Date / Place of birth

24.03.1993

Minsk

Nationality

Belarus

Skills

Excellent Customer Service Skills

Expert

Advanced Communication Skills

Expert

Strong Memory Skills *Expert*

Knowledge of Flavor Combinations

Expert

Bar Terminology *Expert*

Motivated Attitude *Expert*

70%

- 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, chaffing 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

NOTICE TO EMPLOYEE
Labor Code section 2810.5

EMPLOYEE

Employee Name: Anton Kisialiou
Start Date: 12/4/2019

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 - The Service Companies
Physical Address of Main Office: 1871 The Alameda Ste 110 San Jose, CA
Mailing Address: 1871 The Alameda Ste 110 San Jose, CA
Telephone Number: (408) 844-0773

WAGE INFORMATION

Rate(s) of Pay: \$20/hr FB Only Overtime Rate(s) of Pay: \$30/hr FB Only
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 He

(PRINT NAME of Employer representative)



(SIGNATURE of Employer Representative)

12/4/2019

(Date)

Anton Kisilian

(PRINT NAME of Employee)



(SIGNATURE of Employee)

12/4/2019

(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.

Acrobat

outsourcing

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 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.

<u>Tardy</u> – Anybody not signed/ clocked-in by their start time.	1 Point
<u>Call Off</u> – 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
<u>LM Call-Out</u> – Failing to provide Acrobat with 24-hour notice before missing a shift.	1 Points
<u>No Call No Show</u> – Failing to provide Acrobat with any notice before missing a shift.	3 Points

Name: Anton Kisiakov Date: 12/4/2025

Signature: 

