



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.

EMPLOYMENT INFORMATION			
Full Name	Jason Cugler Sr	Date:	01/10/20
Home Telephone	(561) 298-8044	Other Telephone	()
Present Address	801 10th St Apt B101 Oakland Ct, 94607		
Permanent Address, if different from present address:			
Email Address	jason.cugler.sr@gmail.com		

EMPLOYMENT PREFERENCES			
Position applying for:	Server	Salary desired:	
Are you currently registered with any staffing and/or employment agencies? If so, please list			
Are you applying for: Full-time work? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Part-time work? Yes <input type="checkbox"/> No <input type="checkbox"/>			
Temporary work, e.g., summer or holiday work? Yes <input type="checkbox"/> No <input type="checkbox"/> From: _____ To: _____			
How did you find out about our open position? (Please check fill in proper name of source):			
Referral <input type="checkbox"/> Name of Referral _____ Newspaper <input type="checkbox"/> Job Fair <input type="checkbox"/> Agency <input type="checkbox"/>			
Company Website <input type="checkbox"/> Other Web Posting <input type="checkbox"/> Other Source <input checked="" type="checkbox"/>			
Could you work overtime, if necessary? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> 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	Open	Open	Open	Open	Open	Open	Not available
PM	Open	Open	Open	Open	Open	Open	Not available

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

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?
Ralph S. Burrell Cleveland CA		12	Yes
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 FedEx 1500 My ride way 94007
Type of Business Warehouse Telephone No. (305) 636-2253 Supervisor's Name Dominique
Your Position and Duties Delivery Driver William S

Dates of Employment: From Sep To Oct

Reason for Leaving: School

Name and Address of Employer Amazon AmzL 440 Beccar St San Leandro
Type of Business Warehouse Telephone No. (510) 636-2253 Supervisor's Name Sose
Your Position and Duties Inventory Management

Dates of Employment: From Sep To Jan

Reason for Leaving: School

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 _____

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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: Cynthia Cufler Telephone No. (561) 200-2838
Address 501 10th St
Occupation: HTC Relationship: Granddaughter Number of Years Acquainted: 18

Name: Terrence Holiday Telephone No. (561) 712-2306
Address N/A
Occupation: Teacher (OUSD) Relationship: Brother Number of Years Acquainted: 2

Name: Benjamin Williams Telephone No. (561) 240-7660
Address N/A
Occupation: Teacher (OUSD) Relationship: Brother Number of Years Acquainted: 2

NOTICE TO EMPLOYEE
Labor Code section 2810.5

Employee Name: JASON CAGLER
Start Date: 1/10/20

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: _____

Rate(s) of Pay: SENTEL \$16.50 Overtime Rate(s) of Pay: _____

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): _____

Sarah Magno
(PRINT NAME of Employer representative)

SJ
(SIGNATURE of Employer Representative)
1/10/20
(Date)

Jason Cadier
(PRINT NAME of Employee)

1/10/20
(SIGNATURE of Employee)
1/10/20
(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.

Please Read Carefully, Initial Each Paragraph and Sign Below

SC

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.

SC

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.

SC

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.

SC

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.

SC

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

1/10

Interview Note Sheet

General

Applicant Information					
Name: <u>Jason Cagler</u>		Interviewer: <u>Hobekh</u>			
Date: <u>1/10/2020</u>		Rate of Pay: <u>16.50</u>			
Position(s) Applied for: <u>Server</u>		Referred by: <u>REVER\$16.50</u> <u>Kelhan</u>			
Test Scores					
Server	<u>20</u> <small>35</small>	<u>58</u> %	Bartender	<u>/30</u>	%
Prep Cook	<u>/15</u>	%	Barista	<u>/10</u>	%
Grill Cook	<u>/40</u>	%	Cashier	<u>/10</u>	%
Dishwasher	<u>/10</u>	%	Housekeeping	<u>/16</u>	%
Seeking Full-Time Part-Time					
Relevant Experience & Summary of Strengths					
Total of _____ Experience in Food Service/Hospitality					
Describe a time when you had to multitask, or work under pressure?	How would you handle a disagreement/argument with a coworker?		What do you do to go above and beyond and exceed your customer's expectations?		Notes:
	<u>* No argument</u>		<u>SIX Flags FunRide</u> <u>flabor</u> <u>07/2018-08/2018</u>		<u>Home of Chicken</u> <u>Waffle</u> <u>06/2019-08/2019</u> <u>• SPIN Neapolitan</u> <u>Pizza</u> <u>03/2019-05/2019</u>
P.O.S. Experience: Y / N details:					
Transportation			Regions Available to Work		
<ul style="list-style-type: none"> - Lives in Oakland - Public Transportation 			<ul style="list-style-type: none"> - SF - Oakland 		
Certifications (if any)			Availability		
<ul style="list-style-type: none"> - Food Handler 			<ul style="list-style-type: none"> - Mon-Fri: Available - Sun: Available 		
Uniforms Owned			Recommendations		
<input checked="" type="checkbox"/> Bistro White <input type="checkbox"/> Black Bistro <input type="checkbox"/> Tuxedo <input type="checkbox"/> 1/2 Tuxedo <input type="checkbox"/> Black Vest <input type="checkbox"/> Long Black Tie <input type="checkbox"/> Other:			<input type="checkbox"/> Chef Coat <input type="checkbox"/> Chef Pants <input type="checkbox"/> Knives <input checked="" type="checkbox"/> Black Pants <input checked="" type="checkbox"/> Non-Slip Shoes <input type="checkbox"/> Bow Tie <input type="checkbox"/> Cut Glove		
			<input type="checkbox"/> Acrobat Academy <input type="checkbox"/> Lead Academy		
			Other Languages Spoken		

Multiple Choice

C 1) Food is served on what side with what hand?
 a) On the left side with the left hand
 b) On the left side with the right hand
 c) On the right side with the left hand
 d) On the right side with the right hand

B 2) Drinks are served on what side with what hand?
 a) On the left side with the left hand
 b) On the left side with the right hand
 c) On the right side with the left hand
 d) On the right side with the right hand

C 3) Food and drinks are removed on what side with what hand?
 a) On the left side with the left hand
 b) On the left side with the right hand
 c) On the right side with the left hand
 d) On the right side with the right hand

C 4) What part of a glass should you handle at all times?
 a) The stem
 b) The widest part of the glass
 c) The top

D 5) When you are setting a dining room how should you set up your tablecloths?
 a) Neatly and evenly across the tables
 b) The creases should all be going in the same directions
 c) The chairs should be centered and gently touching the table cloth
 d) All of the above

C 6) If you bring the wrong entrée to a guest what should you do?
 a) Go back into the kitchen and patiently wait in line behind the rest of the servers until it's your turn
 b) Inform the guests that you will bring the correct entrée once everyone else in the dinning room is served
 c) Try to convince the guests to eat what you brought them
 d) Go back into the kitchen to the front of the line and inform the expeditor that you need a different entrée

Match the Correct Vocabulary

A Scullery

C Queen Mary

A Chaffing Dish

B French Passing

E Russian Service

F Corkscrew

E Tray Jack

C

A. Metal buffet device used to keep food warm by heating it over warmed water

B. Style of service where food is prepared or served individually at the dinner table to fit the customer's specific taste (i.e. providing dressing and pepper for salad or handing out bread to each patron)

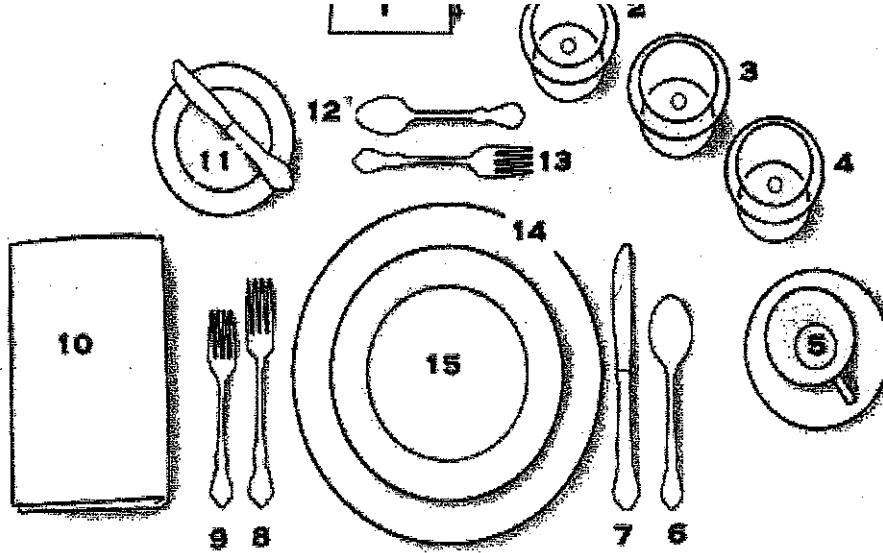
C. Used to hold a large tray on the dining floor

D. Area for dirty dishware and glasses

E. Large metal shelving unit for prepared food to be held or for dirty trays to be stored

F. Used to open bottles of wine

G. Style of dining in which the courses come out one at a time



Score / 35

Match the Number to the
Correct Vocabulary

1	9	Dinner Fork
S	12	Tea or Coffee Cup and Saucer
2	7	Dinner Knife
3	13	Wine Glass (Red)
4	8	Salad Fork
5	14	Service-Plate
6	11	Wine Glass (White)

10 Napkin
11 Bread Plate and Knife
1 Name Place Card
12 Teaspoon
13 Dessert Fork
6 Soup Spoon
15 Salad Plate
4 Water Glass

Fill in the Blank

1. The utensils are placed 10 inch (es) from the edge of the table.
2. Coffee and Tea service should be accompanied by what extras? Break
3. Synchronized service is when: Everyone getting served
4. What is generally indicated on the name placard other than the name? Seat placement
5. The Protein on a plate is typically served at what hour on the clock? 10 am 12 pm
6. If a guest asks for a specialty dinner (i.e. Gluten-Free or Vegetarian) you should do what immediately? inform chef / expediter