



Name: Marilynn Pale

Taborca ID: 55923

Date of Hire: 2/12/2020

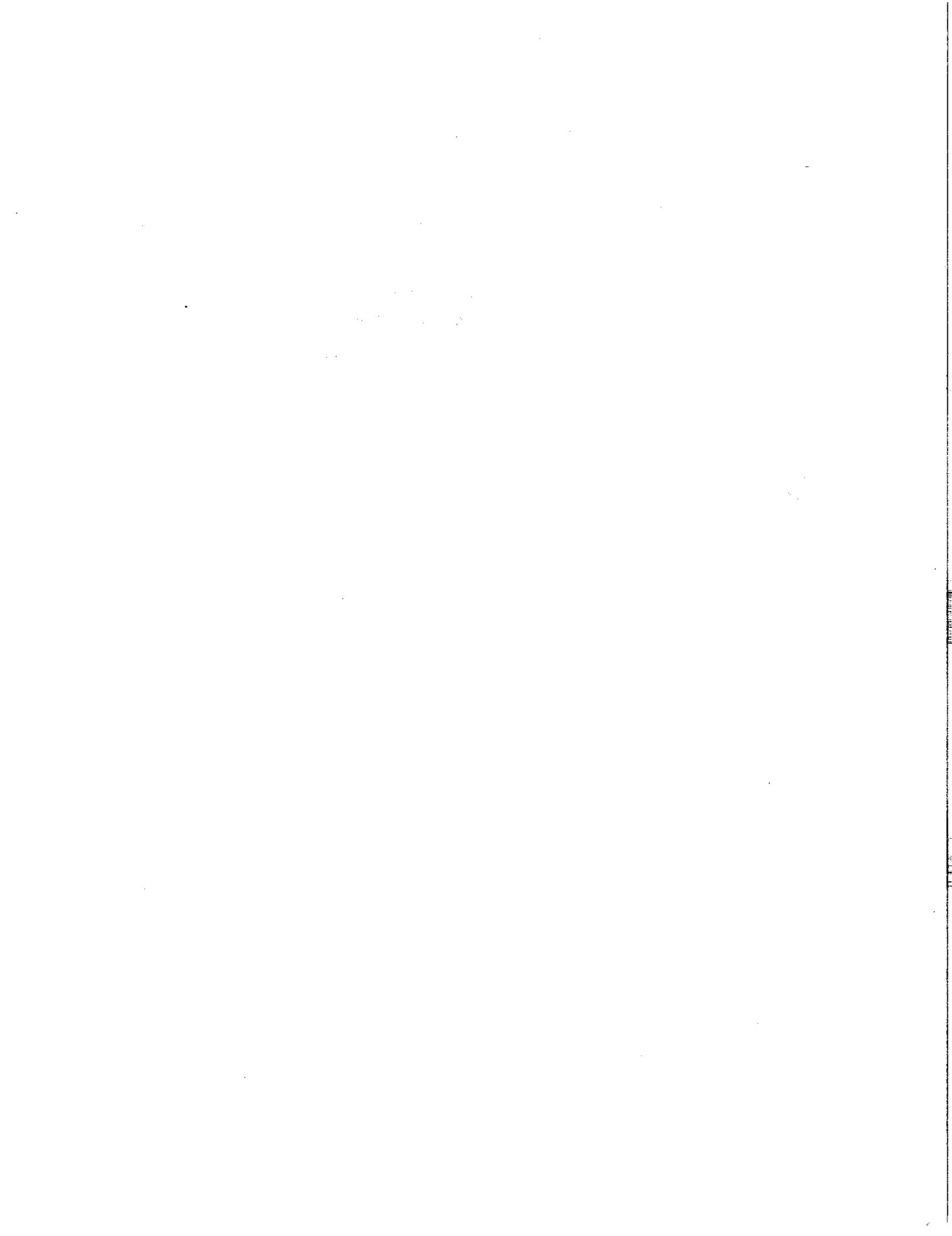
Date of Re-Act: / /

New employee set up

- 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

Name: <u>Marilynn Pale</u>	Interviewer: <u>Ngoc Ho</u>
Date: <u>2/12/2020</u>	Rate of Pay: <u>\$20/hr FB Only</u>
Position (s) Applied for: <u>Dish</u>	Referred by: <u>CL</u>

Server	/35	%	Bartender	/30	%
Prep Cook	/15	%	Barista	/10	%
Grill Cook	/40	%	Cashier	/10	%
Dishwasher	8 /10	80 %	Housekeeping	/16	%

Full-Time
 Part-Time

Total of _____ 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:
1 - Wash 2 - Rinse 3 - Sanitize	Yes	Worked w/ different departments to finish project	

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

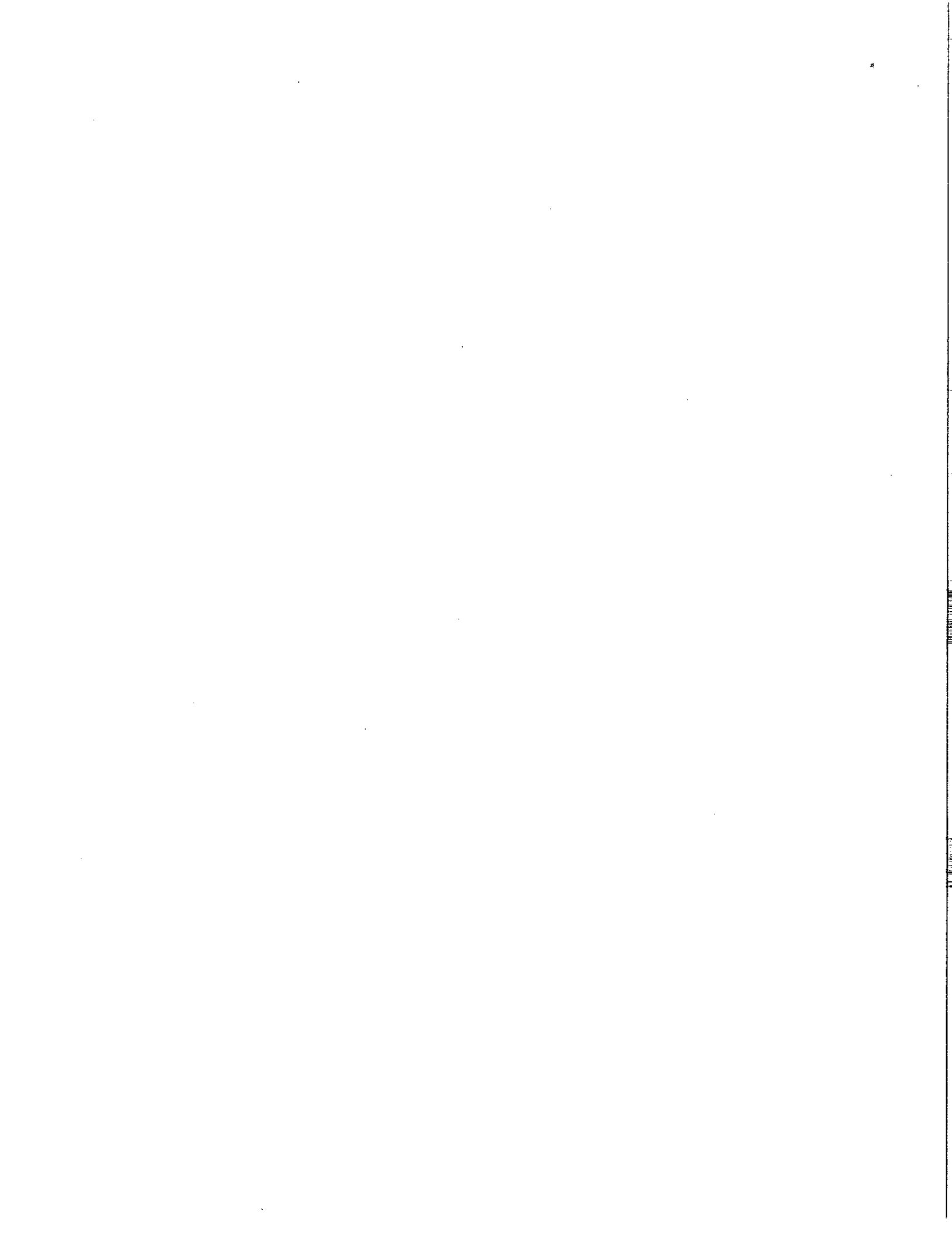
Car	South Bay
N/A	Open but prefers morning
Bistro White Black Bistro Tuxedo 1/2 Tuxedo Black Vest Long Black Tie Other:	Chef Coat Chef Pants Knives Black Pants Non-Slip Shoes Bow Tie Acrobat Academy Lead Academy
	Toongan



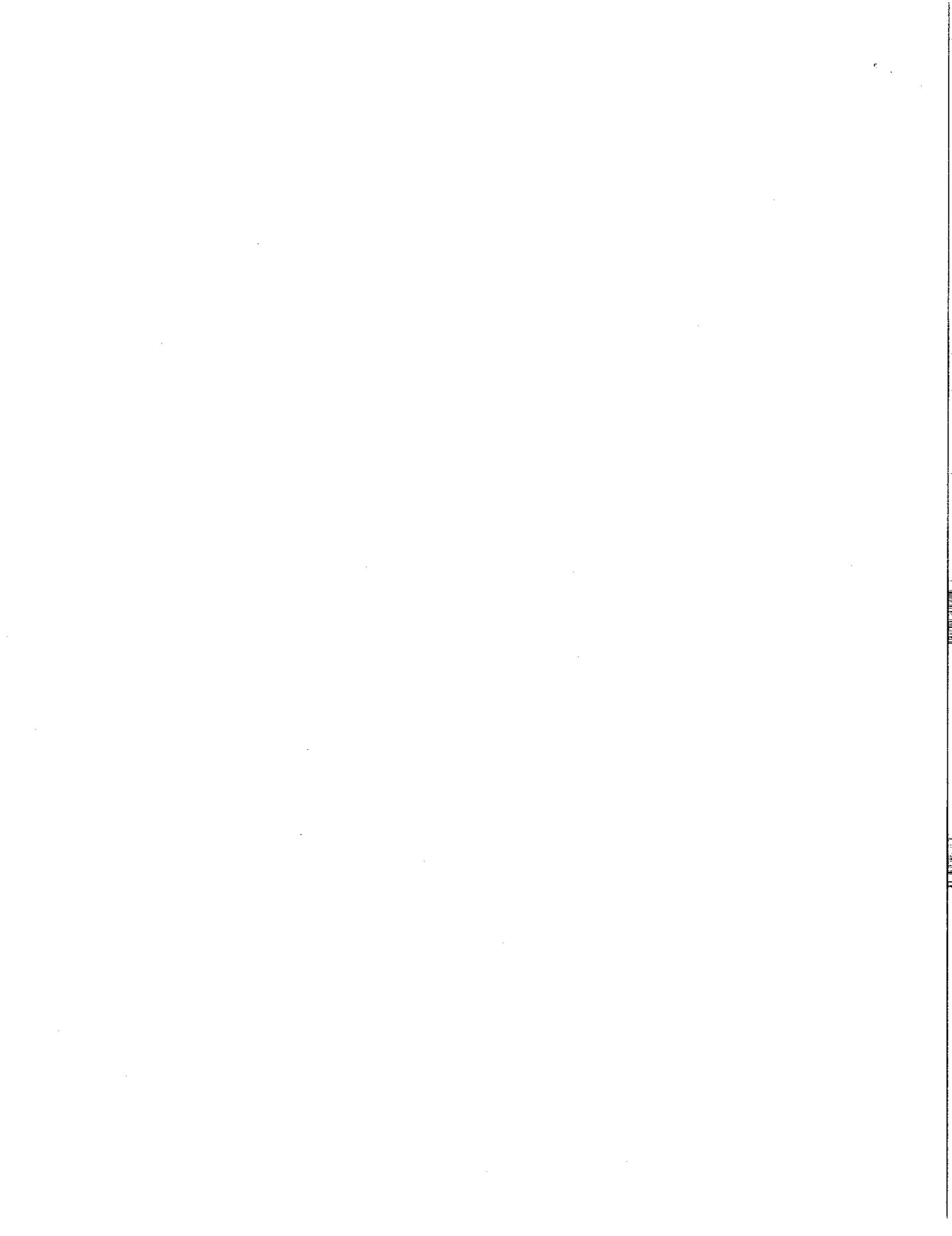
Marilynn Pale

Submission Date
February 11, 2020 23:27

First Name Marilynn
Last Name Pale
E-mail Address marilynnwp4@gmail.com
Phone 5106923457
Address 26258 gamboa st
Unit or Number 2
City, State Hayward
Zip Code 94544
What region(s) are you applying to work within? San Francisco San Jose
Which position(s) are you applying for? Dishwasher
Are you applying for: Full-Time
When can you start? Feb 13, 2020
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 Sunday PM
Have you ever applied to or worked for The Service Companies (TSC) 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
Name of School Hayward adult school
City & State Hayward California



Grade/Degree	Ged
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")	No
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")	Yes
Special:	Food handler certified
Are you currently employed?	No
Can we contact your current employer?	No
Name and Address of Employer	DAHBA FREMONT, CA
Type of Business	Food truck
Phone Number	5107893437
Your Position & Duties	Cook/ serve/ dishwasher/ clean truck
Date of Employment (from/to):	Aug/2019- Nov/2019
Reason for Leaving	School
Still Employed:	No
First Name	Dhaba
Last Name	Unknown
E-mail Address	unknown@gmail.com
Phone	5107893437
Relationship:	Most recent boss
Years Acquainted:	6 months
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	(Checked box indicates acknowledgement)



application or for immediate discharge if I am employed, regardless of the time elapsed before discovery.

I hereby authorize The Service Companies (TSC) 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.

I hereby authorize The Service Companies (TSC) 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.

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.

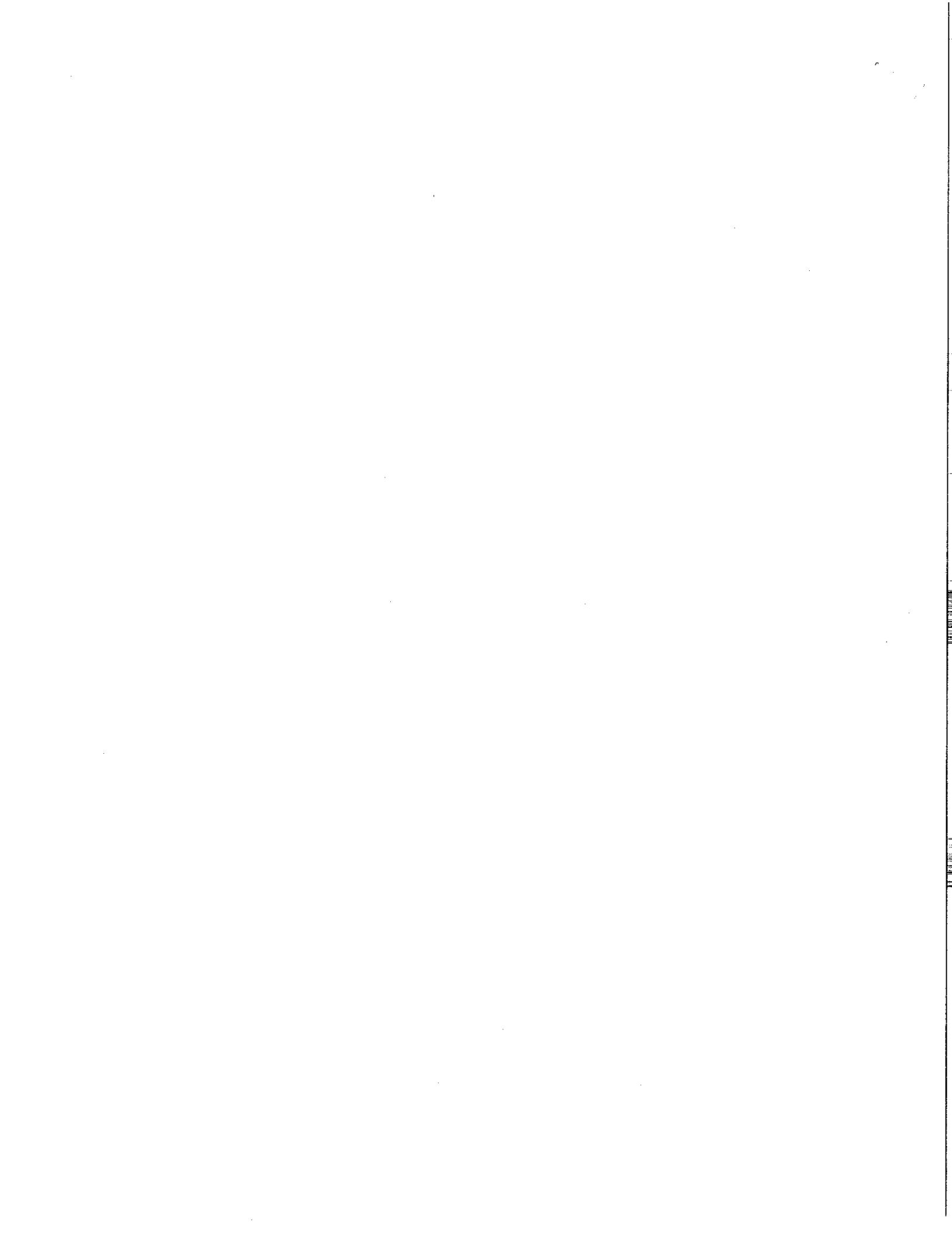
The Service Companies (TSC) is an at-will employer. I understand that nothing contained in the application, or conveyed during any interview, which may be granted or during my employment, if hired, is intended to create an employment contract between me and the company. In addition, I understand and agree that if I am employed, my employment is for no definite or determinable period and may be terminated at any time, with or

(Checked box indicates acknowledgement)

(Checked box indicates acknowledgement)

(Checked box indicates acknowledgement)

(Checked box indicates acknowledgement)



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 Digital Signature (Type Name): Marilynn Pale

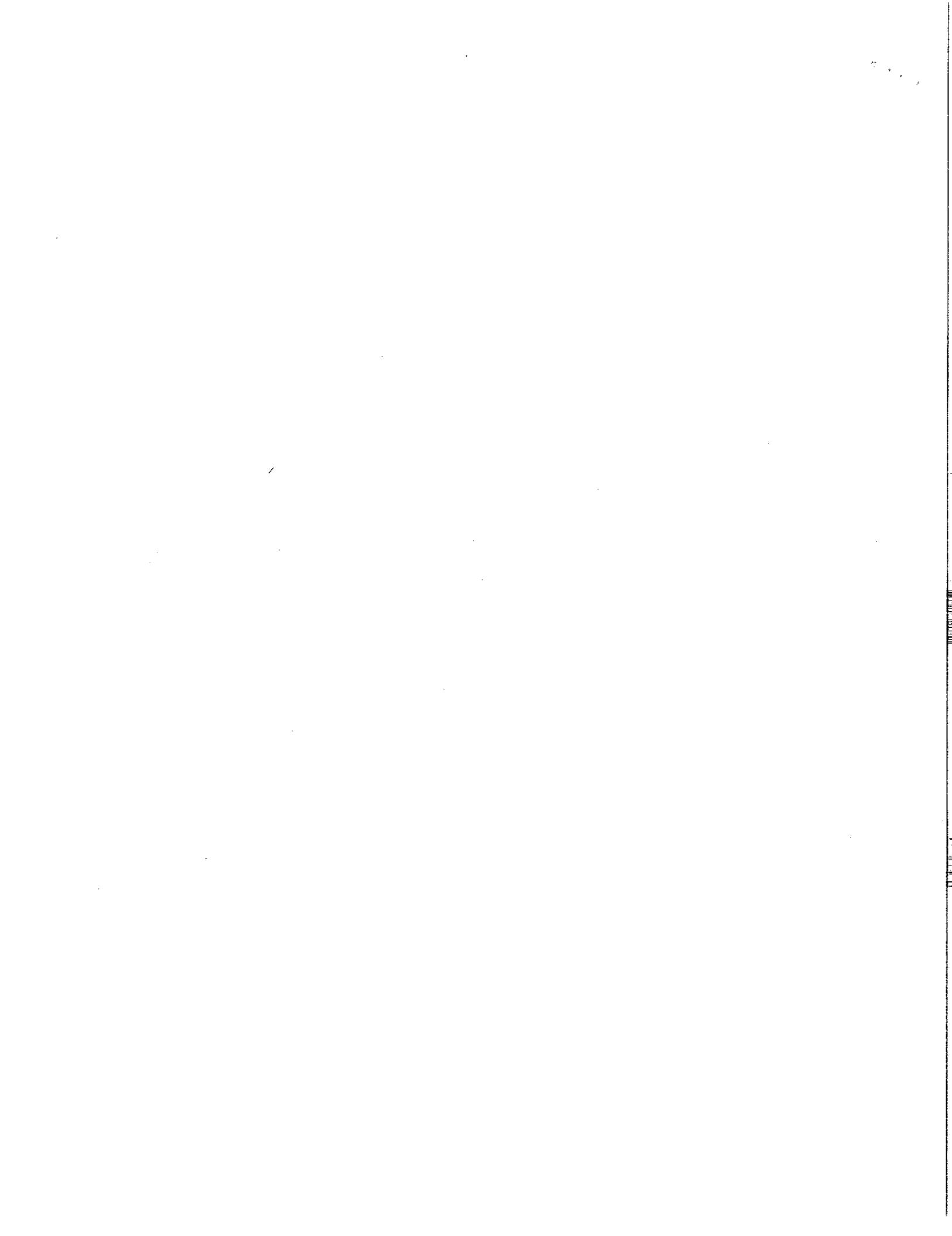
Date: Feb 11, 2020

Please Attach Resume Below

(Checked box indicates acknowledgement)

Marilynn-Wood-pale.pdf





Marilynn Wood-pale

Reliable, honest and a good multitasker looking for a long term job.

Hayward, CA 94544

marilynnwp4@gmail.com

5106923457

Work Experience

Food Truck Worker/cook

Keeku da Dahba - Fremont, CA

August 2019 to November 2019

Prep food, Prep charcoal grill, (bbq)food and serve, clean food truck end of work

Dining Attendant/Food production for correctional facility

Aramark - Dublin, CA

March 2019 to August 2019

Serve food. Make sandwiches and wraps. Replenish food, drinks, utensils. Clean up dining room. Clean kitchen.

Food production. Organize inmates special diets.

Breakfast attendant

Marriott - Newark, CA

March 2018 to September 2018

Cook food, setup breakfast buffet area, serve and replenish food. Wash dishes. Clean breakfast lobby (sweep, mop, wipe tables). Bake cookies for guest. Clean kitchen area.

Amazon driver

TBS - San Leandro, CA

February 2017 to December 2017

Deliver packages in a timely manner

Warehouse Associate(seasonal)

Amazon - Newark, CA

October 2016 to January 2017

sort packages, stack on pallet, wrap pallet, move shipment with pallet jack. unload trucks.

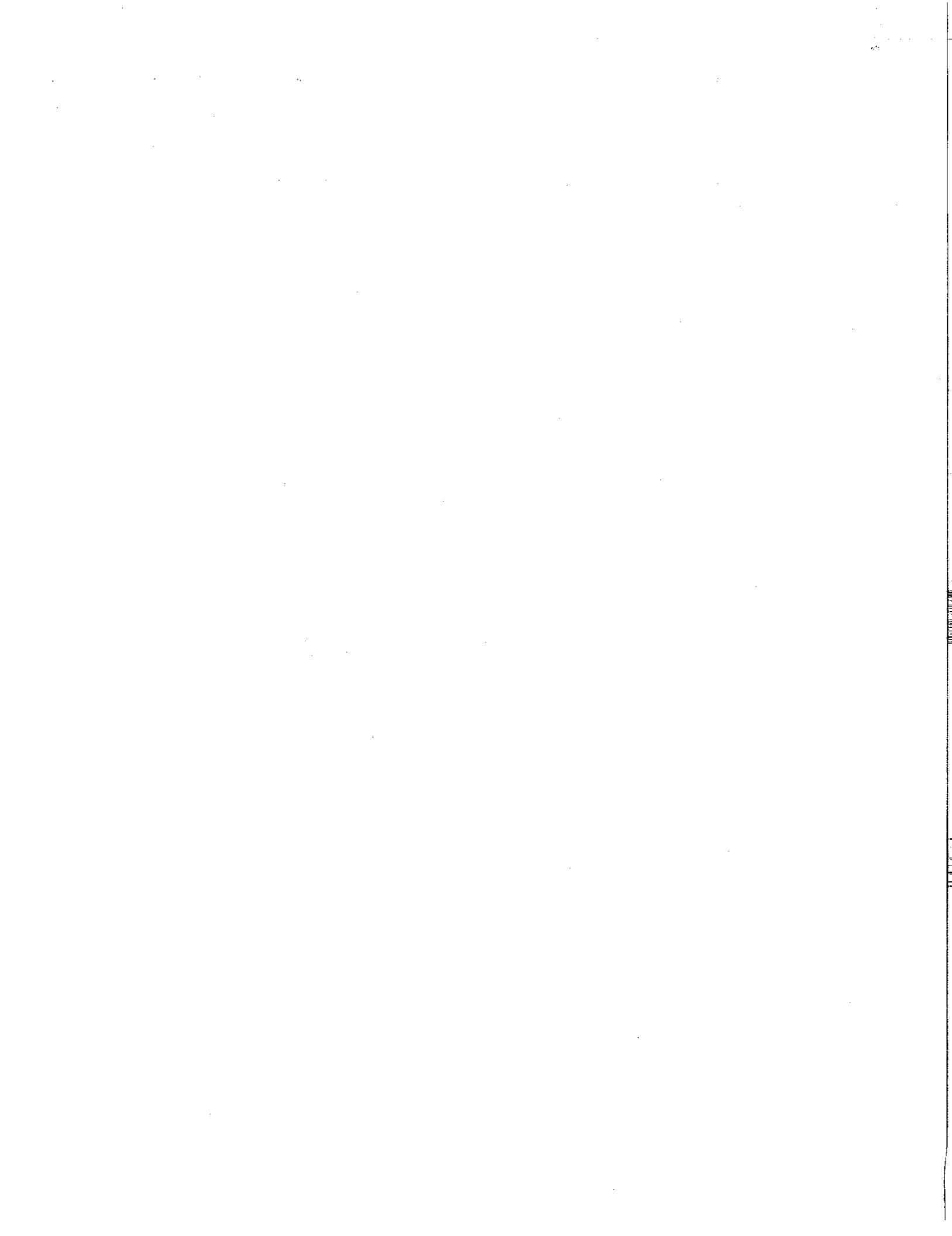
Kmart associate

Kmart - Hayward, CA

January 2015 to July 2016

Cashier, Put aways

Education



High school or equivalent

Tennyson High School - Hayward, CA

January 2011 to June 2011

Skills

- Food Service
- Food Prep

Certifications and Licenses**Safserv****Assessments****Attention to Detail — Highly Proficient**

January 2020

Identifying differences in materials, following instructions, and detecting details among distracting information.

Full results: https://share.indeedassessments.com/share_to_profile/55670811a6008b9099b0f523c1003b50eed53dc074545cb7

Reliability — Proficient

January 2020

Tendency to be dependable and come to work.

Full results: https://share.indeedassessments.com/share_to_profile/2f11ff8cb5e97245980ec7d3a73e2854eed53dc074545cb7

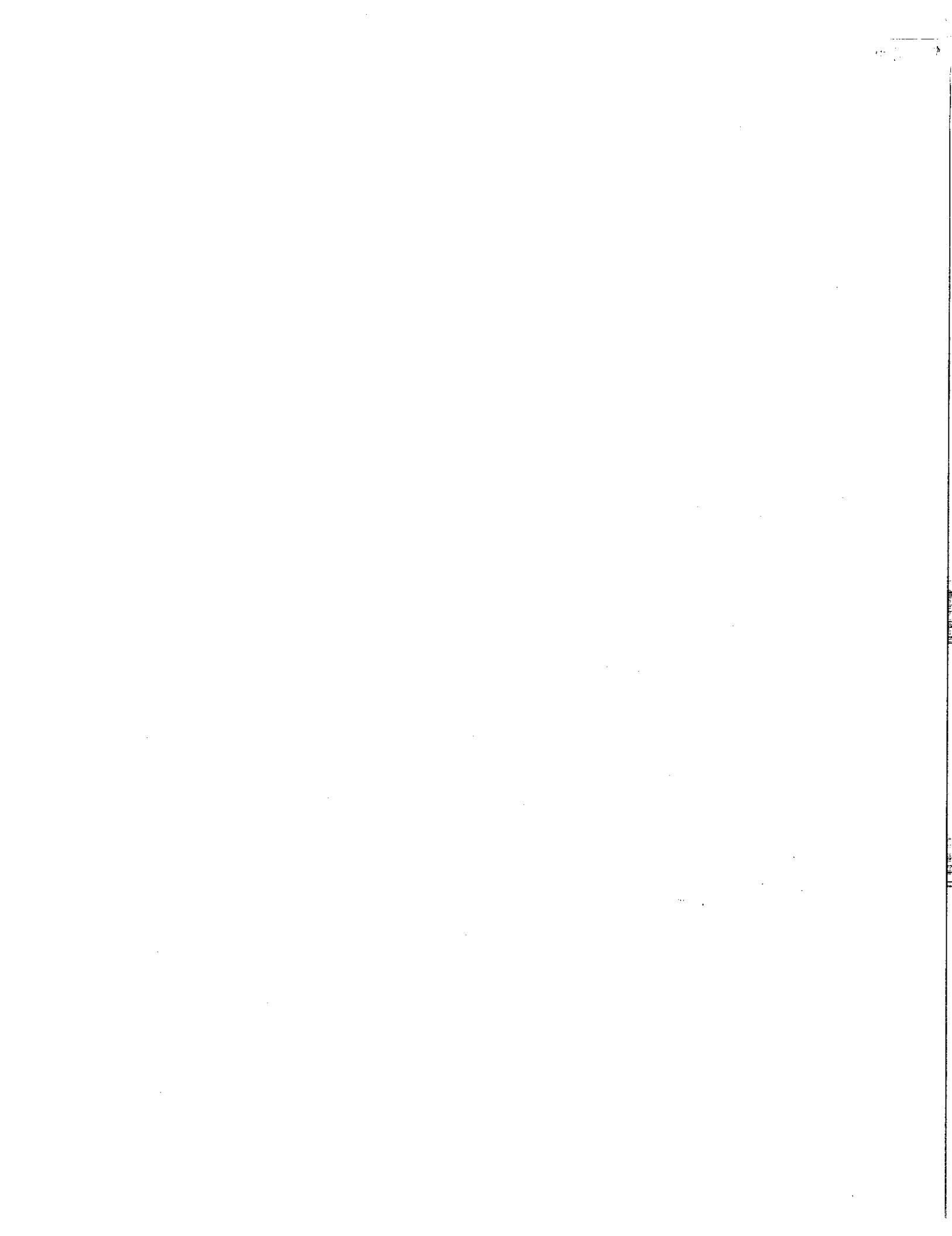
Safety Orientation Skills — Proficient

May 2019

Measures a candidate's ability to employ accident prevention strategies to avoid accidents and injuries.

Full results: https://share.indeedassessments.com/share_to_profile/e3d270c3522da90d81fa5f28f518f53ceed53dc074545cb7

Indeed Assessments provides skills tests that are not indicative of a license or certification, or continued development in any professional field.



Dishwasher Test

Score 8 / 10

C 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

C 2) While washing dishes by hand, which item should you wear?

- a) Cutting glove
- b) Oven Mitt
- c) Rubber glove
- d) Nothing

D 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

A 4) If you need to move a heavy load, you should PULL and not PUSH the object.

- a) True
- b) False

E 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

A 6) All work-related injuries, accidents or illnesses should be reported immediately to the supervisor on duty.

- a) True
- b) False

C 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

C 8) When handling hot items you should?

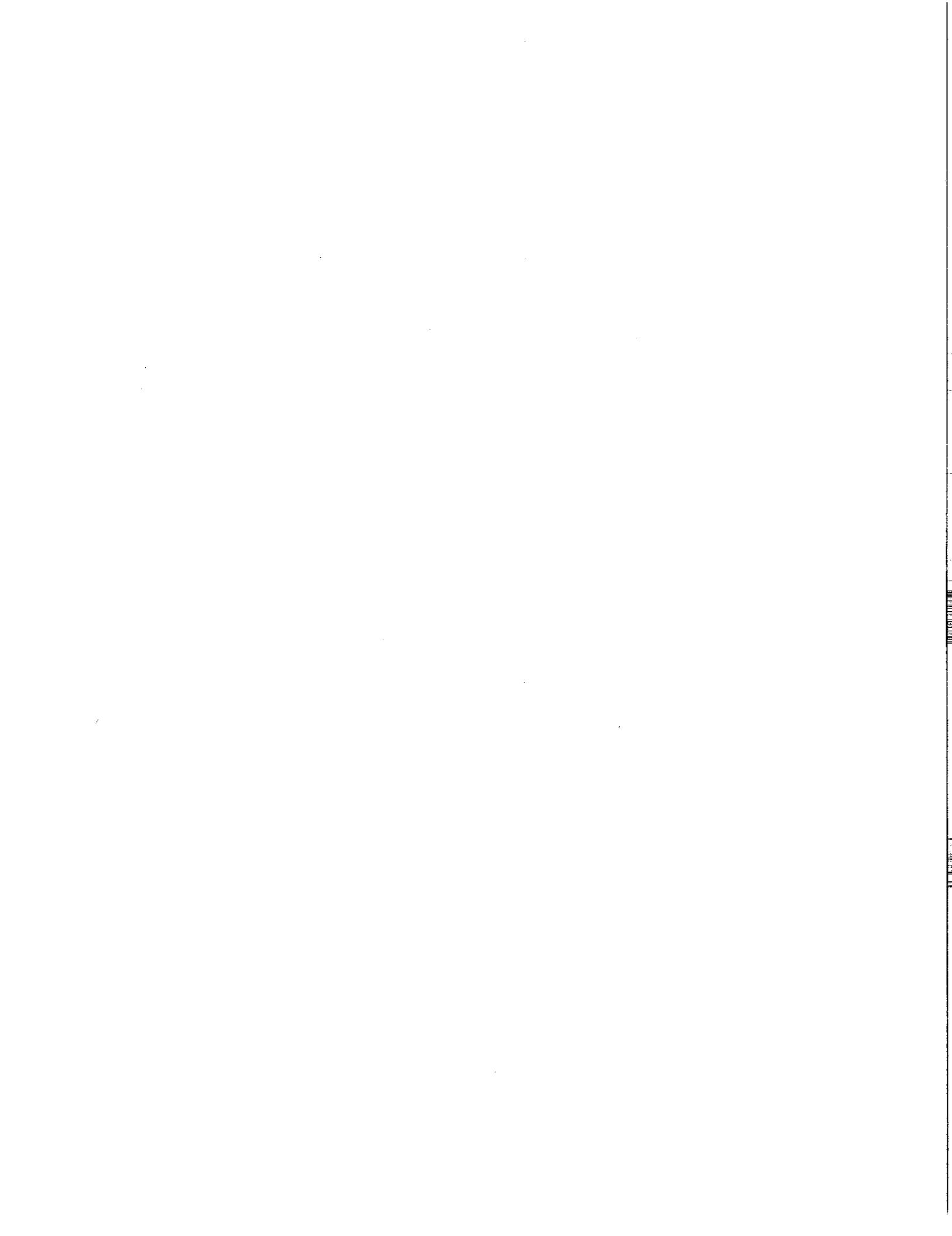
- a) Wear rubber gloves
- b) No need to wear anything
- c) Use an oven mitt or cloth towel
- d) Nothing

D 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

C 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: Marilynn Pale
Start Date: 02/12/2020

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 95126

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

Telephone Number: (408) 821-0772

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: York Risk Services

Address: 1390 Willow Pass Road, Concord, CA. 94520

Telephone Number: 866.391.9615

Policy No.: NSWCC-0000101

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 Hu

(PRINT NAME of Employer representative)

My Huynh

(SIGNATURE of Employer Representative)

2/12/2020

(Date)

Marilynn Park

(PRINT NAME of Employee)

Marilynn Park

(SIGNATURE of Employee)

2/12/2020

(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 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: Marilynn Pate Date: 02/12/2020

Signature: Marilynn Pate

