



Relentless Pursuit Private Investigations

RELENTLESSPURSUITPI.COM

LICENSE #27732

September 15, 2015

SOURCE:

Glenn Wilson (Glenn Wilson Law Offices) contracted with Relentless Pursuit Private Investigations (#27732) to investigate job availability as defined in the below Focus of Investigation.

FOCUS OF INVESTIGATION:

Jobs currently posted and available at minimum wage or greater, requiring only basic life skills, and requiring none to minimal experience. Geographical area is within or in close proximity to Fresno City and/or Clovis City, California.

EXPERIENCE & TRAINING OF INVESTIGATOR BOB GARNER:

Retired sworn police officer (Fresno City Police Department) and licensed private investigator (California) #27732. Bob is the Owner & Qualified Manager of Relentless Pursuit Private Investigations.

INVESTIGATION:

Based on the resources and information available, the following was discovered during this investigation and is true, complete, and accurate to the best of this investigator's knowledge.

All jobs included in this report have been determined to be legitimate and credible employment opportunities.

DATES OF SEARCH: On or about September 15, 2015.

SOURCES OF SEARCH: Fresno Bee Newspaper; Craig's List; Career Builders; Indeed; Simply Hired.

SEARCH CRITERIA (includes various combinations of): No experience; entry level; full-time; Fresno, CA; Clovis, CA; within 5 miles; postings within the past 30 days; miscellaneous jobs; food; beverage; hospitality; retail; traditional job; exclude recruiters.

JOBS AVAILABLE:

Title/description: Entry Level Caregiver
Pay: Minimum wage+
Company: Home Instead Senior Care
Contact information: Apply on company website - Fresno, CA
Exhibit #1

Title/description: Crew Member
Pay: Minimum wage+
Company: Chipotle Mexican Grill
Contact information: 1210 Shaw Ave, Suite 101, Clovis, CA
Exhibit #2

Title/description: Crew Member
Pay: Minimum wage+
Company: Chipotle Mexican Grill
Contact information: 4978 N. Cedar Ave, Fresno, CA
Exhibit #3

Title/description: Crew Member
Pay: Minimum wage+
Company: Chipotle Mexican Grill
Contact information: 5128 N. Palm Ave, Fresno, CA
Exhibit #4

Title/description: Crew Member
Pay: Minimum wage+
Company: Chipotle Mexican Grill
Contact information: 521 E. Shaw Ave, Suite 107, Fresno, CA
Exhibit #5

Title/description: Crew Member
Pay: Minimum wage+
Company: Chipotle Mexican Grill
Contact information: 80 E. Nees Ave, Fresno, CA
Exhibit #6

Title/description: Entry Level Sales & Customer Service Rep
Pay: Minimum wage+
Company: Pride Management Group
Contact information: Apply online - Fresno, CA
Exhibit #7

Title/description: Security Officer
Pay: Minimum wage+
Company: US Security Associates
Contact information: Apply on company website - Fresno, CA
Exhibit #8

Title/description: Inventory Associate
Pay: Minimum wage+
Company: RGIS
Contact information: Apply on company website - Fresno, CA
Exhibit #9

Title/description: Customer Service Specialist
Pay: Minimum wage+
Company: JC Penney
Contact information: 555 E. Shaw Ave, Fresno, CA (Fashion Fair)
Exhibit #10

Title/description: Customer Service Specialist
Pay: Minimum wage+
Company: Dick's Sporting Goods
Contact information: 1225 Herndon Ave, Clovis, CA 559-322-4628
Exhibit #11

Title/description: Sign Installer / Courier
Pay: Minimum wage+
Company: Test Strips Supply Company
Contact information: Apply online - Fresno, CA
Exhibit #12

Title/description: Customer Service Representatives
Pay: Minimum wage+
Company: Family Dollar
Contact information: 1950 W. Olive Ave, Fresno, CA
Exhibit #13

Title/description: Inventory Associate
Pay: Minimum wage+
Company: WIS International
Contact information: Apply online – Fresno, CA (877-659-9219)
Exhibit #14

Title/description: Security Officer
Pay: Minimum wage+
Company: G4S Secure Solutions USA
Contact information: 2519 W. Shaw Ave, Fresno, CA 559-244-0843
Exhibit #15

Title/description: Customer Service Representative
Pay: Minimum wage+
Company: Family Dollar
Contact information: 1810 E. Jensen Ave, Fresno, CA
Exhibit #16

Title/description: Team Member
Pay: Minimum wage+
Company: Cream Fresno
Contact information: 1760 E. Barstow Ave, Fresno, CA 559-400-6909
Exhibit #17

Title/description: Cook / Prep Cook
Pay: Minimum wage+
Company: Doy Grill
Contact information: 1845 E. Herndon Ave, Fresno, CA
Exhibit #18

Title/description: Hospital Valet Parking Attendant
Pay: Minimum wage+
Company: Towne Park
Contact information: Apply online – Fresno, CA
Exhibit #19

Title/description: Line Server
Pay: Minimum wage+
Company: Doy Grill
Contact information: 1845 E. Herndon Ave, Fresno, CA
Exhibit #20

Title/description: Animal Control Officer I
Pay: Minimum wage+
Company: Central California SPCA
Contact information: 103 S. Hughes Ave, Fresno, CA 559-233-7722
Exhibit #21

CONCLUSION:

Based on my experience and training and the results of this investigation, this report was compiled for Glenn Wilson according to the above Focus of Investigation.

DISPOSITION:

A copy of this report with all exhibits was provided to Glenn Wilson.

All supporting documents are on file with Relentless Pursuit Private Investigations.

This investigator can testify to the results of this investigation.

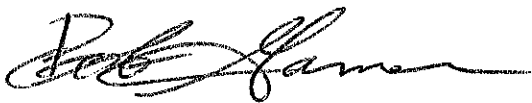
EXHIBITS:

Attached.

None of the exhibits have been altered and all are in their original state.

SWORN STATEMENT:

I swear under penalty of perjury that the foregoing was discovered during this investigation and is true, complete, and accurate to the best of this investigator's knowledge, based on the resources and information available.



Bob Garner
Owner & Qualified Manager



Date

EXHIBIT #1

Entry Level Caregiver - No Healthcare Experience Needed

Home Instead Senior Care • Fresno, CA • 9/11/2015

☆ Save Job ✉ Email ⚠ Report

[Apply on Company Website](#)

Job Description

[View Full Job Description](#)

Home Instead Senior Care

The Home Instead Senior Care family network of locally owned franchise offices was developed with a passionate desire to be your trusted in-home care agency, to help your family keep your aging mother, father, grandparents or friends in their home as they grow older. Reading through our history, you will find a rapidly growing franchise network that

Entry Level Caregiver - No Healthcare Experience Needed

Home Instead Senior Care

Entry Level Caregiver - No Healthcare Experience Needed

Job Description

Do you enjoy getting to know people and building relationships that will last? Do you have a heart for helping those in need? If so, this **entry level** Caregiver role could be just the fit for you!

As a **Caregiver**, you will provide a variety of non-medical, home care services for seniors in their homes, allowing them to be safe and stay independent. At Home Instead Senior Care, we strive to provide compassionate and reliable home services to enable seniors to remain at home. Established in 1994, we've grown from a handful of local families to over 1,000 franchises nationally and internationally. We support those that are a part of our team, offering **competitive pay and benefits** as well as a variety of shifts.

Entry Level Caregiver

Job Responsibilities

Our Entry Level Caregivers provide companionship and conversation for our clients, enhancing the lives of aging adults throughout our community.

Caregiver duties include:

- Light housekeeping and preparing meals
- Reminding clients of medications and appointments
- Assisting with grooming, bathing, toileting, and incontinence issues
- Caring for clients with Alzheimer's

Entry Level Caregiver

of one 100 year old grandmother of 55 grandchildren.

Contact Information

Fresno, CA

COMPANY FEED



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Entry Level Caregiver - No Healthcare Experience Needed

Previous experience is not necessary for this entry level role. As a Caregiver, you will receive training from Home Instead Senior Care.

Requirements for Caregiver:

- Complete a criminal background check, DMV check, and drug screen
- Possess a valid driver's license and valid auto insurance
- Ability to treat and care for seniors and their property with dignity and respect
- Ability to communicate with clients in a friendly and congenial manner

Entry Level Caregiver

Putting relationships first.

Apply now!

Job Snapshot

Other Pay	Competitive pay and benefits.
Employment Type	Full-Time
Job Type	Health Care, Other
Education	Not Specified
Experience	Not Specified
Manages Others	Not Specified
Industry	Healthcare - Health Services, Other Great Industries
Required Travel	Not Specified
Job ID	16193

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EXHIBIT #2

Crew Member (Entry Level Food Service / Customer Service)

[Apply on Company Website](#)

Chipotle Mexican Grill - Corporate • Clovis, CA • 8/17/2015

☆ Save Job ✉ Email ⚠ Report

Job Description

Building the perfect burrito – and having fun doing it – is the first step to **building your career** at Chipotle. Sharpen your customer service and teamwork skills, learn to make great food, and get ready to grow. We are currently hiring for great Restaurant Crew Member jobs! Whether you have experience as a cashier, server, cook, prep



Chipotle Mexican Grill - Corporate

We aim to do a few things but do them exceptionally well. When Chipotle first

cook, dishwasher, housekeeper, bartender, or **no experience** at all, this could be the perfect opportunity for you to eventually **develop an entry level job into a retail management position**. Both **full time and part time** positions are available. We believe in **promoting from within** and are looking to **train and develop our next generation of leaders**. If you are ready for one of the best entry level food service jobs out there, if you are dedicated to world-class customer service, and if you meet our qualifications, we want to talk with you!

Restaurant Crew Member (Entry Level Retail Food Service / Customer Service / Full-Time Part-Time)

Job Responsibilities

As a Restaurant Crew Member, your main responsibility will be to prepare and serve Chipotle's delicious food while providing our customers with the best possible dining experience. As this is an entry level retail role, we will teach you to consistently follow the proper recipes and procedures and adhere to our high standards regarding meal preparation, cleaning and sanitation, teamwork, and customer service.

Your specific duties in this entry level retail food service role will include:

- Preparing meal orders accurately, neatly, and quickly
- Following recipes accurately and according to approved preparation processes
- Maintaining appropriate portion control and consistently monitoring food levels on the line
- Following Chipotle sanitation standards and maintaining proper handling and safety standards while preparing and cooking
- Learning all of our prep stations, including Tortilla, Salsa, Prep, Grill, Expo, and Take-Out
- Providing friendly, quality retail customer service to each Chipotle customer; taking feedback and direction from your supervisor to

opened its doors in 1993, the goal was simple: to serve high quality, delicious food quickly with an experience that not only exceeded, but redefined the fast food experience. As a fast-growing company, we're always looking for new people to join our team. Food with Integrity guides our business, including the way we treat our employees. We provide real opportunity for advancement and a fun, exciting work environment.


[Learn More](#)


Contact Information


1210 Shaw Avenue, Ste 101
Clovis, CA

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**Restaurant Crew Member (Entry Level Retail
Food Service / Customer Service / Full-Time
Part-Time)**

Job Requirements

As a Restaurant Crew Member, you must have a positive and cheerful personality along with a strong work ethic and the motivation to learn and grow while providing the best in customer service. Teamwork is a big part of this job, and you should always be willing to pitch in to help when something needs to be done. It is also important that you have great communication skills and the ability to not only speak clearly, but also to listen attentively to both our guests and your coworkers.

Specific qualifications for this entry level retail food service position include:

- High school diploma or GED
- Commitment to providing excellent customer service
- Ability to develop positive working relationships with the rest of your team
- Professional appearance and attitude
- Desire to build an entry level retail position into a management career
- Ability to be cross-trained in all areas of the kitchen and line

The ideal candidate for this role will also exhibit the following characteristics:

Conscientious, Respectful, Hospitable, High Energy, Infectiously Enthusiastic, Happy, Presentable, Smart, Polite, Motivated, Ambitious, Curious, Honest

**Restaurant Crew Member (Entry Level Retail
Food Service / Customer Service / Full-Time**

Part-Time)

Benefits

As a Restaurant Crew Member with Chipotle, you will have **one of the best entry level retail restaurant jobs in the business** as you build a career with a financially strong and fast-growing company dedicated to providing high quality food and great customer service. We rarely hire our managers from outside of our organization because we prefer to **promote our managers from within**. In fact, we have had crew members advance through the ranks to **national positions** such as Executive Team Director. As our company continues to grow, you will find **virtually limitless opportunities to grow** right along with us.

Here's some of what we have to offer:

- Competitive pay
- Opportunities for career advancement from entry level to supervisory and management roles
- Medical, dental, and vision for all part time and full time employees (where available)
- 401(k)
- Free food while you are on duty
- Discount on food when you are not working
- Paid breaks
- Free uniforms
- Bonus opportunities
- Paid vacation time for hourly employees
- Most major holidays off – Our restaurants are closed New Year's Day, Easter, Fourth of July, Thanksgiving, and Christmas (subject to change)
- No franchises – all of our restaurants are company-owned
- Fun work environment
- Full time and part time positions available

**Restaurant Crew Member (Entry Level Retail
Food Service / Customer Service / Full-Time
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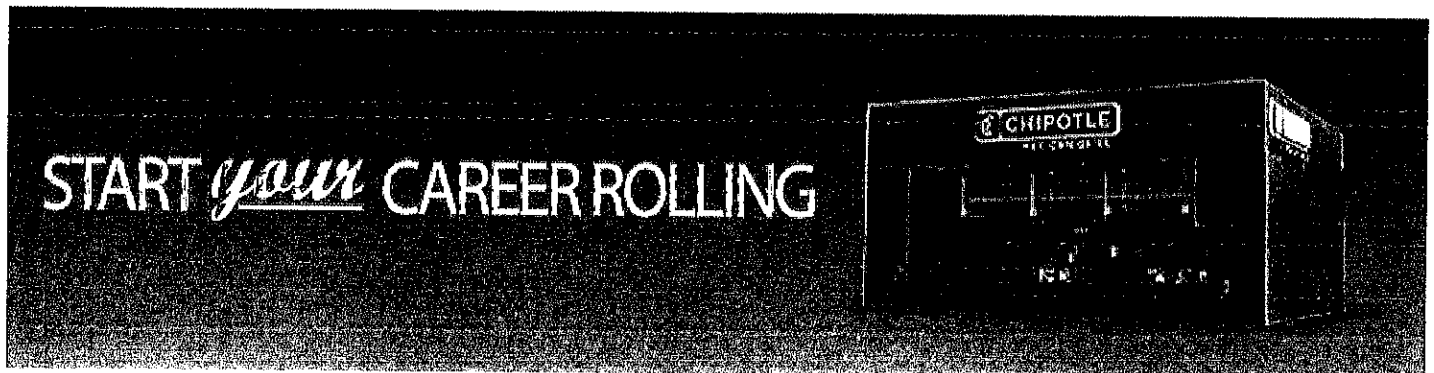
Start your career rolling with company that puts
Integrity above all else!
Apply now!

Job Snapshot

Employment Type	Full-Time
Job Type	Customer Service, Restaurant - Food Service, Entry Level
Education	Not Specified
Experience	Not Specified
Manages Others	Not Specified
Industry	Restaurant, Food
Required Travel	Not Specified
Job ID	15008495

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CAREERBUILDER TIP:

For your privacy and protection, when applying to a job online, never give your social security number to a prospective employer, provide credit card or bank account information, or perform any sort of monetary transaction.

EXHIBIT #3

Crew Member (Entry Level Food Service / Customer Service)

[Apply on Company Website](#)

Chipotle Mexican Grill - Corporate • Fresno, CA • 8/17/2015

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Job Description

Building the perfect burrito – and having fun doing it – is the first step to **building your career** at Chipotle. Sharpen your customer service and teamwork skills, learn to make great food, and get ready to grow. We are currently hiring for great Restaurant Crew Member jobs! Whether you have experience as a cashier, server, cook, prep



Chipotle Mexican Grill - Corporate

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cook, dishwasher, housekeeper, bartender, or no experience at all, this could be the perfect opportunity for you to eventually develop an entry level job into a retail management position. Both full time and part time positions are available. We believe in promoting from within and are looking to train and develop our next generation of leaders. If you are ready for one of the best entry level food service jobs out there, if you are dedicated to world-class customer service, and if you meet our qualifications, we want to talk with you!

Restaurant Crew Member (Entry Level Retail Food Service / Customer Service / Full-Time Part-Time)

Job Responsibilities

As a Restaurant Crew Member, your main responsibility will be to prepare and serve Chipotle's delicious food while providing our customers with the best possible dining experience. As this is an entry level retail role, we will teach you to consistently follow the proper recipes and procedures and adhere to our high standards regarding meal preparation, cleaning and sanitation, teamwork, and customer service.

Your specific duties in this entry level retail food service role will include:

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Contact Information

4978 N. Cedar Ave.
Fresno, CA

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**Restaurant Crew Member (Entry Level Retail
Food Service / Customer Service / Full-Time
Part-Time)**

Job Requirements

As a Restaurant Crew Member, you must have a positive and cheerful personality along with a strong work ethic and the motivation to learn and grow while providing the best in customer service. Teamwork is a big part of this job, and you should always be willing to pitch in to help when something needs to be done. It is also important that you have great communication skills and the ability to not only speak clearly, but also to listen attentively to both our guests and your coworkers.

Specific qualifications for this entry level retail food service position include:

- High school diploma or GED
- Commitment to providing excellent customer service
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- Professional appearance and attitude
- Desire to build an entry level retail position into a management career
- Ability to be cross-trained in all areas of the kitchen and line

The ideal candidate for this role will also exhibit the following characteristics:

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**Restaurant Crew Member (Entry Level Retail
Food Service / Customer Service / Full-Time**

Part-Time)

Benefits

As a Restaurant Crew Member with Chipotle, you will have **one of the best entry level retail restaurant jobs in the business** as you build a career with a financially strong and fast-growing company dedicated to providing high quality food and great customer service. We rarely hire our managers from outside of our organization because we prefer to **promote our managers from within**. In fact, we have had crew members advance through the ranks to **national positions** such as Executive Team Director. As our company continues to grow, you will find **virtually limitless opportunities to grow** right along with us.

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- Competitive pay
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**Restaurant Crew Member (Entry Level Retail
Food Service / Customer Service / Full-Time
Part-Time)**

Start your career rolling with company that puts
Integrity above all else!
Apply now!

Job Snapshot

Employment Type	Full-Time
Job Type	Customer Service, Restaurant - Food Service, Entry Level
Education	Not Specified
Experience	Not Specified
Manages Others	Not Specified
Industry	Restaurant, Food
Required Travel	Not Specified
Job ID	15008812

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CAREERBUILDER TIP:

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EXHIBIT #4

Crew Member (Entry Level Food Service / Customer Service)

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Chipotle Mexican Grill - Corporate • Fresno, CA • 8/17/2015

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Job Description

Building the perfect burrito – and having fun doing it – is the first step to **building your career** at Chipotle. Sharpen your customer service and teamwork skills, learn to make great food, and get ready to grow. We are currently hiring for great Restaurant Crew Member jobs! Whether you have experience as a cashier, server, cook, prep



Chipotle Mexican Grill - Corporate

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Restaurant Crew Member (Entry Level Retail Food Service / Customer Service / Full-Time Part-Time)

Job Responsibilities

As a Restaurant Crew Member, your main responsibility will be to prepare and serve Chipotle's delicious food while providing our customers with the best possible dining experience. As this is an entry level retail role, we will teach you to consistently follow the proper recipes and procedures and adhere to our high standards regarding meal preparation, cleaning and sanitation, teamwork, and customer service.

Your specific duties in this entry level retail food service role will include:

- Preparing meal orders accurately, neatly, and quickly
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Contact Information

5128 N. Palm Ave.
Fresno, CA

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**Restaurant Crew Member (Entry Level Retail
Food Service / Customer Service / Full-Time
Part-Time)**

Job Requirements

As a Restaurant Crew Member, you must have a positive and cheerful personality along with a strong work ethic and the motivation to learn and grow while providing the best in customer service. Teamwork is a big part of this job, and you should always be willing to pitch in to help when something needs to be done. It is also important that you have great communication skills and the ability to not only speak clearly, but also to listen attentively to both our guests and your coworkers.

Specific qualifications for this entry level retail food service position include:

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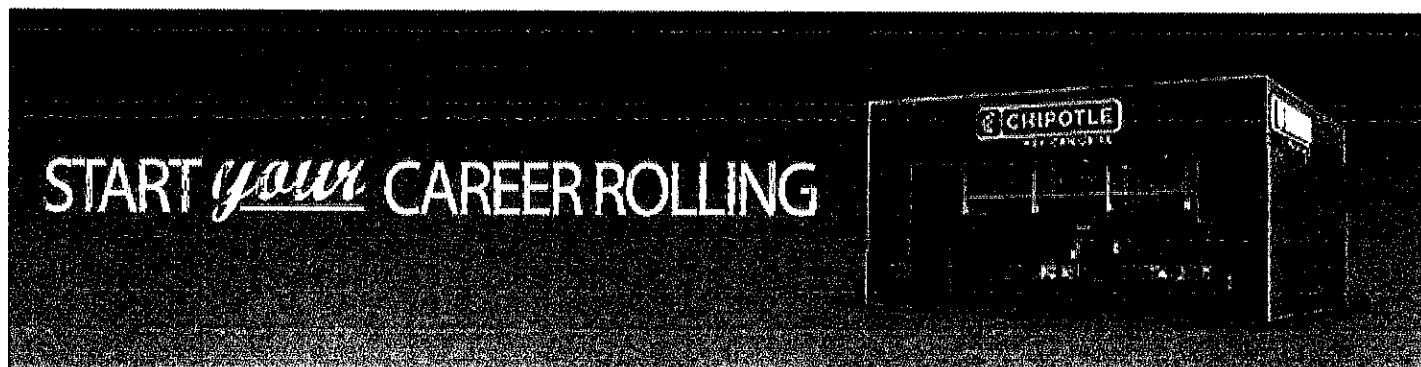
Start your career rolling with company that puts
Integrity above all else!
Apply now!

Job Snapshot

Employment Type	Full-Time
Job Type	Customer Service, Restaurant - Food Service, Entry Level
Education	Not Specified
Experience	Not Specified
Manages Others	Not Specified
Industry	Restaurant, Food
Required Travel	Not Specified
Job ID	15008748

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EXHIBIT #5

Crew Member (Entry Level Food Service / Customer Service)

[Apply on Company Website](#)

Chipotle Mexican Grill - Corporate • Fresno, CA • 8/17/2015

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Job Description

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Restaurant Crew Member (Entry Level Retail Food Service / Customer Service / Full-Time Part-Time)

Job Responsibilities

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Contact Information

521 East Shaw Avenue, Ste 107 107
Fresno, CA

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Food Service / Customer Service / Full-Time
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- Desire to build an entry level retail position into a management career
- Ability to be cross-trained in all areas of the kitchen and line

The ideal candidate for this role will also exhibit the following characteristics:

Conscientious, Respectful, Hospitable, High Energy, Infectiously Enthusiastic, Happy, Presentable, Smart, Polite, Motivated, Ambitious, Curious, Honest

**Restaurant Crew Member (Entry Level Retail
Food Service / Customer Service / Full-Time**

Part-Time)

Benefits

As a Restaurant Crew Member with Chipotle, you will have **one of the best entry level retail restaurant jobs in the business** as you build a career with a financially strong and fast-growing company dedicated to providing high quality food and great customer service. We rarely hire our managers from outside of our organization because we prefer to **promote our managers from within**. In fact, we have had crew members advance through the ranks to **national positions** such as Executive Team Director. As our company continues to grow, you will find **virtually limitless opportunities to grow** right along with us.

Here's some of what we have to offer:

- Competitive pay
- Opportunities for career advancement from entry level to supervisory and management roles
- Medical, dental, and vision for all part time and full time employees (where available)
- 401(k)
- Free food while you are on duty
- Discount on food when you are not working
- Paid breaks
- Free uniforms
- Bonus opportunities
- Paid vacation time for hourly employees
- Most major holidays off – Our restaurants are closed New Year's Day, Easter, Fourth of July, Thanksgiving, and Christmas (subject to change)
- No franchises – all of our restaurants are company-owned
- Fun work environment
- Full time and part time positions available

**Restaurant Crew Member (Entry Level Retail
Food Service / Customer Service / Full-Time
Part-Time)**

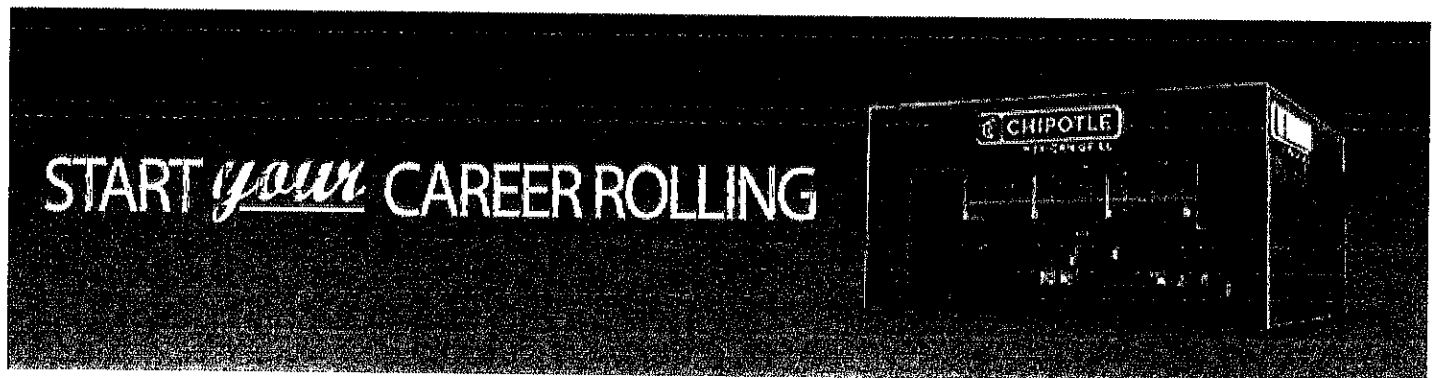
Start your career rolling with company that puts
Integrity above all else!
Apply now!

Job Snapshot

Employment Type	Full-Time
Job Type	Customer Service, Restaurant - Food Service, Entry Level
Education	Not Specified
Experience	Not Specified
Manages Others	Not Specified
Industry	Restaurant, Food
Required Travel	Not Specified
Job ID	15008856

[Apply on Company Website](#)

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EXHIBIT #6

Crew Member (Entry Level Food Service / Customer Service)

[Apply on Company Website](#)

Chipotle Mexican Grill - Corporate • Fresno, CA • 8/17/2015

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Job Description

Building the perfect burrito – and having fun doing it – is the first step to **building your career** at Chipotle. Sharpen your customer service and teamwork skills, learn to make great food, and get ready to grow. We are currently hiring for great Restaurant Crew Member jobs! Whether you have experience as a cashier, server, cook, prep



Chipotle Mexican Grill - Corporate

We aim to do a few things but do them exceptionally well. When Chipotle first

cook, dishwasher, housekeeper, bartender, or **no experience** at all, this could be the perfect opportunity for you to eventually **develop an entry level job into a retail management position**. Both **full time** and **part time** positions are available. We believe in **promoting from within** and are looking to **train and develop our next generation of leaders**. If you are ready for one of the best entry level food service jobs out there, if you are dedicated to world-class customer service, and if you meet our qualifications, we want to talk with you!

Restaurant Crew Member (Entry Level Retail Food Service / Customer Service / Full-Time Part-Time)

Job Responsibilities

As a Restaurant Crew Member, your main responsibility will be to prepare and serve Chipotle's delicious food while providing our customers with the best possible dining experience. As this is an entry level retail role, we will teach you to consistently follow the proper recipes and procedures and adhere to our high standards regarding meal preparation, cleaning and sanitation, teamwork, and customer service.

Your specific duties in this entry level retail food service role will include:

- Preparing meal orders accurately, neatly, and quickly
- Following recipes accurately and according to approved preparation processes
- Maintaining appropriate portion control and consistently monitoring food levels on the line
- Following Chipotle sanitation standards and maintaining proper handling and safety standards while preparing and cooking
- Learning all of our prep stations, including Tortilla, Salsa, Prep, Grill, Expo, and Take-Out
- Providing friendly, quality retail customer service to each Chipotle customer; taking feedback and direction from your supervisor to

opened its doors in 1993, the goal was simple: to serve high quality, delicious food quickly with an experience that not only exceeded, but redefined the fast food experience. As a fast-growing company, we're always looking for new people to join our team. Food with Integrity guides our business, including the way we treat our employees. We provide real opportunity for advancement and a fun, exciting work environment.

[Learn More](#)

Contact Information

80 E. Nees Avenue
Fresno, CA

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Chipotle Careers

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**Restaurant Crew Member (Entry Level Retail
Food Service / Customer Service / Full-Time
Part-Time)**

Job Requirements

As a Restaurant Crew Member, you must have a positive and cheerful personality along with a strong work ethic and the motivation to learn and grow while providing the best in customer service. Teamwork is a big part of this job, and you should always be willing to pitch in to help when something needs to be done. It is also important that you have great communication skills and the ability to not only speak clearly, but also to listen attentively to both our guests and your coworkers.

Specific qualifications for this entry level retail food service position include:

- High school diploma or GED
- Commitment to providing excellent customer service
- Ability to develop positive working relationships with the rest of your team
- Professional appearance and attitude
- Desire to build an entry level retail position into a management career
- Ability to be cross-trained in all areas of the kitchen and line

The ideal candidate for this role will also exhibit the following characteristics:

Conscientious, Respectful, Hospitable, High Energy, Infectiously Enthusiastic, Happy, Presentable, Smart, Polite, Motivated, Ambitious, Curious, Honest

**Restaurant Crew Member (Entry Level Retail
Food Service / Customer Service / Full-Time**

Part-Time)

Benefits

As a Restaurant Crew Member with Chipotle, you will have **one of the best entry level retail restaurant jobs in the business** as you build a career with a financially strong and fast-growing company dedicated to providing high quality food and great customer service. We rarely hire our managers from outside of our organization because we prefer to **promote our managers from within**. In fact, we have had crew members advance through the ranks to **national positions** such as Executive Team Director. As our company continues to grow, you will find **virtually limitless opportunities to grow** right along with us.

Here's some of what we have to offer:

- Competitive pay
- Opportunities for career advancement from entry level to supervisory and management roles
- Medical, dental, and vision for all part time and full time employees (where available)
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- Free food while you are on duty
- Discount on food when you are not working
- Paid breaks
- Free uniforms
- Bonus opportunities
- Paid vacation time for hourly employees
- Most major holidays off – Our restaurants are closed New Year's Day, Easter, Fourth of July, Thanksgiving, and Christmas (subject to change)
- No franchises – all of our restaurants are company-owned
- Fun work environment
- Full time and part time positions available

**Restaurant Crew Member (Entry Level Retail
Food Service / Customer Service / Full-Time
Part-Time)**

Start your career rolling with company that puts
Integrity above all else!
Apply now!

Job Snapshot

Employment Type	Full-Time
Job Type	Customer Service, Restaurant - Food Service, Entry Level
Education	Not Specified
Experience	Not Specified
Manages Others	Not Specified
Industry	Restaurant, Food
Required Travel	Not Specified
Job ID	15008791

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[Join Talent Network](#)

START *your* CAREER ROLLING



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EXHIBIT #7

Advertisement



Apply Today, Start Tomorrow! Entry Level Sales & Customer Service Rep - Management Opportunity

Apply Now

Pride Management Group • Fresno, CA • 8/18/2015

☆ Save Job ✉ Email ⚠ Report

99+ Applications Submitted for this Position

See education levels, salary, and years of experience. With our competition report, only with a Careerbuilder account.

Create Account

Job Description

Apply Today, Start Tomorrow! Entry Level Sales & Customer Service Rep - Management Opportunity

Are you looking for a career that gets you **EXCITED** to come to work everyday?

Are you looking for a **CAREER** rather than just a job?

Welcome to our Firm, where **NO 2 days** are the same!

Company Overview

Pride Management Group

Contact Information

Fresno, CA

SIMILAR JOBS

Retail & Customer Service Experience
Wanted for Full Time Entry Level
Management
Paid Training - Immediate Hire!

ALL POSITIONS AVAILABLE FROM

Our marketing firm has recently signed a huge client for this year! We specialize in the promotions and sales of the most exciting and well-known home improvement clients in the world today. Our direct methods are capable of reaching 90%-99% of our clients specific target market. With the commitment we've made to our clients and the use of our direct methods, we've continued to rapidly grow and expand

continued to rapidly grow and expand.

OUR FOCUS:

We are a company that performs promotions and client acquisition for some of the largest, most reputable, local and national organizations. With a fast growing product base, we are in the midst of a major expansion. Servicing a high volume of clients we currently have several immediate openings available in the following areas:

- Entry Level
- Sales / Promotions
- Advertising / Marketing
- Management Opportunities
- College Internship Opportunities

OUR CULTURE:

The daily work environment at our Firm is fun, fast-paced, and inspirational. Every day is filled with new challenges and opportunities. Do you want to have a more challenging career? Would you enjoy more money with management opportunities? At our location, renowned for creativity and innovation, we pride ourselves on being different, forward thinking and fun. When you're a part of our family, you'll be a part of the "can do" atmosphere that makes our company unlike any other.

MANAGEMENT TO ADMINISTRATION
Pride Management Group

Distribution Associate
Ultimate Staffing Services

Sales Associate - Fresno, CA
Boyd Coffee Company

Customer Service - Apply For Open
Positions Now
American Income Life Insurance

For Immediate Consideration apply online!

Job Requirements

- Entry level or experienced
- Great people skills
- Positive attitude
- Strong work ethic
- Confidence

- Professionalism
- Ability to step outside your comfort zone
- Start Immediately
- **Must have a vehicle***

No experience is required. Certain backgrounds or experiences are beneficial. The following college degrees and experiences are preferable:

- 2 - 4 Years of Military Experience
- Business
- Business Administration
- Collegiate Athletic Experience
- College Graduates
- College Internships
- Communications
- Customer Service
- Entrepreneurship
- Food Server
- Hospitality
- Hotel
- Management
- Marketing
- Psychology
- Public Relations
- Restaurant
- Retail
- Sales
- Sociology
- Sports Management

account executive, account exec, account representative,
account rep, account manager, account management, sales rep,
sales representative, sales exec, sales executive, field sales, ad
sales, marketing sales, promotional sales, publishing sales,
mortgage sales, loan sales, loan officer, inside sales, outside
sales, direct sales, sales professional, sales associate,
telemarketing, cold caller, cold calling, salesman, saleswoman,
salesperson Marketing, Promotions, Sports, Sales, Customer
Service, Public Relations, Human Resources, Entry Level, Career
Builder related words: Sales, Customer Service, Manager,
Management, Manage, Marketing, Management,
Administrative, Administrative Assistant, Human Resources,
Receptionist, Entry Level, , Customer Service, Assistant,
Advertising, Supervisor, Public Relations, Office, Payroll, Admin,
Training, Human Resources, Operations, Office Manager,
General, Executive, Vice President, Sales, Manager, All,
Recruiter, Entrepreneur, PR, P.R., Advertising, C Marketing
Management, Entry Level Management, Entry-Level
Management, Entry Level Sales, Entry-Level Sales, Entry Level
Marketing, Entry-Level Marketing, Entry Level College Grad,
Entry-Level College Grad Training, General, Sales, Manager, All,
Recruiter, Entrepreneur, PR, P.R., Advertising, Inventory,
Internship, Entry-Level, College Graduate, College Grad, High
School Graduate, High-School Graduate, High School Grad,
Marketing Management, Entry Level Management, Entry-Level
Management, Entry Level Sales, Entry-Level Sales, Entry Level
Marketing, Entry-Level Marketing, Entry Level College Grad,
Entry-Level College

Job Snapshot

Other Pay	Excellent Compensation Package and Incentives
Employment Type	Full-Time
Job Type	Entry Level, Customer Service, Marketing
Education	Not Specified
Experience	Not Specified
Manages Others	Not Specified
Industry	Advertising, Other Great Industries, Retail
Required Travel	Not Specified

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EXHIBIT #8

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Front Desk Receptionist (Clerical Office As...

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Security Officer

US Security Associates • Fresno, CA • 9/14/2015

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[Apply on Company Website](#)

Job Description

Company Overview



US Security Associates

U.S. Security Associates was established as Advance Security Engineering in 1955 in Atlanta, Georgia, to provide security guard services. Over the next five decades, USA expanded its operations to 145 cities in 45 states, and now employs over 36,000 ...

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Contact Information

Fresno, CA

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SIMILAR JOBS

Public Safety - Military Police / Law
Enforcement / Firefighters
United States Army

U.S. Security Associates, Inc. (USA) engineers high-value security solutions for over 2,800 clients throughout the country. As one of the nation's largest uniformed guard service providers, we attribute our success to continually investing in security program design and support, offering above-average security officer wages, providing superior background screening, training and supervision, and the most responsive customer service in the industry.

Security Officer Description: Under direct supervision, patrols assigned area to ensure protection of clients, visitors, property and equipment. Will be providing escorts. Controls and monitors access ingress and egress out of assigned site and monitors burglar and fire alarm systems as required.

- Patrols assigned area on foot, on bicycle, or in motor vehicle, as assigned, to ensure personal, building, and equipment security.
- Examines doors, windows, and gates to ensure security; uses client keys to open and close buildings; monitors closed buildings for unauthorized persons and/or suspicious activities.
- Informs and warns violators of rule infractions, such as loitering, smoking, or carrying forbidden articles.
- Provides escort services as necessary.
- Watches for and reports irregularities, such as security breaches, facility and safety hazards, and emergency situations; contacts emergency responders, such as police, fire, and/or ambulance personnel, as required.
- Remains alert for the presence of unauthorized persons and/or security code violators; approaches suspicious persons and/or notifies police as appropriate; may confront and detain violators, as required, until police arrive.
- Performs periodic checks of emergency call boxes and/or call box lights to ensure proper functioning; reports malfunctions as required.
- Prepares routine, standardized reports and notifications to off site security director.
- May provide specialized security in complex operational areas, requiring specific knowledge of the operating environment.
- Performs miscellaneous job-related duties as assigned

Job Requirements

MINIMUM JOB REQUIREMENTS

High school diploma or GED with at least 6 months of security experience and at least 3-6 years of working experience. Must have a clean criminal background, no felonies or misdemeanors in your past. Must be drug free. You will be given a drug screen. You will need to pass 8 hours of orientation/training. You must have your own transportation, and a telephone.. Applicants must have flexibility to work any shift and weekends as required.

KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED:

Current CPR/AED certification is mandatory. Must possess excellent oral and written communication skills.

- Ability to react calmly and effectively in emergency situations.
- Ability to detect problems and report information to appropriate personnel.
- Ability to complete routine paperwork

Job Snapshot

Employment Type	Full-Time/Part-Time
Job Type	Customer Service
Education	High School
Experience	At least 1 year(s)
Manages Others	Not Specified
Relocation	No
Industry	Law Enforcement, Security
Required Travel	None
Job ID	206Stockton

Apply on Company Website

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EXHIBIT #9



Get smarter
with your space.

Inventory Associate Dist **413 - Fresno, CA**

[Apply on Company Website](#)

RGIS • Fresno, CA • 9/5/2015

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14 Applications
Submitted for
this Position

**See education levels, salary, and
years of experience.**

With our competition report, only with a
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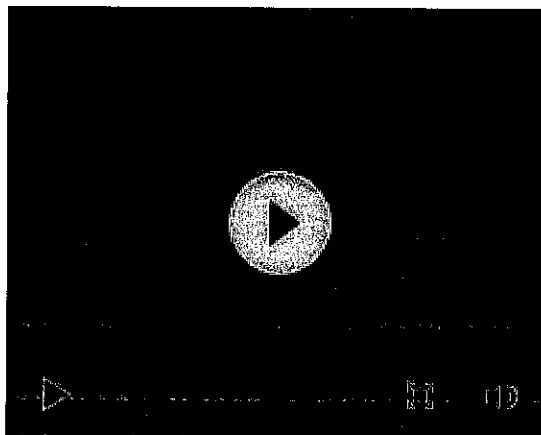
Job Description

Inventory Associate

Whether you want to work to have extra money to pay bills, or find a rewarding, new career, RGIS is the company for you!

Global market leader needs reliable individuals that find rapid change exhilarating, enjoy flexible hours & schedules, and have a desire to grow in a company that will notice your hard work! RGIS is that company!

Company Overview



Did you know that the majority of our management team started part-time?

As one of our Inventory Associates, you will have the opportunity to be promoted quickly through our Fast Track program* that begins on your first day. After the completion of each phase, another door is opened to ensure rapid success at the world's leading Inventory Company. In fact, many of our current, top executives started years ago as an Inventory Associate. So if you are tired of endless jobs, are dependable and willing to work hard, RGIS would be pleased to have you on our team.

We Provide

- On-the-job paid training
- Part-time Opportunity for advancement after just 5 inventory events
- Promotional opportunities
- Competitive team atmosphere
- New job locations daily
- Flexible hours

Job Requirements

- Access to reliable transportation
- Ability to work accurately in a fast-paced environment
- Ability to work assigned shifts on a flexible schedule with varying hours

Physical Requirements

- Prolonged standing with occasional walking (frequent)
- Repetitive motions requiring use of both wrists and hands as well as fingers (frequent)
- Low level positions: squatting, kneeling, and crouching (frequent)
- Use of ladders and step stools up to 8 steps high (frequent)
- Able to lift and carry items up to 25 pounds (occasional)

Qualifications

- No experience needed
- 18 years of age required
- A positive attitude towards others

RGIS

Get smarter
with your space.

RGIS

RGIS is the market leader in supply chain, inventory, insights, merchandising and optimization solutions. Our services include but are not limited to: inventories, supply chains, compliance audits, store mapping, merchandising, resets and remodels, staffing solutions and optimization. We deploy employees in more than 40 countries, offering our customers unsurpassed geographic coverage and unique tools and processes to ensure accuracy, reliability and efficiency.

Learn More

Contact Information

Fresno, CA

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- Strong work ethic and team player

We are a committed Equal Employment Opportunity employer who maintains a drug free work environment.

Inventory Associate - Dist ...

RGIS - Fresno, CA - 9/5/2015

☆ Save Job

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Apply on Company Website

All qualified applicants will receive consideration for employment without regard to their protected veteran status and will not be discriminated against on the basis of disability.

This job is available in the following locations: USA-CA-Fresno, USA-CA-Merced

Job Snapshot

Employment Type	Full-Time
Job Type	Inventory, Retail
Education	Not Specified
Experience	Not Specified
Manages Others	Not Specified
Industry	Retail
Required Travel	Not Specified
Job ID	INV00255

Apply on Company Website

home (<http://jobs.jcp.com/>)
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faq (<http://jobs.jcp.com/pages/faq>)
site map (<http://jobs.jcp.com/pages>)
sign in (https://hrjcpypd-dmz.oracleoutsourcing.com/psc/PJCPY2/EMPLOYEE/HRMS/c/HRS_HRAM.HRS_APP_SCHJOB.GBL?Page=HRS_APP_SCHJOB&Action=U&TargetFrameName=None&FOCUS=Applicant)

JCPenney Careers (<http://jobs.jcp.com/>)

EXHIBIT #10

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Search Keywords

City, State, or Zip

within (miles): ☐ 5 ☒ 10 ☐ 15 ☐ 25

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Customer Service Specialist

Location: Fresno, CA, United States (<http://jobs.jcp.com/jobs/location/39707/fresno-ca-united-states>) - Fresno Fashion Fair 555 E Shaw Ave (/jobs/search?c[jobaddress]=Fresno Fashion Fair 555 E Shaw Ave)

Job ID: 1001022

Date: September 10, 2015

Job Description

General Description

Do you like serving customers and doing everything you can to make them happy? Do you like working in a fast and ever changing environment, with the latest fashion? Well being a Customer Service Specialist at JCPenney might be the position for you! Come be a part of our team. The Customer Service Specialists role is to always be on the lookout for customers that need assistance or merchandise that needs to be reset. Responsibilities Assists customers You seek out customers and do whatever you can to make their experience great. You listen, you help, and you make them want to come back! Adjusts to customer flow You're always on the move and making sure that you are available to provide assistance to customers or your teammates. Maintains product presentation You are always making adjustments to display the latest fashion and merchandise trends after the customer has taken time to explore all of our great products! Replenishes products You've got your finger on the pulse of the customer; you know when merchandise is getting low and you know just where to get more to ensure all of our customers have the styles and sizes they need! Participates in a learning environment You're like a sponge, ready to absorb new information from your peers or training materials on our merchandise or business processes. Skills and Characteristics: Build Trust: You demonstrate character and integrity in your actions, you show the courage to do what's right, and you do great work because you have the right skill and experience. Work with Others: You're a team player who willingly shares information, you enjoy providing outstanding service, and you build positive working relationships. Drive Results: You use your abilities to think critically, solve problems and take action to get things done and make things better. Adaptability You are a chameleon. You can change directions on a dime. You can do something one day and do it completely differently the next without missing a beat. Passion for Retail You love the retail environment. You love being on your feet, moving around, handling merchandise, and making people HAPPY!

Job Title: Customer Service Specialist

Location: Fresno, CA, United States (<http://jobs.jcp.com/jobs/location/39707/fresno-ca-united-states>) - Fresno Fashion Fair 555 E Shaw Ave (/jobs/search?c[jobaddress]=Fresno Fashion Fair 555 E Shaw Ave)

Job ID: 1001022

J.C. Penney Company Inc.
Plano, Texas

Apply for this Job (http://jobs.jcp.com/jobs/2666145-customer-service-specialist-428/apply?tm_src=326)

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http%3A%2F%2Fjobs.jcp.com%2Fjobs%2F2666145-customer-service-specialist--428%3Ftm_job%3D1001022-1A%26tm_event%3Dview%26tm_company%3D1447%26bid%3D326)
Share on Facebook (http://www.facebook.com/sharer.php?u=http%3A%2F%2Fjobs.jcp.com%2Fjobs%2F2666145-customer-service-specialist--428%3Ftm_job%3D1001022-1A%26tm_event%3Dview%26tm_company%3D1447%26bid%3D326&t=Customer%20Service%20Specialist%20in%20Fresno%2C%20CA%20-%20JCPenney%20Careers)
Tweet (https://twitter.com/intent/tweet?original_referer=http%3A%2F%2Fjobs.jcp.com%2Fjobs%2F2666145-customer-service-specialist--428%3Ftm_job%3D1001022-1A%26tm_event%3Dview%26tm_company%3D1447%26bid%3D326&source=tweetbutton&text=Customer%20Service%20Specialist%20in%20Fresno%2C%20CA%20-%20JCPenney%20Careers&url=http%3A%2F%2Fjobs.jcp.com%2Fjobs%2F2666145-customer-service-specialist--428%3Ftm_job%3D1001022-1A%26tm_event%3Dview%26tm_company%3D1447%26bid%3D326)
Share on LinkedIn (http://www.linkedin.com/shareArticle?mini=true&url=http%3A%2F%2Fjobs.jcp.com%2Fjobs%2F2666145-customer-service-specialist--428%3Ftm_job%3D1001022-1A%26tm_event%3Dview%26tm_company%3D1447%26bid%3D326&title=Customer%20Service%20Specialist%20in%20Fresno%2C%20CA%20-%20JCPenney%20Careers)
+1 on Google (https://plusone.google.com/_/+1/confirm?hl=en&url=http%3A%2F%2Fjobs.jcp.com%2Fjobs%2F2666145-customer-service-specialist--428%3Ftm_job%3D1001022-1A%26tm_event%3Dview%26tm_company%3D1447%26bid%3D326)

f (<http://www.facebook.com/jcp>) **t** (<http://twitter.com/jcpcareers>)
in (<http://www.linkedin.com/company/jcpenny>) **y** (<http://www.youtube.com/user/jcpenny>)
career search (/jobs/search) corporate (/pages/corporate) in-store (/pages/in-store)
supply chain (/pages/supply-chain) military/veterans (/pages/military)
college/internship (/pages/college-internship)
home (<http://jobs.jcp.com/>)
about jcpenny (<http://ir.jcpenny.com/phoenix.zhtml?c=70528&p=irol-homeprofile>) faq (/pages/faq)
site map (<http://jobs.jcp.com/pages>)
sign in (https://hrjcpyprd-dmz.oracleoutsourcing.com/psc/PJCPY2/EMPLOYEE/HRMS/c/HRS_HRAM.HRS_APP_SCHJOB.GBL?Page=HRS_APP_SCHJOB&Action=U&TargetFrameName=None&FOCUS=Applicant)

jcpenny is an equal opportunity employer. Applicants for employment who have a disability should call 1-888-879-2641 or email eeo-sm@jcp.com (<mailto:eeo-sm@jcp.com>) to request assistance and/or a reasonable accommodation. The person responding will not have access to information concerning the status of applications.

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CAREERS

DicksSportingGoods.com | Candidate Login | Register



EXHIBIT #11 Job Cart (0)

CAREERS HOME STORES STORE SUPPORT CENTER DISTRIBUTION eCOMMERCE UNIVERSITY RELATIONS ABOUT US

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CUSTOMER SERVICE SPECIALIST

Job ID: 5039396 Apply Save to Job Cart
Location: Clovis, CA

Every associate at DICK'S Sporting Goods is united by a common thread – our PASSION for the sports we love! Every position on our team, whether full-time or part-time, offers the same great opportunity. Each day, we have the chance to share our passion with sports-loving customers who depend on and appreciate our expertise.

Duties:

- Provide register coverage and process all customer and associate transactions at the registers.
- Perform all cash office functions and ensure that the front end is supplied with the necessary resources for register functions
- Serve as primary customer service provider at the front end and liaison between customers and management
- Ensure customers receive outstanding service by adhering to and enforcing customer service programs
- Handle all situations that involve firearms passing through the front end and ensure compliance with firearms safety policy and procedure

Skills:

- Candidates must be flexible in working a rotating schedule including evenings, weekends, and holidays
- Ability to provide outstanding customer service
- Ability to direct front end operations effectively
- Knowledge of customer service standards and procedures
- Knowledge of basic cash management procedures

Experience:

1-2 years of Retail Cashier and/or Sales experience preferred

Bring your passion for sports to Dick's Sporting Goods and enjoy:

- Competitive Pay
- Flexible Schedules
- Associate Discount
- Does not apply to seasonal/temporary positions

For complete details on our benefits offerings, please visit the "[About Us/Rewards & Benefits Section](#)" of our career site.

Interviews by appointment only.

DICK'S Sporting Goods, Inc., a Fortune 500 American corporation, is an authentic full-line sports and fitness specialty omni-channel retailer offering a broad assortment of high quality, competitively-priced brand name sporting goods equipment, apparel and footwear in a specialty store environment. The Company also owns and operates Field & Stream Stores, True Runner, and Golf Galaxy, LLC, a golf specialty retailer. The Company has eCommerce websites and catalog operations for both DICK'S Sporting Goods and Golf Galaxy. The Company's headquarters is located in Coraopolis, Pennsylvania. For additional information, visit our [Investor Relations](#) page.

Dick's Sporting Goods is an Equal Opportunity Employer.

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JOB TITLE	LOCATION
Golf Technician	Clovis, CA
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Footwear Sales Associate	Clovis, CA
Operations Associate	Clovis, CA
<u>Apparel Sales Associate</u>	Clovis, CA

1225 Herndon Ave
Clovis, CA
(559) 322-4628

Job Details

**Requisition
Number** T15-11006

Title Traveling Inventory Associate- Retail- Entry Level

City Fresno

State Ca

Country United States

Description

Full time or part time hours available! WIS International is hiring Retail Inventory Associates to help in this growth of our business. No Experience Necessary. If you like working in a new location every day, and being part of a team...this is the opportunity for you!

Retail Inventory Associates work remotely at our customer's stores and warehouses to count their inventory. **Traveling crews typically leave on Sunday or Monday and return Thursday evenings. While traveling, the company provides lodging and supplements meals.**

Qualifications:

- 18 years of age or older
- Ability to constantly walk, move about and bend as well as frequently climb and reach with or without reasonable accommodation
- Professional and respectful of self and others
- Provides excellent customer service

"Your Choice" for Incremental Income:

- Variety
- Weekly Pay
- Excellent Referral Bonuses
- Advancement Opportunities
- Paid Training

"Your Time" to join a winning team!

WIS International remains one of the world's leading inventory and retail service providers. WIS is aggressively pursuing and winning businesses daily..

1-877-659-9219 or w3.wisintl.com/job-search • www.wisintl.com

WIS thanks all applicants in advance, but will only contact those we wish to interview.

Applicants ONLY. WIS International does not accept unsolicited resumes or applications from agencies.

- We are an Equal Opportunity Employer.
- Please view Equal Employment Opportunity Posters provided by OFCCP here.

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job title, keywords or company

where:

Fresno, CA

city, state, or zip

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\$10 an hour

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We buy and sell Diabetic unwanted or unused diabetic test strips

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EXHIBIT #13

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Job Description

Customer Service Representative Fresno California (Job Number: CUS06857)

General Summary:

As a **Family Dollar** Customer Service Representative you will be responsible for providing exceptional service to our customers. Key priorities include greeting customers, assisting them with selection of merchandise, completing transactions, and answering questions regarding the store and merchandise.

Principle Duties & Responsibilities:

- Provides customer engagement in positive and approachable manner.
- Assists in maintaining a clean, well-stocked store for customers during their shopping experience.
- Helps in the unloading of merchandise from delivery trucks, organizes merchandise, and transports merchandise from stockroom to sales floor.
- Independently stocks shelves and recovers merchandise in the store.
- Accurately handles customer funds and processes transactions using the POS system.
- Remains constantly aware of customer activity to ensure a safe and secure shopping environment.
- Performs all other duties as assigned in order to maintain an effective and profitable store operation.

Position Requirements:

Education: Prefer completion of high school or equivalent. Ability to follow directives and interpret retail operational documents as assigned.

Experience: Prefer experience working in retail, hotel, restaurant, grocery, or drug store environments.

Physical Requirements: Ability to regularly lift up to 40 lbs. (and occasionally, up to 55 lbs.) from floor level to above shoulder height; must be able to meet demands of frequent walking, standing, stooping, kneeling, climbing, pushing, pulling, and repetitive lifting, with or without reasonable accommodation.

Availability: Ability to work flexible, full-time schedule to include days, evenings, weekends and holidays.

Skills & Competencies: Customer Focus, Developing Potential, Results Driven, Strong Organizational Skills, Communication Skills, Problem Solving/Decision Making, Job Knowledge and Relationship Management.

Job: Customer Service Team Members

Primary Location: CA-Fresno-10403/W CA FRESNO
10403/W CA FRESNO 1950 W OLIVE Fresno 93728

Job Level: Entry Level

Education Level: High School Diploma/GED (±11 years)

Shift: Variable

Travel: No

Background Check Required: Yes

Drug Screen Required: Yes

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EXHIBIT #14

Job Details

Requisition
Number
Title
City
State
Country
Description

15-15084

Inventory Associate- Retail- Entry Level

Presno

CA

United States

Full time or part time hours available! WIS International is hiring Retail Inventory Associates to help in this growth of our business. No Experience Necessary. If you like working in a new location every day, and being part of a team...this is the opportunity for you!

Retail Inventory Associates work remotely at our customers' stores and warehouses to count their inventory during the early morning, evening and weekends.

Qualifications:

- 18 years of age or older
- Ability to constantly walk, move about and bend as well as frequently climb and reach with or without reasonable accommodation
- Professional and respectful of self and others
- Provides excellent customer service

"Your Choice" for incremental income:

- Flexible Schedules
- Variety
- Weekly Pay
- Excellent Referral Bonuses
- Advancement Opportunities
- Paid Training

"Your Time" to join a winning team!

WIS International remains one of the world's leading inventory and retail service providers. WIS is aggressively pursuing and winning businesses daily.

WIS thanks all applicants in advance, but will only contact those we wish to interview.

Applicants ONLY. WIS International does not accept unsolicited resumes or applications from agencies.

- We are an Equal Opportunity Employer.
- Please view Equal Employment Opportunity Posters provided by OFCCP [here](#).

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Job Reference: SS29202
Number of Positions: 4
Job Category: Security/Protective Services
Contract Type: Full Time
Salary: £0 - £0
Location: Fresno
G4S Region: Americas
Country: United States

EXHIBIT #15

G4S Business Unit: Secure Solutions
Closing Date: September 30, 2015

G4S SECURE SOLUTIONS USA
2519 W. SHAW AVE #109
FRESNO, CA 559-244-0843

Job Introduction:

The world's leading private security organization, G4S, has an immediate job opportunity for a Traditional Security Officer. G4S is a security provider for the United States government, fortune 500 companies, nuclear power plants, oil and gas companies, airport, ports, banks, hospitals, factories, warehouses, commercial facilities, residential communities and much more.

G4S offers job security, excellent pay and benefits, and career opportunities. We offer entry level careers, management careers, sales careers and executive careers across the United States and internationally.

Role Responsibility:

- Perform security patrols of designated areas on foot or in vehicle
- Watch for irregular or unusual conditions that may create security concerns or safety hazards
- Sound alarms or call police or fire department in case of fire or presence of unauthorized persons
- Warn violators of rule infractions, such as loitering, smoking or carrying forbidden articles
- Permit authorized persons to enter property and monitors entrances and exits
- Observe departing personnel to protect against theft of company property and ensure that authorized removal of property is conducted within appropriate client requirements
- Investigate and prepare reports on accidents, incidents, and suspicious activities
- Provide assistance to customers, employees and visitors in a courteous and professional manner

The Ideal Candidate:

Education, Licenses and Certifications Required

- Must possess a high school diploma or equivalent
- Must possess a current and valid Bureau of Security and Investigative Services (BSIS) Security Officer License issued by the State of California
- Pass a State licensing test if driving a company-owned or client-provided vehicle

Type and Length of Specific Experience Required

- If previously employed, meaningful and verifiable work history

Skills Required

- Ability to operate radio or telephone equipment and/or console monitors
- Ability to interact cordially and communicate with the public
- Effective oral and written communication skills
- Active listening skills
- Ability to assess and evaluate situations effectively
- Ability to identify critical issues quickly and accurately
- Attention to detail

Other

- Must be at least 18 years old or the minimum age required by the State
- Must be a U.S. citizen or a foreign citizen authorized to legally work in the United States
- Must have access to reliable transportation
- Must not use illegal drugs. Must be able to pass a drug test with negative results (except when undergoing documented medical treatment).
- Must submit to an extensive background check, including criminal history, personal references, employment and education verifications, and Department of Motor Vehicle and credit checks if applicable
- Must be able to provide, upon job offer, a DD214 discharge document with discharge status indicated, if prior military
- Upon acceptance of a job offer, must be able to pass the following:
 - MMPI - Psychological testing, if armed or otherwise required
 - Physical exam, if armed or required by client contract

Physical Requirements and Environment

Environment: Indoor and outdoor, temperature ranges from moderate to extreme cold and heat

Major activity: Walking, standing, speaking, listening, observing

Physical efforts to carry out job duties: Standing, walking, and sitting. Minimal to no stooping or kneeling.

EOE Minority/Female/Disabled/Veteran

**G4S is an Equal Opportunity/Affirmative Action Employer
and an Alcohol- and Drug-Free Workplace**

If you have any questions regarding Equal Employment Opportunity, Affirmative Action or Diversity and Inclusion, or have difficulty using the online system and require an alternate method to apply, please contact our Corporate Human Resources Department at (800) 506-6265.

[Apply for this job](#)

People who applied for this job also applied for:

- [Bank Protection Flex Officer \(Fresno, CA\)](#)
Salary: \$12.89
Location: Fresno

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EXHIBIT #16

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Job Description

Customer Service Representative Fresno California (Job Number: CUS05646)

General Summary:

As a Family Dollar Customer Service Representative you will be responsible for providing exceptional service to our customers. Key priorities include greeting customers, assisting them with selection of merchandise, completing transactions, and answering questions regarding the store and merchandise.

Principle Duties & Responsibilities:

- Provides customer engagement in positive and approachable manner.
- Assists in maintaining a clean, well-stocked store for customers during their shopping experience.
- Helps in the unloading of merchandise from delivery trucks, organizes merchandise, and transports merchandise from stockroom to sales floor.
- Independently stocks shelves and recovers merchandise in the store.
- Accurately handles customer funds and processes transactions using the POS system.
- Remains constantly aware of customer activity to ensure a safe and secure shopping environment.
- Performs all other duties as assigned in order to maintain an effective and profitable store operation.

Position Requirements:

Education: Prefer completion of high school or equivalent. Ability to follow directives and interpret retail operational documents as assigned.

Experience: Prefer experience working in retail, hotel, restaurant, grocery, or drug store environments.

Physical Requirements: Ability to regularly lift up to 40 lbs. (and occasionally, up to 55 lbs.) from floor level to above shoulder height; must be able to meet demands of frequent walking, standing, stooping, kneeling, climbing, pushing, pulling, and repetitive lifting, with or without reasonable accommodation.

Availability: Ability to work flexible, full-time schedule to include days, evenings, weekends and holidays.

Skills & Competencies: Customer Focus, Developing Potential, Results Driven, Strong Organizational Skills, Communication Skills, Problem Solving/Decision Making, Job Knowledge and Relationship Management.

Job: Customer Service Team Members

Primary Location: CA-Fresno-10435/W CA FRESNO
10435/W CA FRESNO 1810 E JENSEN AVE Fresno 93706

Job Level: Entry Level

Education Level: High School Diploma/GED (±11 years)

Shift: Variable

Travel: No

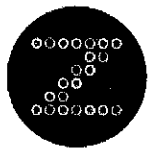
Background Check Required: Yes

Drug Screen Required: Yes

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EXHIBIT #17

Team Member

CREAM Fresno

APPLY

1760 E. BARSTOW AVE
FRESNO, CA
559-400-6909

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Description

We are looking for passionate, hardworking people who are willing to go the extra mile for a customer or fellow team member. If your great attitude, smile and positive energy are your most valuable assets please apply, we will teach

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Requirements/Responsibilities

Each Team Member is responsible for helping with all operational aspects of the CREAM store that includes but is not limited to: customer service, opening and closing procedures, and contributing to a positive work environment.

- Outgoing, fun and friendly personality with focus on customer service & satisfaction
- Help contribute to a positive team environment
- No experience required
- Outgoing, fun and friendly
- Food Handlers Certificate
- Ability to work a flexible schedule; days, nights, weekends, and holidays
- Ability to learn quickly
- Ability to understand and carry out oral and written instructions and request clarification when needed
- Ability to work as part of a team
- Strong interpersonal skills

Physical Requirements:

- Must be able to stand for long periods of time
- Climbing, reaching, walking, sitting, grasping, repetitive motions, a great deal of smiling
- Able to bend and lift up to 50 lbs.

*The physical demands and work environment characteristics described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Compensation:

- Hourly + tips

Special Instructions

Please do not send any emails, resumes, or call.
We are making it really easy to apply for this position.

Simply submit a ZippyApp application package which may include the Common Employment Application, Resume, and a Cover Letter. In your Cover Letter, please write a short paragraph describing yourself and why you would make a great addition to our team.

Press the Apply button to get started now. If you don't already have a ZippyApp account, follow the on-screen instructions to create one.

ZippyApp is the Common Employment Application for online and mobile that allows you to apply for jobs with one click, and is being accepted at a growing number of businesses each day.

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CREAM Fresno



what:

no experience

job title, keywords or company

where:

Fresno, CA

city, state, or zip

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EXHIBIT #18

Cook/Prep Cook

Doy Grill - Fresno, CA

Job Overview:

- Perform routine food service activities according to established operational policies and procedures.
- Demonstrates basic knowledge of menu and responds to guest inquiries and concerns in a courteous manner.
- People Oriented-Enjoys working with our guests and fellow associates, possess good communication and interpersonal skills

* Growth Oriented-Knows that learning and growth are keys to personal and professional success and is willing and able to share with others.

- Greet and serve customers with quality food and service.
- Assist in ensuring a clean, safe and well-organized restaurant.
- Follow food and restaurant safety standards and guidelines.
- Attention to detail in food/service quality and cleanliness. Ensure a constant and adequate supply of ingredients is prepared according to company specifications and local health regulations.
- We offer paid training to prepare you for success.
- Consistently and accurately using prep sheets, cleanliness list, and station checklists
- Opportunities for growth into Management positions.
- Some high school, 0-1 year related experience.
- Applies basic knowledge of steam table operations and serving protocols

ADA Statement:

While performing duties, counter areas are often hot with steam from steam table and food vapors. Work space is restricted and employees are expected to remain standing for long periods of time. Employees must prepare hot and cold foods, use a cook knife and other kitchen equipment and work quickly without losing accuracy. Employees may be required to lift up to 50 lbs., stand for up to four hours and reach across counter tops measured at 36 inches to serve customers. Kitchens are hot and noise levels are usually high; storage space is limited and shelving is high.

The ideal candidate will:

- Have the ability to develop positive working relationships with all restaurant employees and work as part of a team by helping others as needed or requested.
- Have the ability to speak clearly and listen attentively to guests and other employees
- Have the ability to maintain a professional appearance at all times and display a positive and enthusiastic approach to all assignments
- Be able to exhibit a cheerful and helpful attitude, and provide exceptional customer service
- Be able to adapt to changing customer volume levels with a sense of urgency
- Have the ability to demonstrate a complete understanding of the menu
- Be able to follow instructions for recipes and sanitation guidelines
- Have the ability to be cross-trained in all areas of the kitchen and line

* We are now hiring for all positions. We are conducting open interviews Tuesdays and Thursdays between 2-4pm. We are located at 1845 E Herndon Ave. (Next to Starbucks)

At Doy Grill we don't have multiple job titles for our entry level employees but all of our crew will play the role of dishwasher, cashier, server, host, cook, prep cook, etc. so be prepared to learn a lot and work hard if you join the team

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EXHIBIT #19

Job Description

Hospital Valet Parking Attendant - Fresno, CA - FRE00109

Description

Who is Towne Park? We're 10,000+ teammates delivering specialized hospitality services to 650 locations nationwide, ranging from boutique hotels and sprawling luxury resorts to downtown healthcare campuses and local medical centers. We're 10,000+ teammates brightening the days of millions of guests as their first and last interaction at our locations. We're 10,000+ teammates who believe in giving people like you countless opportunities to learn and grow!

For over 25 years, Towne Park has continued to deliver specialized hospitality services that include valet parking and self-parking management, door and bell, concierge, transportation, greeter and patient transport services – all with the goal of enhancing the service experience.

Towne Park's unique culture includes a collaborative, social work environment that fosters high visibility and career progression. Our track record of success and growth has resulted in seven appearances on the Inc. 500|5000 List of the fastest-growing private companies since 2007.

Consider joining Towne Park if you're Driven To Serve®. Please visit www.townepark.jobs to apply today!

Towne Park is an Equal Opportunity Employer (EOE).

What does Towne Park have to offer?

- Competitive pay and benefits
- Unmatched flexibility – Whether you are looking for a part-time job to work around school and other obligations or a job that offers more stable hours, we have a schedule that will fit your needs
- Simply put – growth. 90% of our current managers started their careers in entry-level, hourly jobs at Towne Park.
- A national footprint. Wherever life may take you, chances are that Towne Park is already there.

What will I do at Towne Park?

The Valet Parking Attendant provides exceptional hospitality services to guests in an attentive, friendly and efficient manner. In this key role, you will be responsible for parking and retrieving guest vehicles in a prompt yet safe manner and assisting guests with luggage, including delivery and pick up of guest luggage during arrival and departure.

Some of the main duties of a Valet Parking Attendant include, but are not limited to:

- Maintaining pleasant, friendly and professional demeanor with all guests, co-workers and clients.
- Acknowledging, greeting and welcoming guests to the location,

using appropriate Towne Park protocols.

- Running at top speed to park and retrieve vehicles and driving slowly and cautiously.
- Assisting guests with bell service, luggage storage, directions, taxis, reservations, information about meeting rooms and/or amenities of the facility and other inquiries as needed.
- Explaining parking rates and retrieval procedures to guests upon arrival.
- Working flexible schedules and extended hours are sometimes required.

Knowledge, Skills & Abilities:

- Must be able to read and write standard English language
- Must be able to effectively present information in one-on-one and small group situations to guests, clients and other employees
- Must be able to perform basic math in relation to American money, understand rates applicable to time passed and understand 24 hour and military time systems

Physical Demands & Work Environment:

The physical demands described here are representative of those that must be met by an associate to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Regularly required to run; stand; walk; sit; use hands to finger, handle or feel objects, tools or controls; reach with hands and arms; climb stairs; balance; stoop, kneel, crouch or crawl; talk and hear
- Specific vision abilities required by the job include close vision, distance vision, color vision, peripheral vision, depth perception and the ability to adjust focus
- Must be able to lift and/or move up to 50 pounds frequently and up to 75 pounds occasionally. Must be able to push and pull 75 pounds frequently and 100 pounds occasionally.
- Must be able to push and pull (on wheelchair) 100 to 350 pounds frequently over considerable distance

Keywords: Hotel, Valet Parking, Parking, Part Time Valet, Hospitality, Hospitality Staffing, FOH, Front of House, Service Staff, Restaurant Job, Hourly Job, Hotel Hourly Job, Hospital, Driver, Transportation, Garage, Cash tips, Tips, Outdoors, Exercise, Healthcare, Women, Student, Veteran, Casino, Flexible Schedules, Benefits, Gratuities, Part Time, PT, Full Time, FT, Seasonal, Fitness, Fitness Center, Retail, Customer Service, Guest Service, Attendant, Front Desk, Work Life Balance, Hospital Valet Attendant, Hotel Valet Attendant, Entry Level

Qualifications

- HS or Equivalent, or 1-3 months related experience and/or training, or equivalent combination of education and experience

- Must be able to perform parallel parking; manual transmission driving skills preferred
- Must have and maintain a valid driver's license and clean driving record
- For insurance purposes, must be at least 18 years of age and be able to pass a criminal background and drug screen

Job: Operations

Primary Location: California-Fresno, CA

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what:

no experience

job title, keywords or company

where:

Fresno, CA

city, state, or zip

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EXHIBIT #20

Line Server

Doy Grill - Fresno, CA

Job Overview

- Perform routine food service activities according to established operational policies and procedures.
- Demonstrates basic knowledge of menu and responds to guest inquiries and concerns in a courteous manner.
- People Oriented-Enjoys working with our guests and fellow associates, possess good communication and interpersonal skills.
- Growth Oriented-Knows that learning and growth are keys to personal and professional success and is willing and able to share with others.
- Greet and serve customers with quality food and service.
- Assist in ensuring a clean, safe and well-organized restaurant.
- Follow food and restaurant safety standards and guidelines.
- Attention to detail in food/service quality and cleanliness. Ensure a constant and adequate supply of ingredients is prepared according to company specifications and local health regulations.
- We offer paid training to prepare you for success.
- Consistently and accurately using prep sheets, cleanliness list, and station checklists
- Opportunities for growth into Management positions.
- Some high school, 0-1 year related experience.
- Applies basic knowledge of steam table operations and serving protocols
- **ADA Statement: While performing duties, counter areas are often hot with steam from steam table and food vapors. Work space is restricted and employees are expected to remain standing for long periods of time. Employees must prepare hot and cold foods, use a cook knife and other kitchen equipment and work quickly without losing accuracy. Employees may be required to lift up to 50 lbs., stand for up to four hours and reach across counter tops measured at 36 inches to serve customers. Kitchens are hot and noise levels are usually high; storage space is limited and shelving is high.**

The ideal candidate will:

- Have the ability to develop positive working relationships with all restaurant employees and work as part of a team by helping others as needed or requested
- Have the ability to speak clearly and listen attentively to guests and other employees
- Have the ability to maintain a professional appearance at all times and display a positive and enthusiastic approach to all assignments
- Be able to exhibit a cheerful and helpful attitude, and provide exceptional customer service
- Be able to adapt to changing customer volume levels with a sense of urgency
- Have the ability to demonstrate a complete understanding of the menu
- Be able to follow instructions for recipes and sanitation guidelines
- Have the ability to be cross-trained in all areas of the kitchen and line

* We are now hiring for all positions. We are conducting open interviews Tuesdays and Thursdays between 2-4pm. We are located at 1845 E Herndon Ave. (Next to Starbucks)

At Doy Grill we don't have multiple job titles for our entry level employees but all of our crew will play the role of dishwasher, cashier, server, host, cook, prep cook, etc. so be prepared to learn a lot and work hard if you join the team

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job title, keywords or company

where:

Fresno, CA

city, state, or zip

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EXHIBIT #21

Animal Control Officer I

Central California SPCA - Fresno, CA

\$10.25 an hour

Under the direction of the Field Operations Manager, the position is responsible for the apprehending and caring of animals, determining the disposition of animals, enforcing various related State and local laws and ordinances, responding to complaints concerning unwanted, escaped or other nuisance animals, and other tasks as assigned.

DISTINGUISHING CHARACTERISTICS

Animal Control Officer I is the entry-level class in which incumbents receive orientation and training to perform a full range of animal control duties. Incumbents are expected to progress to the journey level, Animal Control Officer II, within a reasonable length of time, and to function at a higher level of independence, self-direction, judgment, and interaction with the public.

Working Conditions/Environment: Be patient & tolerant of loud, fast paced environments (barking), dog waste, odor and hair. Physical exertion is required to subdue resisting and chase fleeing animals. Physical exertion is required to climb stairs and over walls with constant running, walking, crouching, crawling, kneeling, and twisting; standing or sitting for extended periods of time; Must have the capability to hear, speak and see to communicate with the general public. Physical effort is required to lift/carry injured/deceased animals and equipment of 75 lbs. or more with assistance. Great mental ability is required daily. Exposed to sick and potentially dangerous animals.

ESSENTIAL FUNCTIONS:

- Serve as a representative of CCSPCA, demonstrating a positive attitude and progressive actions through the display of professionalism, courtesy, and appropriate tact and discretions in all interactions with other employees and with the public.
- Respond to calls, captures, and transports and impounds stray animals.
- Interview complainant and identifies animals owners.
- Establish quarantines to determine health of animals may impound seriously injured or ill animals and arrange for veterinary care.
- Provide assistance to the public regarding animal control matters; Responds to inquiries and provides information regarding local animal control laws.
- Pick up and transport dead animals for disposal.
- Issue citations or notices of violation in the enforcement of ordinances relating to animal control.
- Prepare officer's reports and maintain files & records.
- Maintain safety and security of Animal Shelter.
- Protect confidential information by preventing unauthorized release, both verbal and/or writing.
- Input call information and write reports on Petpoint Software System.

Requirements Qualification Requirements:

High school diploma or equivalent.

Knowledge of: Techniques for communicating effectively orally, and through written expression, experience providing information, such as explaining rules and regulations to the public, preferably in the handling, care and control of animals.

Minimum Requirements: Read, understand, and explain applicable State and local laws, regulations, and ordinances; obtain cooperation and compliance from members of the public by working tactfully and effectively; analyze a situation and adopt a course of action; exercise tact and independent judgment in dealing with the public; speak to a wide range of people; prepare clear and concise reports; present a positive public image; develop and maintain working relationships with co-workers, agencies and organizations; handle sick, injured, dangerous, or dead animals and decomposing animal carcasses in a safe and humane manner; learn the physical and behavior characteristics of animals; learn breed identification; learn and recognize symptoms of rabies and other common animals diseases; learn the safe and accurate handling of animal control equipment; euthanize dangerous, sick, or unwanted animals; make simple arithmetic calculations; understand and follow oral and written instructions; safely drive a vehicle; perform other tasks as assigned; and work independently. An up to date tetanus shot record is required. California driver's license required without major infractions on DMV record. Must be able to pass a background clearance. Must be proficient in Word, Excel, Powerpoint, email, and other computer programs such as Shelter Buddy, Petpoint and/or animal databases.

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Please review all application instructions before applying to Central California SPCA.

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About this company

Central California SPCA

2 reviews

103 S. HUGHES AVE
FRESNO, CA
559-233-7722

Special Notes: This description was prepared to indicate the kinds of activities and levels of work difficulty required of positions in this class. It is not intended as a complete list of specific duties and responsibilities.

Benefits This is a Temporary Full Time Position and benefits will be offered when incumbent reaches Regular Full Time Status.

\$10.25/hour DOE

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