

Reference's Name:	ALLAN ACOSTA
Reference's Current Position:	Senior Science Research Specialist
Reference's Current Company:	Department of Science and Technology
Phone number of Reference:	+63 945 3022 332
Email of Reference:	agacosta@mimaropa.dost.gov.ph

What is/was your relationship with the candidate?	I am his previous supervisor
How long have you known the candidate?	More than 2 years
Last known role/position of the candidate:	Computer Programmer
Last known employer of the candidate:	Energy Regulatory Commission
Inclusive dates that the candidate was connected with the company:	May 12, 2022 - November 10, 2023
Candidate's Employment Status (Probationary, Regular, Contractual)	Contractual
Candidate's reason for leaving the organization:	End of Contract
Has the candidate been cleared with all accountabilities in the company?	Yes
Any Derogatory Records / Bad Records? (Please Specify)	None
Would you consider the candidate for re-employment? Please state reason:	Yes, Mark Joshua Reyes is an outstanding programmer with solid technical skills, a creative mindset, and a history of reliability, which makes him a great choice for re-employment here at DOST-MIMAROPA.

Please evaluate the candidate on the following:

1. Stress Tolerance

(Handling of pressure, conflict and opposition)

- *Handles pressure well, remaining calm and focused even during tight deadlines or high-pressure situations.*

2. Flexibility

(Ability to multitask, adapt to change and versatility in handling tasks of varying depth, scope and focus)

- *He is highly adaptable, capable of multitasking and adjusting to changing priorities with ease, making him versatile in handling various tasks.*

3. Business acumen

(Ability to define key business issues; focus on critical priorities through analysis, resourcefulness & practical judgment)

- *Shows strong analytical skills and practical judgment, effectively identifying key priorities and offering valuable insights into business decisions.*

4. Interpersonal relations

(Ability to get along with co-workers throughout the organization, includes cultural sensitivity)

- *He works well with colleagues across different levels, demonstrating cultural sensitivity and maintaining positive relationships throughout the team.*

5. Leadership

(Ability to build, sustain and lead a highly engaged and high performing team)

- *While Mark is not currently in a leadership role, he shows potential through his initiative and the respect he earns from his peers.*

6. Describe the candidate's key strengths

- *His technical expertise, problem-solving skills, and creativity stand out, along with his reliability and work ethic.*

7. Describe the candidate's area for development

- *Mark Joshua could focus on enhancing his leadership skills, such as team management and strategic decision-making, to further grow professionally.*

8. Have you ever known the candidate to have issues related to any of the following?

Speculative dealings (property, stocks, etc)	Yes	No
Gambling	Yes	No
Extravagant Living	Yes	No
Prohibited Drugs	Yes	No
Chemical Abuse	Yes	No
Harassment	Yes	No
To your knowledge, has the candidate been charged with any criminal or administrative case/s?	Yes	No
Are you aware of any issues or concerns that may affect the candidate's financial integrity?	Yes	No

9. Apart from the questions above, what other information do you wish to share with us about the candidate?

- In addition to what's been mentioned, I'd like to highlight that Mark Joshua is always eager to learn and keep up with the latest tech trends. He's proactive in finding solutions and bringing fresh ideas to the table. Mark is someone you can count on—he consistently delivers on time and takes full responsibility for his work, making him a trustworthy and reliable part of the team.*