

In order to continue your application, you need to identify at least 4 References. **At least 2 of your References must be, or have been, your direct managers.**

To choose your References:

- Follow your job history/resume. Do not leave gaps. Start with your supervisors/managers from each job. After completing the supervisors/managers, add peers, direct reports, or clients.
- Remember, business references are preferred.** However, if you do not have enough business references, you can use people who have worked *closely* with you in other situations (e.g., volunteer or non-profit organizations, professional or civic associations, or academic institutions).
- Never choose family members or friends; they are not appropriate as references.
- Please note that some or all of your references may be contacted by phone to verify the details of your working relationship with them.

To enter the information for each Reference:

- Click the "Add Reference" button below.
- When you have entered all your References, click the "Send Link to Reference(s)" button.
- Each of your References will be sent an email or texts, asking them to fill out a brief survey about your job skills. To view a sample of this email, texts or survey, click the links below.

2/8/2022 The people here were so kind to give me references. They have all been so incredibly supportive and I am beyond grateful to all them for their help, time, and kindness.

Best,

Brian Hogan, MS

Enter References You have added the requested number of References

Name	Company	Email	Mobile Phone Number	Relationship	Status	Action	Sent	
John Santerre, PhD	Syracuse University	john.santerre@gmail.com		Teacher (Professor, Instructor)	Completed		Jan 30, 2022 6:54PM	Sample Email
Katie Poole	Syracuse University	Catherine.Poole@crowncastle.com		Peer (or Colleague)	Completed		Jan 30, 2022 6:54PM	Sample Texts
Debra Kernstock	Syracuse University	Debra.Kernstock@core4ce.com		Peer (or Colleague)	Completed		Jan 30, 2022 6:54PM	Privacy Policy
Danelle DeBye	All Care VNA, Hospice & Home Care	danellednp@gmail.com	+17813151736	Client (or Customer)	Completed		Jan 30, 2022 6:54PM	Candidate Consent
Ralph Garcia-Reilly	Syracuse University	profralph1337@gmail.com		Teacher (Professor, Instructor)	Completed		Jan 30, 2022 6:54PM	FAQ
<div>Add ReferenceSend Link to Reference(s)</div>								