

Reference Validation Profile

Thank you very much for your business. This reference profile is a formal response based on the reference check we performed on your behalf. Learn more at: CheckYourReference.com

Client Name:	Jessica Sideways	Client ID:	7206847756
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The data contained within this profile is to be used as a discrete decision-making tool whether or not to provide this particular reference for a prospective employer, or to support a contractor assignment. Many employers will request 3 to 5 references, so ensure you validate each before including on a list of references, or on an employment application.

Reference Information	Tuesday, December 08, 2015
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Reference Name	Jeff Bristol
Reference Title	Principal – Rocket Jones – Phone: 970-482-5790 – email: Jeff@rocketjones.com
Your Title/Role	Jr. Web Developer – Confirmed correct.
Your Start Date	8/25/2014 – Confirmed Correct
Your End Date	11/10/2014 – Confirmed Correct.
Salary Details	\$19/hourly – Reference indicated \$18/hourly – see notes below.

Reference Comments and Responses:

This reference informed me the employer requires all employment related inquiries be made in writing to Jeff@rocketjones.com.

In response to my inquiry I received the following response:

“Jessica Sideways served in a Jr. Developer role (trial position) at Rocket Jones from 8/25/2014 to 11/10/2014. Jessica was paid a starting wage of \$16/hour and was given a raise to \$18/hour on 9/15/2014. Jessica was terminated for concerns related to ethical misconduct in the workplace.”

When I pressed Mr. Bristol for more information he replied:

“I do understand the request, Rex. Unfortunately, that is all the information we are able to disclose at this time.”

No other information was provided.

Based on my interaction with this reference, I’m confident that a prospective employer would experience a similar interaction in a pre-employment reference check.

Please see notes below:



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Reference Response / Scale:

Numerical Response to level of performance. (Lowest 1 to Highest 5) Use your best judgment whether to use any reference with a rating of 3 or less.

CORE PERFORMANCE ATTRIBUTES	No	Low		-	High	
	Comment	1	2	3	4	5
Interpersonal skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communications	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teamwork	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adhered to employer policies	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Follows instructions and directives	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Amount of supervision required	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Response to supervision	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Attendance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reliability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Honesty & integrity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dedication	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Quality of Work	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Quantity of Work	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall performance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recommend to hire for a similar role	<input checked="" type="checkbox"/>					
Strength of your recommendation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rehire Eligibility	<input checked="" type="checkbox"/>					
Reason for separation	<input checked="" type="checkbox"/>					

This rating matrix provides insight on the probability of this reference either helping or hurting you during a prospective employer call.

Is there any more information you wish to share?

An established employer policy precludes any discussion.
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Is there any one else we should contact?

An established employer policy precludes any discussion.

Evaluation and Grading of the Reference:

	Hostile	Cool	Lukewarm	Friendly
Reference's reception to the inquiry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Basic Info/No Info	Reserved	Willing to share
Willingness to share information	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Recommendation Based on this rating:

Based on the results and scoring system, you have adequate knowledge of how this reference will perform during a prospective employer / contractor assignment reference check call. It is imperative that each reference you provide is validated independently prior to using them.

- If this was my reference, I would not use this reference for employment or contracting purposes.
- If you feel this reference is problematic to your job search efforts you may want to consider one of our cease and desist letters. – See details on the following page. As an alternative, you may also want to consider a cease and desist letter written by your attorney.

Recommended Next Steps:

- References are crucial to your job search efforts particularly when they may be the tie-breaker among several equally qualified candidates. We **strongly recommend** you compile a list of 3-5 highly performing references independently verifying each so you can have confidence. Select references who are responsive, well-spoken and able to communicate a clear, concise and detailed message about your skills, talents and abilities in a positive and professional manner. “Neutral references” or references who are slow to respond or lack concise or detailed responses need not apply.
- **NOTE: Negative or Unfavorable References:** This report along with its content is intended to be a discrete decision making tool. If you are the recipient of an unfavorable reference **we do not recommend you confront your reference in any way.** This report or its content should not be shared with, or released to your reference/employer without the full review and specific direction of a qualified attorney.



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Employer Cease & Desist Letter: A problematic, untruthful, or malicious reference can be devastating to your job search efforts. If you experience a similar situation you may wish to consult with a qualified attorney to deal with your situation, however, as an affordable alternative one of our Cease and Desist Letter options may very well be a viable solution to end your problem by putting the offending party “on notice.” Many of our clients have found our professionally authored, Cease and Desist Letter to be the right balance between appropriate action and cost. For more information, please visit: <http://checkyourreference.com/cease-and-desist-letter/>



Certified Reports w/Sworn Affidavit: Affidavits are commonly used to provide sworn statements of testimony to Courts of Law during legal proceedings and/or settlement negotiations. If you’ve used our services in support of a current or upcoming legal action as a result of a bad reference your attorney will appreciate this valuable tool. Our notarized affidavit service is an effective and inexpensive alternative to in-person testimony. <http://checkyourreference.com/sworn-affidavit/>



Strategic Consultation Services: If you need assistance with strategies for dealing with a negative or malicious employment reference or some other job search hurdle you may be experiencing we can help. Our strategic consultation services provide valuable insight for creating action plans for your unique situation in a one-on-one consultation with one of our career experts. Contact us for more details and rates: <http://checkyourreference.com/strategic-consultation/>



Landlord Reference Check Service: Are you worried about what your current or former landlord or property manager might be saying about you as a tenant? Are you getting a malicious, untruthful, or a negative reference that is limiting your rent or leasing options? Our landlord reference check will help you gain confidence and insight into how your Landlord responds to tenant reference inquiries. For more information, please visit: <http://checkyourreference.com/landlord-reference-check/>



Landlord Cease & Desist Letter: Our fully prepared Landlord Cease & Desist Letter is an effective, stress-free, and affordable tool available exclusively to our clients who have previously used our Landlord Reference Check Service and confirmed they have a malicious or defamatory reference. For more information, please visit: <http://checkyourreference.com/landlord-cease-and-desist-letter/>

