

Reference Selection — AbbVie / Sterling Engineering

Best references to provide for a Building Automation Controls Engineer role

Recommended Order (Most → Least Relevant)

1. William Carter — Lead CE Technician, Insight Global → Microsoft

+1 (773) 815-6571 · willcarter@microsoft.com

Why lead with William: He was your Lead CE Technician — he can speak directly to your technical capabilities in a critical environment, your reliability under pressure, and your growth as an engineer. His current Microsoft role validates the quality of the team you were part of.

2. Simon Sopt — Senior Critical Environment Technician, Microsoft

+1 (219) 741-9092 · ssopt@microsoft.com

Why: Senior peer who can vouch for your hands-on technical work, troubleshooting approach, and ability to maintain uptime in a mission-critical environment. His seniority adds weight.

3. Ike Riley Jr. — Shift Manager, Microsoft

+1 (708) 981-6077 · iker@warriorsneverquit.com

Why: Management-level reference who can speak to your professionalism, shift reliability, team collaboration, and work ethic. A manager reference is important for any role — John Walters (hiring manager) will want to hear how you work within a team.

4. Welmon Sampson — District Critical Environment Operations Manager, Microsoft

Email only: wsampson@microsoft.com

Why hold in reserve: This is a **district-level manager** — a very strong reference if needed, but email-only contact method makes him harder to reach quickly. Use as a power reference if they request a 4th or if the process gets competitive.

References to Avoid for This Role

Reference	Reason
Andrew York (Colleague, ECC/Local 399)	Peer/classmate — less weight than supervisory references
Isaiah Tejada (Colleague, Local 399)	Same — peer level, better saved for union-related roles
John O'Connor (Business Agent, Local 399)	Union business agent — relevant for union roles but may not resonate in a corporate pharma/staffing context

These are still **valid references** — just not the strongest picks for *this specific role*. Keep them for future opportunities where union affiliation or trade school connections matter.

Sterling Reference Request Form

[!IMPORTANT] Sterling included a **Reference Request Form** ([Documents/HR and Onboarding Docs/Sterling Reference Request Form.doc](#)).

Fill in your **top 3** (William Carter, Simon Sopt, Ike Riley Jr.) and have it ready to return to Mary when requested.

Prep Your References

Before the interview, consider giving your top 3 references a heads-up:

- Text/call William Carter — let him know Sterling/AbbVie may reach out
- Text/call Simon Sopt — same
- Text/call Ike Riley Jr. — same
- Briefly describe the role so they can tailor their responses to controls engineering/critical environments