

Action Items — AbbVie / Sterling Engineering

Building Automation Controls Engineer

🔴 Urgent — Before Interview (2026-02-10)

- Review LinkedIn Profile 1 — [Gino Pisano](#) (HVAC Controls Software Developer, peer)
- Review LinkedIn Profile 2 — [John Walters](#) (Associate Director, likely hiring manager)
- Review LinkedIn Profile 3 — [Michael Ester](#) (27-year HVAC Controls Engineer)
- Prepare tailored interview questions → [interview_questions.md](#)
- Stage resume → Documents/Resume Versions/
- Expert panel interview strategy → [panel_review_interview_strategy.md](#)
- Integrate Sterling Engineering HR guides → in strategy doc
- Research Sterling Engineering & AbbVie → [company_research.md](#)
- Research salary / rate expectations → [salary_research.md](#)
- Identify best references → [reference_selection.md](#)
- Draft tailored resume (BAS-focused) → [Justice McKinney BAS Focused.md](#)
- **YOU: Read the panel strategy doc** — 5 talking points + gap responses + audience matrix + Sterling guidance
- **YOU: Review tailored resume** — approve or adjust before interview
- **YOU: Fill out Sterling Reference Request Form** (Documents/HR and Onboarding Docs/Sterling Reference Request Form.doc) — use top 3 references
- **YOU: Heads-up to references** — text William Carter, Simon Sopt, Ike Riley Jr.
- **YOU: If video interview** — test camera, mic, lighting, background per Sterling guide
- **YOU: Review Sterling's pre-interview checklist** (bottom of strategy doc)

🟡 Before Offer Stage

- Research Sterling Engineering — company size, AbbVie partnership scope ✓
- Research AbbVie facility — location, building types, automation scope ✓
- Prepare salary / rate expectations ✓
- Identify best references for controls engineering ✓

✅ Completed (by system)

- Screening call with Mary Gallian & Matthew Connelly (2026-02-09)
- LinkedIn profile review and dossier creation (2026-02-09)
- Panel-reviewed interview strategy (2026-02-09)
- Certifications summary created (2026-02-09)
- Sterling HR guides integrated into strategy doc (2026-02-09)
- Company research — Sterling Engineering + AbbVie + job description (2026-02-09)
- Salary & rate research with negotiation positioning (2026-02-09)
- Reference selection with strategic ranking (2026-02-09)
- Tailored resume — BAS-focused version (2026-02-09)