

## Reference Check Report

Candidate Name	Andrew Patterson
Date Requested	2 January 2010
Date Completed	3 January 2010
Reference Number	100810
Report Colour Code	<b>GREEN</b>

## Reference Check

Name of Referee	Rodney Howard
Current Title	Sales Manager
Current Organisation	BannerPro Pty Ltd
Relationship to Candidate (Referee's title/Organisation)	I was the Sales Manager for NSW and Andrew reported directly to me.
What was the Candidate's position when they worked for you?	Sales Representative
Approximate Dates / Months supervised	Andrew worked for me from March 2006 until September 2009
Describe the Candidate's role & responsibilities	<p>Andrew was responsible for selling advertising space in the Newcastle area. He would prospect for new business by making cold calls and then follow with visits to potential clients.</p> <p>Andrew would issue proposals/quotes and close the sale.</p> <p>All sales activity had to be entered into company systems.</p>
How would you rate the Candidate's job performance on a scale of 1 to 10 (10 being the highest) compared to other people you have observed in a similar capacity? Why?	<p>7</p> <p>Andrew had good sales numbers overall. With more calls he would have achieved higher results.</p>
Did the Candidate make any outstanding contribution / achievements?	Andrew closed a big sale with a new customer which resulted a national sales deal for the company. This was a sale initiated by him from scratch.
Why did the Candidate leave the company?	He joined another company for a more senior role. He left on good terms.

What are the Candidate's key strengths?	Andrew is good with people in a face-to-face setting. He develops good relationships and is good at closing sales.
Does the Candidate have any areas for development or improvement?	Andrew could improve himself in Account Management. He is very good at closing new business but also needs to be developed in how to maintain existing clients.
Have there ever been times when the Candidate's attendance or reliability has been an issue?	Never.
Has the Candidate ever done anything that you thought lacked integrity or considered dishonest?	No.
Has the Candidate been the subject of any disciplinary action or warnings?	No.
Given the opportunity would you re-hire this Candidate? Why / Why not?	Yes, definitely. I would hire him for a new BD/Sales role.
Any other comments?	Overall Andrew was a good hire. He made a useful contribution whilst working with the company, was reliable, and is remembered well by his colleagues. I think he's a good choice for a prospective employer.

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 END OF REPORT