



PROFESSIONAL REFERENCES

May 2020



David Jackson

A. Direct supervisor	Darwin Crabtree	Above Average
B. Direct supervisor	Vince Winter	Above Average

This report is highly confidential and can only be shared on a "need to know" basis with limited number of individuals. Please, treat this report in the strictest confidence.

REFERENCES

A. Darwin Crabtree

Outside In
Education Resource Center Lead
1195 SW 11th Ave, Portland, Oregon,
97205, USA
crabtreedarwin@gmail.com
(503) 445-0973

B. Vince Winter

Free Geek
Tech Support Lead
1731 SE 10th Ave, Portland, Oregon,
97214, USA
vince.winter@freegeek.org
(503) 232-9350 x6

PERFORMANCE RATING

- Overview -

Number of references with the same answer

	I don't know		Bottom 10% Performer		Below Average		Average		Above Average		Top 10% Performer
Overall performance	<div></div>	—	<div></div>		<div></div>		<div></div>		<div>2</div>		<div></div>
Integrity and trust	<div></div>	—	<div></div>		<div></div>		<div></div>		<div>1</div>		<div>1</div>
Meeting deadlines	<div></div>	—	<div></div>		<div></div>		<div></div>		<div>1</div>		<div>1</div>
Communication	<div></div>	—	<div></div>		<div></div>		<div></div>		<div>2</div>		<div></div>
Ability to keep learning	<div></div>	—	<div></div>		<div></div>		<div></div>		<div>2</div>		<div></div>
Energy & drive	<div></div>	—	<div></div>		<div></div>		<div>1</div>		<div>1</div>		<div></div>
Work quality	<div></div>	—	<div></div>		<div></div>		<div>1</div>		<div>1</div>		<div></div>
Functional skills	<div></div>	—	<div></div>		<div></div>		<div>1</div>		<div>1</div>		<div></div>
Problem solving	<div></div>	—	<div></div>		<div></div>		<div>1</div>		<div>1</div>		<div></div>

OPEN QUESTIONS

Tell us about yourself and how you came to know David?

- A. Darwin Crabtree

He was a volunteer for my job training program at a non-profit to help homeless youth hold mock job interviews.
- B. Vince Winter

He applied to be an intern with Free Geek. We interviewed and took him on.

What would you say are David's top strengths?

- A. Darwin Crabtree

Reliable and would stay later if needed to finish up interviews for the day.
- B. Vince Winter

His passion for making himself better. Also improving.

What was David's biggest accomplishment while working together?

- A. Darwin Crabtree

N/A
- B. Vince Winter

Teaching him about data recovery via the Linux command line.

How does David relate with co-workers and the management?

- A. Darwin Crabtree

N/A
- B. Vince Winter

He works well and is honest with his needs.

What would you say are areas David could improve?

- A. Darwin Crabtree

N/A
- B. Vince Winter

Sounding more confident over the phone.

Is there anything else you would like to share about David?

- A. Darwin Crabtree

N/A
- B. Vince Winter

He is a good worker and enjoyable to interact with.

What is/was your overall experience working with David? Would you work with him again?

- A. Darwin Crabtree

I definitely would work with David again. He has a strong work ethic, was able to navigate somewhat tricky unknowns by working with a highly vulnerable population, and would be an asset to any company he ends up working with.
- B. Vince Winter

It was pleasant. I would work with him again.

PERFORMANCE RATING

- A. Darwin Crabtree -

	I don't know		Bottom 10% Performer		Below Average	Average	Above Average	Top 10% Performer
Overall performance	<input type="checkbox"/>	—	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Integrity and trust	<input type="checkbox"/>	—	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Meeting deadlines	<input type="checkbox"/>	—	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Communication	<input type="checkbox"/>	—	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ability to keep learning	<input type="checkbox"/>	—	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Energy & drive	<input type="checkbox"/>	—	<input type="checkbox"/>		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work quality	<input type="checkbox"/>	—	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Functional skills	<input type="checkbox"/>	—	<input type="checkbox"/>		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Problem solving	<input type="checkbox"/>	—	<input type="checkbox"/>		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

PERFORMANCE RATING

- B. Vince Winter -

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Meeting deadlines	<div></div>	—	<div></div>		<div></div>	<div></div>	<div>1</div>	<div></div>
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Functional skills	<div></div>	—	<div></div>		<div></div>	<div></div>	<div>1</div>	<div></div>
Problem solving	<div></div>	—	<div></div>		<div></div>	<div></div>	<div>1</div>	<div></div>