

Evan Wagner

From: Sean Bristol
Sent: Tuesday, September 03, 2019 4:22 AM
To: E Wagner
Subject: RE: Reference Letter Request

To potential hiring manager of Evan Wagner.

I write this reference having known Evan professionally for over 23 years. I met Evan by way of a marketing piece he had sent out as owner of Technical Design and Drafting. I was in need of a Designer and Drafter in my role at the time, Little did I know that hiring Evan would lead to such success in what we were trying to accomplish at the time But also a catalyst to what has become my passion in my career. Evan proved to be not only proficient in his skills, but also had the highest level of integrity and commitment to his work, and always put in the time to be an expert in what he speaks to.

Evan proved to be an absolute rare find, his knowledge in Computer Aided Drafting (CAD) and Design software was second to none hired in the past. His focus and attention to detail propelled the success of our project so much so that it drove opportunities for me that led to me hiring Evan directly.

Initially Evan led a part of my team that ultimately has led to what is still progressing in the Cable industry as a critical element that has changed the ability to automate so much of the back office systems that have driven growth and savings at a critical time in the industry. The DNA of the Work Evan help me to understand along with the standards that Evan lead in the creation of as well as owned the updating of, have proliferated through the entire industry, and can be seen in anyone utilizing CAD software or GIS technologies in the cable industry today.

I will forever hold Evan in the highest regards. He is incapable of lying and will always listen to all views when making decisions, he is a team player who is not afraid to make a decision and more importantly not afraid to adjust if new information is presented that counters a direction. I have always respected that regardless of the level, Evan will always provide his true thoughts. He is not an individual that will just blindly follow a direction that he believes has fault. This however coupled with his extreme loyalty brings together a great ability to operate effectively as a decision maker, A policy driver a doer or a endorser of any business initiative.

Evan stands as a pinnacle in regards to honesty and integrity. Evan worked from home for 90% of time he was on my team. I never once had concern over his commitment to the projects or tasks assigned him nor did I ever have concern over his ability to manage his time.

Respectfully,

Sean L Bristol
VP, Solution Architect

From: Evan Wagner - Consultant <e.wagner@techdd.com>

Sent: Monday, September 2, 2019 6:55 PM

To: Sean Bristol

Subject: Reference Letter Request

Hello Sean,

Hope this email finds you well & that you had a good holiday week-end,

In the past you have been ok with my listing you as a reference on my resume, and again I thank you for that. I'd like to now impose on you for one more favor. A reoccurring roadblock I run into in my job search is that most career sites don't want to contact references; they'd rather have me submit/attach a "Letter of Reference" from my references. So now I'm hoping I can impose on you a bit more for a letter of reference. I'm not going to tell you how to compose, format, or deliver it, but if this is helpful I'm good with you putting it in an email and I'll convert the email to pdf and use that as the reference letter.

Lastly, if you're apprehensive about this in anyway please let me know. It's ok, I understand, and I won't take it personal. All I ask is that you let me know if you don't want to do the letter and/or if you'd like me to remove you as a reference on my resume.

Unfortunately, most of today's job sites, whether it's a "Indeed.com" type site or an individual company's "Talent Network", make me rebuild my resume on their site because they're using computers to scan, review, & evaluate resumes before any human eyes ever see it. It's called Applicant Tracking Systems (ATS) and it really sucks for those of use looking for work as we have to get past the computers first. And I have no idea if my application is being rejected by the computers if there are no "reference letters" attached at those sites that are asking for them.

Here's just a couple of articles about ATS if you're interested;

<https://www.themuse.com/advice/beat-the-robots-how-to-get-your-resume-past-the-system-into-human-hands>

<https://www.cnbc.com/2019/06/17/heres-how-to-please-the-resume-scanning-robots-before-they-reject-you.html>

So, in closing, any help is very much appreciated as I know that both your professional & personal time is valuable to you.

Thank you very much,

Evan Wagner

**Telecommunications Engineering & Drafting:
RF & Fiber Engineering/Design, Drafting, AutoCAD,
CAD / GIS / OSP Standards, & Project Management.**

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