

**REFERENCE CHECK**

<b>Candidate's Name:</b>	Jerry Bennett
<b>Reference Name:</b>	John Organek
<b>Title:</b>	Senior Consultant
<b>Company:</b>	Engineering Management and Integration, Inc
<b>Phone Number:</b>	703-304-6248

**1. How long have you known the candidate?**

I have known Jerry for over 2 years both professionally and personally. I serve as trusted advisor to a \$200M program for the Department of Homeland Security. Jerry was initially brought in to assist with extending the domain's enterprise architecture into lower layers of the architectural framework. He quickly took charge of the effort and developed and implemented the methodology needed to successfully accomplish the work. Subsequently, while he served in other capacities, both in the DC area and throughout the country, I have solicited his help and ideas on a number of occasions. I have recommended him for various appointments, including public speaker at an international event, technology consultant for the Federal Reserve, and Senior Consultant, as part of my company, for several potential contracts. Unfortunately for each of the parties, the engagement did not materialize.

**2. What was your relationship with the candidate?**

Initially, Jerry was a consultant extending the business architecture on a program for which I was Business Architect. Since then, Jerry and I have had frequent interactions regarding a wide range of professional subjects including: Enterprise Architecture, Information Technology Infrastructure Library (ITIL) activities, Network Management, and various Technology Hosting and Administration matters. We collaborated on a paper in response to a request for comments regarding technology consolidation in the Federal government.

**3. What was his/her main role and responsibilities?**

During his engagement as a consultant for our program he was responsible for analyzing enterprise business architecture artifacts and offer suggestions on how to transform them to artifacts that would be quickly useful to developers; exceeding the requirements of his engagement, he quickly took charge of the effort and drove it to a successful conclusion.

**4. How would you describe this candidate's overall performance?**

Jerry is an outstanding person, very thoughtful, and capable of bringing his wide range of knowledge and expertise to bear on problems spanning a broad range of technology and business areas. He is passionate about getting a job done that meets high standards of quality, but also, in the best possible way. Based on my observations and assessment of Jerry's performance while I have known him, I believe he is fully capable of obtaining successful results in virtually anything he takes on, whether leading an architecture effort, implementing a complex installation, or, even fixing his house. His thought leadership, dedication to the task at hand, and his sound judgment are sure to optimize the likelihood of success of any project he takes on.

**5. How would you compare his/her performance to the other employees/contractors at his/her level?**

Jerry is very articulate, outgoing, quick to apply his extensive knowledge and experience to a very broad range of IT-related areas. He has the rare gift of being able to transcend the '50-thousand foot view', down to the details required to successfully design, consolidate, or operate a data center. Furthermore, unlike most in the industry, Jerry is thoroughly knowledgeable of application software, as well as infrastructure software and hardware. Finally, he excels in understanding and articulating the economics of IT management. He focuses on the business, formulating a strong and well-supported business case as part of any engagement he works on. In over 20 years of working in the area of IT, I have never encountered anyone with such a strong sense of conviction pointed towards answering the question of 'why are we doing this'. His sense of business, his knowledge and expertise regarding application software, infrastructure software, and hardware, and his leadership and articulateness, distinguish him clearly among his peers, at a 'two-sigma' level.

**6. Describe the candidate's technical strengths (Provide feedback on specific IT skills).**

As stated in places above, Jerry has shown strength across a broad range of areas. He has a thorough, workable grasp on enterprise architecture, such as is expressed in the Zachman Framework, ranging from the 'owner's view', down to the technical implementation view. He is very experienced in development and marketing of application software, and he thoroughly understands all hardware, software, and network aspects of a data center, including application servers as well as mainframes. Unequivocally, if I had to make a choice to head a national, international, or high profile data center, I would turn first to Jerry to do the job. He would, for example, be an ideal candidate to run the Federal Reserve IT systems operations center, with which I am familiar.

**7. Understanding that nobody's perfect, what were the candidate's weaknesses?**

From my perspective, Jerry has no weaknesses. He is articulate and an effective leader. On the other hand, in some areas, some individuals may perceive him as somewhat forceful. Though forceful on occasion, he never exceeds the bounds of proper behavior, whether with clients, colleagues, or friends, and thus, I believe his articulateness and commanding presence should never keep him from employment or from any subsequent engagement.

**8. Why did the candidate leave the last assignment?**

I can only speak to his engagement on the program I work on, for the Department of Homeland Security. Jerry's engagement was a short-duration assignment, and he completed it very successfully. The contractor he was supporting had a limited, though important engagement with the program.

**9. Tell me how he/she functions in stressful situations.**

Jerry has a disarming smile that puts his colleagues quickly at ease during a stressful situation. He follows up with articulately and coolly expressed assessments and recommendations that typically solve the problem or issue. We both served in the military and in combat and are accustomed to stressful situations and capable of responding appropriately.

**10. How well does he/she communicate with users?**

Jerry is very articulate both orally and in writing, a rare capability among persons with his technical knowledge and expertise. Jerry has mastered the key pre-requisite to good communications, a good assessment or estimate of the question, issue, or situation, before formulating an answer or comment. In short, he listens and thinks before communicating in clear, understandable terms.

**11. Does he/she ever do oral presentations?**

While working on our program, Jerry developed and delivered several briefings to key decision makers. I have also observed him in a business development role. He has no peer when delivering oral presentations.

**12. If you had an opportunity that was a fit for this individual's skill set, would you rehire him/her?**

Unequivocally, I would hire him to lead or provide trusted advice across a broad range of areas. I would consider him first for any position requiring thought leadership, complex or high risk implementations, or to management high profile operations such as running the national infrastructure supporting the Federal Reserve, the Federal Department of Homeland Security, or some international financial institution such as the World Bank or a large international financial services company.