

Account #: 1028
 Client Name: Fictitious Account
 Requestor: Bernadette Fraser
 Purpose: Candidate 3 of 4
 Position Sales R3-9

File #: BF-Sales/R3.9 01/05
 Report Type: Pre-Employment Level 4
 Service: RUSH
 Reply Type: Fax
 Date Rec'd: January 26, 2005
 Date Completed: January 28, 2005

Report Subject: **Thornton, William**

**12 Summerglade Drive
 Toronto, ON
 M1S 1W7**

Res. Phone: 416 293 3312

SUMMARY

<i>Deviations:</i>	employment dates; unreported employer	<i>Litigation/Collections:</i>	minor; see page 10
<i>Gaps in Employment:</i>	none; see notes page 2	<i>Bankruptcy history:</i>	none
<i>Education confirmed:</i>	yes	<i>Criminal Record Search:</i>	clear
<i>Employment history confirmed:</i>	yes (4)	<i>Driving Record:</i>	2 speeding violations

Did any employers report that the subject is NOT eligible for rehire? Yes see page(s) 4 & 6 No

CURRENT EMPLOYER

Date Started	Name	City, Province	Position
Jan 12/01	HJ Heinz Co of Canada	Toronto, ON	Sales Representative

The subject's position, start date etc. above is as shown on his resume. This information was not confirmed, per your instructions to not contact the current employer.

FORMER EMPLOYERS

From	To	Name	City, Province	Position	See Page(s)
Oct/00	Jan/01	Calabria Mia Fine Foods	Toronto, ON	Sales Representative	3-4
May/99	Oct/00	McCain Foods Canada Ltd	Mississauga, ON	Sales Representative	5-6
Oct/98	Apr/99	Fortune Food Products	Brampton, ON	Outside Sales Rep	7-8
Jun/98	Oct/98	Food Wholesalers Inc.	Brampton, ON	Customer Service Rep	9

Gaps in Employment:

The subject reported leaving McCain Foods Canada Ltd. in Jan/01 however this employer reported the subject's termination date was October 3, 2000. This information highlighted a gap of approximately 3 months between leaving McCain Foods and starting with HJ Heinz Co. in January 2001. A review of the subject's credit bureau file indicated employment with "Calabria Mia" as a sales rep and pursuit of this lead developed employment information covering this period.

There were no remaining gaps in employment developed.

EDUCATION

Primary Contact: Joan Harniman
Position: Registrar
Institution: George Brown College
Phone: 416 415 5000

School Attended	From	To	Level Attained	Area of Study	Confirmed
George Brown College	Sep/95	May/98	Diploma	Business Management	yes
North Park Secondary School	Sep/91	May/95	OSSD	General	no

Comments:

Ms. Harniman noted that an OSSD is a prerequisite to the Business Management course taken by the subject.

PROFESSIONAL ACCREDITATION

Primary Contact: Cindy Foreman
Position: Administrator, Member Services
Phone: 416 408 2685

Name of Association / Organization:

CPSA (Canadian Professional Sales Association)

Certification

Membership

Comments:

Our source at CPSA confirmed both membership and CSP (Certified Sales Professional) certification for the subject.

FORMER EMPLOYER INTERVIEW RESULTS

Employer: Calabria Mia Fine Foods
1528 Danforth Ave.,
Toronto, ON
M4J 1N4

Line of Business: wholesales food products

Primary Contact: John Campoli
Position: Sales Manager
Phone: 416 469 4674

Additional Contact: Rhonda Faber
Position: HR Representative
Phone: 416 469 4674

Comments:

This employer was developed from the subject's credit bureau file which listed his employment with "Calabria Mia" as a Sales Rep. We located a listing for Calabria Mia Fine Foods and spoke to Rhonda Faber, an HR representative, who confirmed the subject's position and dates of employment. In response to questions concerning the identity and position of the subject's immediate supervisor, we were referred to John Campoli, Sales Manager. Mr. Campoli was contacted and interviewed at the captioned telephone number.

As shown on application / resume?

Employed from: Oct. 10/00 **To:** Jan/01 yes no approximately not shown

Position at time of leaving: Sales Representative yes no not applicable not shown

Starting position: Sales Representative yes no not shown

Full Time Part Time Combination Full Time / Part Time Contract Seasonal

Duties:

Duties involved both inside and outside sales. The subject was assigned to service a number of existing clients and was also responsible for generating sales leads and booking his own sales appointments. This required cold calling techniques.

Final Income:

Base Earnings \$ 35,000 per: year month hour (# hours per wk: _____)

Bonus \$ _____ per: year month

Commission \$ _____ per: year month

Income Remarks:

A commissions program was in place however the subject had not earned any commissions at the time of his departure. Details regarding the commissions structure were not provided.

Reason for Leaving: <input checked="" type="checkbox"/> Voluntary <input type="checkbox"/> Non-Voluntary <input type="checkbox"/> Mutual Agreement	
If Voluntary, what did the subject plan to do?	Employer wasn't officially advised.
If Non-Voluntary, why did the employer discharge?	
If Mutual, explain if possible.	

This employee was rated by the employer on the following traits:

	Above Average	Average	Below Average
Productivity			X
Getting along with others		X	
Attendance		X	
Punctuality		X	
Potential for advancement			X
Problem solving skills		X	
Ability to learn new skills		X	
Work ethic			X

Eligible for Rehire Yes No Not disclosed Information not available Not Applicable

Strengths: good computer skills; fair understanding of the wholesale food business

Weaknesses: did not display any ability to effectively close deals

Additional Comments:

Without stronger productivity, the subject's potential for advancement was considered limited, however, the employer indicated the subject was not with the firm long enough for advancement consideration. The subject was not yet showing good results in terms of productivity, however, this employer did note this may have been a result of the learning curve involved in becoming established with a new company. The subject would not be considered eligible for rehire as he left abruptly and without notice.

Deviations: Dates of Employment Position(s) held Duties Other

As noted above, this employer was not listed on the subject's resume.

Special Question: Which contact management software does your firm use (ie ACT, Maximizer, etc.) and was the subject proficient at it?

This is a small company and the firm does not use any contact management software.

FORMER EMPLOYER INTERVIEW RESULTS

Employer: McCain Foods Canada, Ltd.
1201 Fewster Drive,
Mississauga, ON
L4W 1A2

Line of Business: manufactures and wholesales food products

Primary Contact: Joseph Filapelli
Position: (former) Area Sales Manager
Phone: 905 279 4460

Additional Contact: Bob Brown
Position: (current) Area Sales Manager
Phone: 905 444 6698

Comments:

We contacted Jennifer Adams in the HR department who confirmed that the subject's direct supervisor was Joseph Filapelli; Area Sales Manager.

She further stated that Mr. Filapelli left the company in October of 2000. While our source was unwilling to provide a residential address for Mr. Filapelli, we did manage to speak with Bob Brown, the current Area Sales Manager, who formerly worked closely with him. Mr. Brown reported that although he does not know where Joseph Filapelli is currently working, he believes that he resides on Daniel Creek Road in Mississauga.

We located a listing for a J. Filapelli at 1509 Daniel Creek Rd., Mississauga and contacted Mrs. Filapelli who provided a business telephone number for her husband. We located and interviewed Joseph Filapelli at his current place of employment, G. Brandt Meat Packers Ltd. (905 279 4460). Mr. Filapelli provided all information concerning the subject's employee related traits and reason for leaving. Bob Brown provided the subject's income figures, dates of employment and a description of job related duties.

As shown on application / resume?

Employed from: May/99 **To:** Oct/00

yes no approximately

Position at time of leaving: Sales Representative

yes no not applicable

Starting position: Sales Representative

yes no not shown

Full Time **Part Time** **Combination Full Time / Part Time** **Contract** **Seasonal**

Duties:

As a sales representative the subject was responsible for handling some of the firm's mid sized Ontario clients. Duties included the servicing of these accounts, assisting in the set up and marketing of special promotions and meeting volume sales targets as set by the Area Sales Manager. The position involved travel within Ontario and the subject drove a company vehicle.

Reason for Leaving: <input checked="" type="checkbox"/> Voluntary <input type="checkbox"/> Non-Voluntary <input type="checkbox"/> Mutual Agreement	
If Voluntary, what did the subject plan to do?	work elsewhere due to work-related conflict with Area Sales Manager
If Non-Voluntary, why did the employer discharge?	
If Mutual, explain if possible.	

This employee was rated by the employer on the following traits:

	Above Average	Average	Below Average
Productivity		X	
Getting along with others			X
Attendance		X	
Punctuality		X	
Potential for advancement			X
Problem solving skills			X
Ability to learn new skills		X	
Work ethic			X

Eligible for Rehire Yes No Not disclosed Information not available Not Applicable

Strengths: strong computer skills; product knowledge

Weaknesses: difficulty getting along with co-workers; superiors

Additional Comments:

Mr. Filapelli reported several personality conflicts between the subject and other members of the sales force. The same issue was addressed regarding his own working relationship with the subject, although specifics were not disclosed. Some conflicts pertained to account assignments, however, most issues were in the area of interpersonal relationships. This source reports the subject voluntarily resigned to avoid impending termination.

Deviations: Dates of Employment Position(s) held Duties Other

We note that on his application the subject reported that he was employed by McCain Foods from May 1999 until January 2001 when he began working with HJ Heinz Company of Canada. Information from both sources contacted at McCain Foods indicates that in fact the subject ceased working for them on October 3, 2000. Sources at McCain Foods were not aware of the subject's employment status after leaving the firm.

The subject's credit bureau file listed an employer more recent than McCain Foods: Calabria Mia Fine Foods

Special Question: Which contact management software does your firm use (ie ACT, Maximizer, etc.) and was the subject proficient at it?

Mr. Filapelli stated that at the time the subject was employed with McCain Foods, they used Outlook 97. The subject had strong computer skills and was proficient at this program.

FORMER EMPLOYER INTERVIEW RESULTS

Employer: Fortune Food Products
 150 Main St., N.,
 Brampton, ON
 L6V 1N9

Line of Business: wholesales dry food goods

Primary Contact: Bernard Sackman
Position: Sales Manager
Phone: 905 886 7289

Additional Contact: Francis Stern
Position: HR Administrator
Phone:

Comments:

We spoke with the subject's immediate supervisor, Bernard Sackman for all information with the exception of the dates of employment, which were provided by Francis Stern, HR Administrator. Ms. Stern confirmed that Bernard Sackman was the subject's direct supervisor.

As shown on application / resume?

Employed from: Oct 13/98 **To:** Apr 30/99

yes **no** **approximately**

Position at time of leaving: Outside Sales Representative

yes **no** **not applicable**

Starting position: Junior Sales Representative

yes **no** **not shown**

Full Time **Part Time** **Combination Full Time / Part Time** **Contract** **Seasonal**

Duties:

As a junior sales representative the subject's tasks involved insides sales and customer service. Duties included servicing existing clients, working the order desk and marketing promotions to clients by telephone. The subject was reportedly successful in this capacity for a period of five months and was provided an outside sales rep position. For the last month of his employment with Fortune Food Products, the subject trained for outside sales and was paired with a senior sales representative. Outside sales duties included developing new contacts as well as servicing existing clientele. The subject was not yet handling his own accounts at the time of his departure.

Final Income:

Base Earnings \$ 30,000 per: **year** **month** **hour** (# hours per wk: _____)

Bonus \$ _____ per: **year** **month**

Commission \$ _____ per: **year** **month**

Income Remarks:

Commissions were attainable after account assignments were made, however the subject had not yet been assigned his own accounts at the time of his departure.

Reason for Leaving:
 Voluntary
 Non-Voluntary
 Mutual Agreement
If Voluntary, what did the subject plan to do?

To pursue a more senior sales position with increased wages

If Non-Voluntary, why did the employer discharge?
If Mutual, explain if possible.
This employee was rated by the employer on the following traits:

	Above Average	Average	Below Average
Productivity		X	
Getting along with others		X	
Attendance	X		
Punctuality	X		
Potential for advancement		X	
Problem solving skills		X	
Ability to learn new skills		X	
Work ethic			X

Eligible for Rehire
 Yes
 No
 Not disclosed
 Information not available
 Not Applicable
Strengths: good organizational skills on the order desk; good telephone skills; computer skills

Weaknesses: lack of initiative as an outside sales representative

Additional Comments:

Bernard Sackman reported successful performance in the area of a junior sales representative, however, once given the opportunity for outside sales, the subject was considered to have limited initiative and lacked motivation. Mr. Sackman stated that the subject's overall performance would not warrant rehire consideration as an Outside Sales Representative, however he would be considered eligible for rehire in his first position as a Junior Sales Rep, on the order desk.

Deviations:

None determined.

Special Question: Which contact management software does your firm use (ie ACT, Maximizer, etc.) and was the subject proficient at it?

This firm uses ACT. While the subject had no experience using the program, he had strong computer skills and became quite proficient in a short period of time.

FORMER EMPLOYER INTERVIEW RESULTS

Employer: Food Wholesalers Inc.
73 Parkhurst Sq.,
Brampton, ON
L6T 5J2

Line of Business: wholesaler of miscellaneous food products

Primary Contact: Jason Stevens
Position: Mgr., Customer Service
Phone: 905 789 5488

Additional Contact: Maria Simmons
Position: HR Manager
Phone: 905 789 5492

Comments:

Jason Stevens was listed as the subject's immediate supervisor on his resume. Mr. Stevens was contacted at the above number and declined to provide an interview citing company policy. Subsequent calls to the firm's HR department resulted in a conversation with the HR Manager, Maria Simmons. Ms. Simmons confirmed the subject's dates of employment and position, but declined to provide any additional information. This manager reported that a recent policy change within the firm directs all employment inquiries to the HR department and prohibits supervisors or managers to provide employment information. Further, policy permits brief information disclosure only (dates and position held). Ms. Simmons reported the firm's policy supersedes the subject's written authorization for disclosure which was submitted to her office.

As shown on application / resume?

Employed from: Jun 8/98 **To:** Oct 9/98

yes **no** **approximately**

Position at time of leaving: Customer Service Representative

yes **no** **not applicable**

Starting position: Customer Service Representative

yes **no** **not shown**

Full Time **Part Time** **Combination Full Time / Part Time** **Contract** **Seasonal**

Deviations:

None determined.

CREDIT BUREAU REPORT ANALYSIS

The subject's credit report did not show any significant derogatory information. There was one small collection item dated 2002 for an overdue cellular phone account and a couple of very minor late payments on credit cards.

There were no bankruptcies, litigation or garnishees on the subject's file.

CRIMINAL RECORD SEARCH

A nationwide search in the subject's name showed no indication of criminal record.

STATEMENT OF DRIVING RECORD – SUMMARY

A search of the subject's driving record showed the following violations:

November 15, 2003: Speeding 100 km/hr in 70 km/hr zone
January 17, 2004: Speeding 82 km/hr in 50 km/hr zone

End of report