

CANDIDATE SUBMITTAL PACKAGE

Confidential

Hiring Executive:	Sally Kelly, Director of Web Systems
Company:	WMW LLC
Role / Title:	Developer – Front End / Web
Candidate:	Jason Treadway
Phone:	614-461-5555
Email:	Jason.treadway@netemail.com
Current Employer:	Absalom Technology
Current Role / Title:	Developer
Current Compensation:	\$46,0000
Target Compensation:	\$80,0000 – flexible
Interview:	In person – with 48 hour notice. Phone – with 24 hour notice. Mornings or late afternoon are easiest to schedule.
Start:	Within 2 weeks of acceptance of formal offer.
Notes:	<p>Jason is a junior to mid level developer with broad experience in application development, content management systems, and working with a variety of people. His experience is focused in smaller shops and environments, and so learning how to operate in a larger environment like WMW will be part of his learning curve.</p> <p>Technically, he has solid skills focused around front end development. He has mild exposure to back end and mid tier development, and wants to continue to expand his knowledge there.</p> <p>Jason has an easy going, collaborative nature about him. He described working with people of various backgrounds and perspectives, and how he builds relationships to make sure projects go smoothly.</p> <p>Salary-wise, his expectations are unrealistic given his experience. We discussed this with him, and he is open to significantly less depending on the opportunity.</p> <p>10 day vacation to Europe scheduled in July. Does not want to cancel.</p>

Jason Treadstone

EXPERIENCE SUMMARY

Jason is a strong UI UX Developer with 7 years of experience building engaging websites for a wide range of audiences. Jason exhibits expertise in every phase the development process with a strong ability to communicate both technical and creative vision with writers, designers, developers and testers. Additionally, Jason has a solid understanding of backend development using Java and C# which provides an added bonus of Jason being able to quickly ramp up to full stack development in the near future.

TECHNICAL SKILLS

Languages: HTML5, CSS3, JavaScript, C#, Java, PHP, SQL, XML, XSL

Frameworks: .NET, jQuery, SASS, LESS, Node.js, Bootstrap

Tools: Adobe Creative Suite, Visual Studio, WebStorm, Grunt, Bower, Git

PROFESSIONAL EXPERIENCE

Absalom Corporation

May 2010 - Present

(Marketing and Communications)

Lead Web Developer

- Responsible for building website features using jQuery including an RSS feed reader, a tuition cost calculator using Google Charts API and a parking and building map using Google Maps API.
- Training designers in responsive design best practices to speed up new page development and ensure good user experience for mobile users.
- Implementing recommendations to improve website accessibility for uniquely enabled users.
- Aligning website design with new brand guidelines using only CSS in early 2014.
- Serving as Technical Lead for all workflow improvement software purchasing and implementation.
- Serving as liaison and managing projects for many marketing initiatives at Absalom.
- Designing and developing mobile-friendly email templates to use in over 50 email campaigns sent from Hobsons and Emma.

Faulkner Technology

April 2009 – May 2010

Contract Web Developer

- Translated website redesign into fully functional templates in the OmniUpdate content management system using XML, XSL, HTML, CSS, and JavaScript/jQuery.
- Led migration of over 1,200 legacy pages into OmniUpdate while stripping out old code to ensure compatibility with new design.

TS & TF Inc.

June 2008 – April 2009

Freelance Web Developer

- Partnered with a designer and project manager to build WordPress themes and websites for multiple small businesses around Ohio using PHP, HTML, CSS, and JavaScript/jQuery.

EDUCATION

Huge State University – B.S. CIS

LEADERSHIP

- Communications committee chairperson
- Implementation committee member
- Website redesign committee member

PHONE SCREEN QUESTIONNAIRE

CANDIDATE: Jason Treadway
DATE: March 5 2015

CLIENT: ARC LLC
ROLE: Front End Web Developer – UI UX

- 1) Describe the process from the time you type in a website's URL to it finishing loading on your screen?**

Type in the URL, server gets the request, delivers page top to bottom-JavaScript files CSS. Single delivery per URL. Some people get passive page loads / more synchronized loading, page renders top to bottom a lot of people put scripts at the bottom of the page for analytics. He went on to mention how google does this.

- 2) What are some of the considerations for usability when designing a web application? How do you incorporate these into your designs? Can you describe a project where you had significant or complex usability requirements?**

W3c 2.0 guidelines. It's a partnership between designer and developer. Research, design development. Take audience into consideration. He described a revamp they did to Absalom website.

- 3) How do you learn new technologies? Can you give an example where you had to rapidly learn a new technology or tool and use it to complete a project?**

Likes reading Documentation and how it all works together. At Absalom College he shared learning Google Charts and Maps to complete a project.

- 4) When you design a web application, what are the different types of requirements you typically capture?**

Should talk about performance, usability, recoverability, security, workflow, content management, etc.

He struggled a bit on this. Mentioned brand guidelines, security concerns, content - how many pages do they need.

- 5) **Have you had a time in your career where you had high demands on your time and had too much to get done in the time allotted? For example, maybe you had multiple projects with competing timelines. What did you do?**

Yes, he just finished a project like that. Feels that he thrives under pressure more than most people. Said that is because when he gets through it all he looks back and gets a tremendous feeling of accomplishment knowing all he had to do with the constraints he was under.

- 6) **When there is a difference of opinion between you and a team member on how something should be done, what do you do?**

Takes all personalities into consideration, tactfully gives his opinion and give information to back it up. He is a team player and will not alienate anyone. He was very passionate about this topic. Knows the importance of teamwork and everyone's contribution.

- 7) **Sometimes the assignments you receive are vague or ill defined. What do you do? Can you provide an example where this happened and you had to deal with it?**

Yes, he is very familiar with this area. He described a situation with the Grants office detailing how their intake process was challenging and ill defined. He developed a creative brief for them which helped define a plan for restructuring the situation.

- 8) **Describe your approach to testing. How do you know you are testing everything needed?**

Mobile / Web-Browser - Described how the DPI should not be blurred or pixelated across platforms. Make sure everything looks good even if JavaScript is not enabled. Mentioned the importance of analytics and A/B testing.

- 9) **Web development is a field that is constantly changing. What do you do to stay current with trends?**

He spends several hours a week on hobbies/projects to stay current.

- 10) **Suppose we are meeting for coffee 5 years from now. I ask you "How have things gone from a career perspective?" and you say "Great!" What would that look like?**

He stated that it would be a situation where there was not any stagnation in his Career. His work would be using technology that was keeping up to pace and staying current.

Derrico Computers Overview Summary for **TECHNICAL INTERVIEW**

Jason Treadway Candidate's Name	03:00 PM Time	March 3 2015 Date
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Communication Skills? (**Communicates Clearly**)

Speaks Clearly? (**Yes**)

Recommend Hire? (**Your Call**)

Areas of strength recognized during the Technical Interview with the Candidate.

Jason has very good abilities in web development for the UI portion and validating the front end page using Firefox, Chrome, and IE. He has very good abilities in HTML5 and CSS3, building the tags, usage of colon and semi-colon in CSS3, opacity, nesting tags in HTML, and usage of tags, commenting out lines of code in each one, and how to apply the external CSS coded page. He is highly skilled in nav section, doc-type definition, hyperlink tags, image tags, closing tags, and making use of "aside." He has very good abilities in selectors, class selector, ID selector, and grouping selectors together. He also has very good knowledge in setting the properties of an image, and visibility:hidden and display:none.

Areas requiring additional training or experience discovered during the Technical Interview

He would need additional training or time to gain experience in Agile lifecycle, Java, and Object Oriented design and development.

Web development	Agile	CSS3	HTML5	Java	Object Oriented	XML
1) Y	1) Y	1) Y	1) Y	1) Y	1) Y	1) Y
2) Y	2) Y	2) Y	2) Y	2) Y	2) N	2) Y
3) Y	3) N	3) Y	3) Y	3) N	3) Y	3) Y
4) Y	4) N	4) Y	4) Y	4) Y	4) N	4) Y
5) Y	5) Y	5) Y	5) N	5) N	5) Y	5) Y
6) N	6) N	6) N	6) Y	6) N	6) N	6) N
7) Y	7) N	7) Y	7) N	7) N	7) N	7) Y
8) Y	8) N	8) Y	8) Y	8) N	8) N	8) Y
9) N	9) N	9) N	9) Y	9) N	9) N	9) N
10) Y	10) N	10) Y	10) Y	10) N	10) N	10) Y
TOTAL 8	TOTAL 3	TOTAL 8	TOTAL 8	TOTAL 3	TOTAL 3	TOTAL 8

Derrico Computers Candidate Personal Evaluation Form

Jason Treadway	03:00 PM	
Candidate's Name	Time	Date

Note: (This evaluation should reflect their personal viewpoints on these situations.)

1.) Tell me about yourself and your background for the last two years?

He is a web site developer in a college and managing small scale projects – HTML5, CSS3 and JavaScript – working with jQuery and Bootstrap – just starting learning Angular JS

2.) What have you been doing in your current or last job that you worked in, to handle enforcement of naming conventions and standards?

He follows the Google standards and Mozilla naming conventions and standards.

3.) What motivates you to do a good job?

He loves continuously evolving – learning new things and implementing the new technologies

4.) What has been your most significant accomplishment to date?

When he first got onto the projects at the college – he implemented a new design using templates – he has been successful in his tenure at the college in web development.

5.) How do you feel about working as a team member? Do you like working alone or with a group?

He can work well with others within teams.

6.) Have you had any leadership experience or training? (Ex: Team Leader, Project Manager)

None

HR Interview Questions – For WMW LLC

Candidate Name	Jason Treadstone
Position	Web Developer
Date	March 1, 2015
What is prompting you to make a change from your current situation?	Comes down to professional growth and development and compensation. Being academic, limited. Amount and breadth of work. Does not feel challenged, more of the same.
What attracted you to this job?	Mix of technologies. Most of time in undergrad was Java and C#.
Where are you in your job search?	Fairly active during the past few months. Has had a few phone interviews. No in person.
What are you looking for in your next position?	More input on design and development. Right now front and back end work at WMW LLC is separated. Working with newer technologies such as Angular and some of the others. Really likes, team, culture, industry, etc. at WMW LLC. Currently in Marketing Communications department. Wants to be in IT.
Tell me what you know about Arc Corp.	From research, founded 1928, mission statement, in 6 states around Ohio.
Where do you see yourself in 5 years from a career perspective?	Really staying focused in development, but would like to develop skills in leading team. Recently had a lead role with Grants Office. Developed multiple pieces to support a conference. Put together trifold brochures, went through creative process, etc. Learned a lot in terms of leadership, collaboration, etc.
Where are you now from a salary perspective? What range are you considering?	<p>\$46k right now. Same as several years ago. Joined as a contractor with RHI. Converted over to full time. Would like to be \$80k - \$90k and he bases that on what he sees jobs advertised for.</p> <p>Note: \$80k is excessively high for him. I told him that is high in that he does not have commercial enterprise experience. I told him also that should we get to a point an offer is made, it would make sense for both him and Arc Corp.</p> <p>Personally, I think mid \$60's is an appropriate level for him.</p>

What is the professional accomplishment that you are most proud of? Why?	Initial implementation of redesign. Came before responsive design and such. Was the only person developing templates, and seeing the finished product with over 1000 pages on the web site. Had not done anything on that scale up to that point. Managing of the creative project recently.
Tell me about a time in a job that you failed.	Recently did a campus tour from a company called U-Visit. This is a virtual campus tour similar to street view. Has designated tour stops, etc. Targeted at prospective students. Shows students that cannot come for a visit what the campus looks like. Spent a lot of time and effort, but nothing happened with it. Stakeholders have not approved. Not a priority for them even though they pushed for it. Doing it over, would try to get a better commitment on timeline and focus on accountability. Frustrated in that urgency he felt was not shared.
What questions do you have for me?	What is the culture like?
Close with:	The process, potential next steps, drug screen / background check, etc.