

KEY STAFF REFERENCE FORM	
KEY STAFF NAME: THOMAS WEITZEL	
PART 1 – REFERENCE'S INFORMATION THIS INFORMATION SHOULD MATCH THE INFORMATION PROVIDED IN ATTACHMENT 10 – KEY STAFF QUALIFICATIONS .	
Customer/Client Reference Name:	Brian Sala
Customer/Client Reference Title:	Director for Research and Evaluation and CIO (Retired)
Agency, Department, Organization or Company where staff member performed:	Mental Health Services Oversight and Accountability (MHSOAC)
Project Title on which staff member performed:	(both a project and ongoing services)
Reference Phone Number:	(530) 723-3399
Reference E-mail Address:	b_sala@yahoo.com

Instruction for References: The Contractor staff above has listed you as a reference and is requesting for you to complete this staff Reference Form. Please provide your comments and the appropriate rating based on your experience with the proposed staff.

- Step 1:** Complete Columns 1-2 in Part 2 by marking "yes" or "no" and providing an explanation if needed.
- Step 2:** Complete Part 3 and provide your performance ratings.
- Step 3:** At the bottom of the page, print your name, your company's name, then sign and date.
- Step 4:** Return the completed, signed staff Reference Form to Contractor.

PART 2 – THE REFERENCE MUST COMPLETE THIS TABLE.	
COLUMN 1	COLUMN 2
Did the Contractor provide you with a copy of the completed Attachment 10 – Key Staff Qualifications for the Contractor's staff named at the top of this page prior to your completion of this form?	Did the Contractor's staff named at the top of this page perform the services described in Attachment 10 – Key Staff Qualifications , including the functions as described and the time period provided on the project(s) that lists you as a contact?
☒ Yes ☐ No	☒ Yes ☐ No (If "No" checked, explain here.)
PART 3 – THE REFERENCE MUST COMPLETE THIS TABLE.	
THE REFERENCE SHALL COMPLETE PERFORMANCE AND ABILITIES STATEMENTS FOR THE PROPOSED CANDIDATE AND OVERALL PERFORMANCE RATING.	
Performance and Ability Statements	
1. Describe the performance of the Contractor's staff during this engagement. Contractor's staff was consistently excellent during both the Hosting and Managed Services activities and the projects. Mr. Weitzel showed a high degree of competence and attention to our organizational needs in his role.	

2. Describe the ability of the Contractor's staff to perform the contractually, required Work in a timely manner.

Hosting and Managed Services were provided promptly and consistent with the contract expectations.

In the Visualization Configuration and Publication Services Project, Mr. Weitzel served as project manager and scrum master, working closely with my staff project leads to develop and implement sprint goals and deliver completed products. This project routinely met or exceeded expectations.

In the Data Warehouse Development Project, Mr. Weitzel provided key leadership and support in developing and implementing a HIPAA-compliant data warehouse, including policies and procedures, to enable MHSOAC staff and key contractors to protect, access and analyze highly sensitive, personally-identifiable health data. Outcomes in this project routinely met or exceeded expectations.

3. Describe the verbal and written communication skills of the Contractor's staff.

Staff and contractor met regularly and as needed in person and/or via email or video conferencing communications to address hosting/managed services needs. Both Mr. Weitzel's verbal and written communications were clear, responsive and efficient.

Staff and contractor met in person at least weekly to plan, assess, evaluate and approve sprint objectives in the Visualization Configuration and Publication Services Project. Mr. Weitzel ably and efficiently managed the efforts of contracted developers in these activities, keeping the team on task and responsive to our needs.

4. Describe the ability of the Contractor's staff to engage in positive working relationships with other coworkers.

Mr. Weitzel is personable, collaborative and responsive. My staff appreciated his attention to detail and his accessibility.

5. Describe the knowledge of the Contractor's staff in the required areas of expertise.

Mr. Weitzel consistently showed a strong command of the necessary skills in each of his engagements with the MHSOAC.

6. How well did the Contractor handled engagement with end users and User input.

Mr. Weitzel had somewhat limited, direct engagement with our end users in the two projects, but was always responsive and thoughtful when asked to engage.

7. Would you rehire this person?

Yes.

8. Optional Comments:

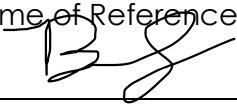
I have been retired for two years and was on medical leave for an extended period prior to retirement, so I cannot speak to Mr. Weitzel's performance during that period. However, I did work with him extensively prior to that point. I'm confident that Mr. Weitzel would bring a very high level of competence and responsiveness to any new IT project engagements.

On a scale of 1-10, with 1 being the lowest and 10 being the highest, how would you rate this individual's overall performance?

10 out of 10.

By signing this form, the Reference is certifying that all information provided on this form is correct.

Brian Sala
Name of Reference (print)


Signature of Reference

Mental Health Services Oversight and Accountability (MHSOAC)
Name of Company Reference (print)

10/14/25

Date

