



2025 Scholarship Program

6711 Mississauga Road, Suite 310 Mississauga, ON L5N 2W3

T: (416) 410-6933

W: www.weao.org E: scholarship@weaocommittee.org

EMPLOYMENT AND ACADEMIC REFERENCE FORM

Applicant's Name

Date

1. EMPLOYER or PROFESSOR CONTACT INFORMATION

Name

Position or Title

Company Name or Academic Institution

Street Address

City, Province, Postal Code

Email Address

Telephone

2. EMPLOYMENT INFORMATION (Section 2 to be completed by employer only)

What is the nature of your company's business?

What was the duration of the employment period?

What was the nature of the work of the applicant?

3. APPLICANT EVALUATION

How long have you known, and in what capacity were you involved with, the applicant?

What is your opinion of the applicant's knowledge and competency in the field of water/wastewater, considering the applicant's current status as a student?

How would you rate the applicant in terms of:

	Poor		Satisfactory		Excellent		Not sure
	1	3	5	7	9	10	
Technical Competency	☐	☐	☐	☐	☐	☐	☐
Academic Performance	☐	☐	☐	☐	☐	☐	☐
Communication Skills (Verbal and Written)	☐	☐	☐	☐	☐	☐	☐
Problem-Solving Skills	☐	☐	☐	☐	☐	☐	☐
Interest in Water/Wastewater	☐	☐	☐	☐	☐	☐	☐
Professional Attitude	☐	☐	☐	☐	☐	☐	☐
Leadership Skills	☐	☐	☐	☐	☐	☐	☐
Character (Ethics)	☐	☐	☐	☐	☐	☐	☐
Promptness and Thoroughness	☐	☐	☐	☐	☐	☐	☐

In your opinion,

- If there is one area of weakness the applicant should work on, what is it and why do you think it is important?
- What are your overall impressions of the applicant?
- Having considered all the above, why do you think the applicant deserves the Scholarship and recognition of WEAO?



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May we contact you in the future in regard to this reference letter?

☐ Yes

☐ No

PRIVACY STATEMENT

The Water Environment Association of Ontario (WEAO) respects your privacy and will maintain your reference form information confidential. It will be used strictly for the purpose of administering the WEAO Scholarship Program and evaluating applicants.

For applicants who win the scholarship, we may use select information in WEAO's *Influents* magazine to generally describe the winning candidates. May we use your name and your company's name in an article about the winning candidate?

☐ Yes

☐ No

SUBMISSION GUIDELINES

Only referees should submit the completed Reference Forms to WEAO. Applicants are not to include this Form in their application package.

Please submit the completed Reference Form to WEAO by email:

- Email: scholarship@weaocommittee.org (Word or PDF format)

The applicant will appreciate it if you let them know when you have submitted this form. You can choose to send the applicant a copy at your own discretion.

The Water Environment Association of Ontario thanks you for taking the time to complete this reference form.