

The Phone House Netherlands BV  
Astronaut 34  
3824 MJ Amersfoort  
The Netherlands

T: +31 (0)33 451 2020  
F: +31 (0)33 451 2186  
E: [info@phonehouse.nl](mailto:info@phonehouse.nl)  
W: [www.phonehouse.nl](http://www.phonehouse.nl)

Amersfoort, 1<sup>st</sup> June 2004

Reference for: Matthijs van der Kaay  
Position: Internship / Category Accessories Executive

Reference by: Jeroen Mertens MBA  
Position: Category Manager Accessories

*Which advice would you give Matthijs as a result of your impressions of his working period at The Phone House?*

Important is that Matthijs will keep his enthusiasm and his eagerness to learn; I am sure that it will help him in the future to improve himself.

If he would leave the details and punctuality a bit more, his working pace could be higher. Especially his inventories of facts can be more to the point.

*Comments and/or suggestions about Matthijs?*

Matthijs has a very pleasant personality and is able to establish contact and relations with different people on different hierarchical company levels.

He shows a very pro-active working attitude, including in meetings with external parties.

His organising structure is good and is developed during the working period.

He's able to overview the steps which must be taken to reach the goal and Matthijs anticipates well on the status of the project.

He shows an open attitude for criticism. Together with his general knowledge and his social skills, it makes him fit for network activities.



Jeroen Mertens