

CONFIDENTIAL BACKGROUND
SCREENING REPORT



Candidate's Name Waruguru Kariuki

Report Status Final Report

SOW NO. 3223

Position Hired EABL

Screening Package EABL STANDARD PACKAGE

Reference NO. EABL-RQ-1638525119318-
OXIP



IDENTITY

DESCRIPTION	DETAILS VERIFIED
Names	KARIUKI WARUGURU
ID No.	33658642
Date of Birth	4/8/1997 12:00:00 AM
Gender	FEMALE

COMMENTS

The candidate is a Kenyan citizen and is of legal employment age, her identity details i.e. names, date of birth and I.D No. concur with the records at the registrar of persons as authenticated against the Integrated Population Registration System Database.

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EDUCATION

DESCRIPTION		DETAILS PROVIDED	DETAILS VERIFIED	MATCH	NO MATCH
HIGHEST EDUCATION	Institution Name	UNITED STATES INTERNATIONAL UNIVERSITY - AFRICA			
	Years	CONTINUING			
	Course	MASTER OF BUSINESS ADMINISTRATION			
	Specialization	BUSINESS ADMINISTRATION			
	Awards	N/A			

EDUCATIONCOMMENTS

Lilian Awino, Ag. Registrar confirmed that Waruguru Kariuki of admission number 663992 is a continuing student at the institution pursuing course work leading to a Master of Business Administration degree in for a period covering May 2021 to date

DESCRIPTION		DETAILS PROVIDED	DETAILS VERIFIED	MATCH	NO MATCH
	Institution Name	ST PAUL'S UNIVERSITY	ST. PAULS UNIVERSITY	✓	
	Years	4 OCTOBER 2019	04/October/2019	✓	
HIGHEST EDUCATION	Course	BACHELOR OF ARTS IN COMMUNICATION	Bachelor of Arts in Communication	✓	
	Specialization	PUBLIC RELATIONS	PUBLIC RELATIONS	✓	
	Awards	SECOND CLASS HONOURS (UPPER DIVISION)	SECOND CLASS HONOURS (UPPER DIVISION)	✓	

COMMENTS

Nancy Njau for Ag. Deputy Registrar Academics confirmed that Waruguru Kariuki was a student at the University. She studied for a degree in Bachelor of Arts in Communication specializing in Public Relations. She was conferred a degree on 4th October 2019.

The certificate provided by the candidate was confirmed to be authentic

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PROFESSIONAL QUALIFICATION

DESCRIPTION	BODY	REGISTRATION DATE	MEMBERSHIP NUMBER	STATUS	CERTIFICATE
Professional Membership	N/A	N/A	N/A	NON ACTIVE	

COMMENTS

Waruguru Kariuki appears not to have a professional memebership as per her resume

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
YOUTH DYNAMIX KENYA	Organization	YOUTH DYNAMIX KENYA (BLAZE SAFARICOM)	Organization	YOUTH DYNAMIX KENYA	✓	
	Years	AUG 2016 - DEC 2019	Years	28TH AUG 2016 - 24TH DEC 2019	✓	
	Position	COMMUNICATION CONSULTANT	Position	CONSULTANT	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	END OF PROJECT		✓

COMMENTS

Youth Dynamix Kenya (Blaze Safaricom)

Paul Mumbu, Human Resource Manager confirmed that Waruguru Kariuki consulted for a project with Blaze Safaricom on a part-time basis from 28th August 2016 to 24th December 2019 when the project came to an end

Waruguru was not assigned any work tools

Paul would recommend her for rehire

Duties, roles and responsibilities

- ✓ Provided insight in relation to the project for the client
- ✓ Shared knowledge to assist the client attain their desired goal

Level of supervision

- ✓ Direct supervision

Any disciplinary cases

- ✓ She did not face any disciplinary cases

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
SOKOFRESH AGRI-INNOVATIONS LIMITED	Organization	SOKOFRESH AGRI-INNOVATIONS LIMITED	Organization	SOKOFRESH AGRI-INNOVATIONS LIMITED	✓	
	Years	SEP 2021 - NOV 2021	Years	10TH SEP 2021 - 30TH NOV 2021	✓	
	Position	MARKET DEVELOPMENT INTERN	Position	MARKET DEVELOPMENT INTERN	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	ON CONSENSUS ON AN OPPORTUNITY		✓

COMMENTS

Soko Fresh Agri-Innovations EA Limited

Denis Karema, CEO confirmed that Waruguru Kariuki was a Market Development Intern from 10th September 2021 to 30th November 2021 when she finalized her internship before the end date but on consensus on an opportunity. They had a discussion on an opportunity to join EABL which they felt was a great opportunity for her career

Waruguru returned the company assigned work tools and she did not owe the company any money

Denis would recommend Waruguru for rehire noting that she was a brilliant candidate

Duties, roles and responsibilities

- ✓ Research & analysis of potential buyers for fresh fruit and vegetables
- ✓ Cold calling and visits to potential clients’ warehouses and offices
- ✓ Buyer engagement discussions and negotiations
- ✓ Support onboarding of buyers on the digital platform and coordinate initial sales finalization
- ✓ Developed and shared contracts with buyers

Level of supervision

- ✓ Minimal levels of supervision. The candidate was a self-start and had great time management skills
- ✓ She understood and owned her deliverables

Punctuality and attendance

- ✓ She was punctual and intrinsically motivated to achieve her goals

How the candidate related with others

- ✓ She was friendly, respectful and was a team player
- ✓ She was collaborative

Candidate’s overall work performance and job knowledge compared to others in the job

- ✓ Ms. Waruguru was a high skilled staff and was well versed in business development, marketing as well as partnership development

Candidate’s strength

- ✓ Partnership development
- ✓ Communication skills

Whether the candidate completed her internship period

- ✓ Yes

Any disciplinary cases

- ✓ No

Any misconduct involving financial losses to the organization

- ✓ No

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
	Organization	NESTLE SOUTH AFRICA	Organization	NESTLE	✓	
	Years	OCT 2020 - JAN 2021	Years	1ST NOV 2020 - 31ST JAN 2021		✓
NESTLE	Position	VIRTUAL E-COMMERCE INTERN	Position	VIRTUAL INTERN E-COMMERCE	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	END OF CONTRACT		✓

COMMENTS

Nestle South Africa

Caroline Kitwa Mwangangi, HR Services Specialist confirmed that Waruguru Kariuki worked as a Virtual Intern E-Commerce from 1st November 2020 to 31st January 2021 when the contract ended

Waruguru did return the company assigned work tools and did not have any disciplinary cases

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EMPLOYEMENTTENURE

EMPLOYEMENT TENURE			
Company	Position	Period	Reason for Leaving
YOUTH DYNAMIX KENYA	CONSULTANT	28TH AUG 2016 - 24TH DEC 2019	END OF PROJECT
SOKOFRESH AGRI- INNOVATIONS LIMITED	MARKET DEVELOPMENT INTERN	10TH SEP 2021 - 30TH NOV 2021	ON CONSENSUS ON AN OPPORTUNITY
NESTLE	VIRTUAL INTERN E- COMMERCE	1ST NOV 2020 - 31ST JAN 2021	END OF CONTRACT

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GAP IDENTIFICATION AND ANALYSIS

Name	From	To	Comments
EMPLOYMENT GAP 1	JAN 2021	SEP 2021	Waruguru Kariuki has an employment gap period of 7 Months; from when she left Nestle in January 2021 to when she joined Sokofresh in September 2021. During this period, Waruguru confirmed that she was not formally or informally employed. She opted to take up short online courses and begun her Master Degree
EMPLOYMENT GAP 2	MAR 2020	OCT 2021	Waruguru Kariuki has an employment gap period of 6 Months; from when she left M.P. Shah Hospital; in March 2020 to when she joined Nestle in October 2021. During this period, Waruguru confirmed that she was not formally or informally employed. She opted to take up short online courses and begun her Master Degree

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CREDIT INFORMATIONCHECK

DESCRIPTION	COMMENTS			
Credit Report	1 open loan accounts 1 closed loan accounts.			
Open loan accounts				
<i>Institution</i>	Type of Loan	<i>Total Amount</i>	<i>Balance Amount</i>	<i>Amount & Days</i>
Closed loan accounts				
<i>Institution</i>	Type of Loan	<i>Total Amount</i>	<i>Balance Amount</i>	<i>Amount & Days</i>
FULIZA M-PESA	OVERDRAFT	KES. 275	KES 0	KES 0
N/A	N/A	KES. 0	KES 0	KES 0

COMMENTS

As of 17th December 2021, Waruguru Kariuki does not have an open loan account
Waruguru Kariuki however, has 1 closed loan account amunting to **KES 275** which she fully serviced as stipulated above

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NATIONAL CRIMINAL DATABASE SEARCH

NAME	IDENTITY NUMBER	POLICE CLEARANCE REFERENCE NUMBER	STATUS
WARUGURU KARIUKI	33658642	-	NO REPORTED OFFENSES

COMMENTS

Waruguru Kariuki of Identity Number 33658642 has been searched in the Criminal Records Office database and has no known criminal record or results of Trial as confirmed by the Directorate of Criminal Investigations on 6th December 2021

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SOCIAL MEDIA

DESCRIPTION	ADVERSE STATUS	SOCIAL MEDIA HANDLE	COMMENTS
FACEBOOK ACCOUNT	NO ADVERSE MENTION FOUND	HTTPS://WWW.FACEBOOK.COM/AYPREAL.WEST	
TWITTER ACCOUNT	NO ADVERSE MENTION FOUND	HTTPS://TWITTER.COM/ APRIL_KARIUKI	
LINKEDIN PROFILE	NO ADVERSE MENTION FOUND	HTTPS://WWW.LINKEDIN.COM/IN/WARUGURU-KARIUKI-A13273172/?ORIGINALSUBDOMAIN=KE	
GOOGLE SEARCH	NO ADVERSE MENTION FOUND	N/A	

FACEBOOKACCOUNT Photographic Evidence

FACEBOOKACCOUNT Comments

Following a thorough search using names, phone number and email address, Waruguru Kariuki's Facebook account has no record of adverse information.

TWITTERACCOUNT Photographic Evidence

TWITTERACCOUNT Comments

Following a thorough search using names, phone number and email address, Waruguru Kariuki's Twitter account has no record of adverse information.

LINKEDINPROFILE Photographic Evidence

LINKEDINPROFILE Comments

Following a thorough search using names, phone number and email address, Waruguru Kariuki's LinkedIn Profile has no record of adverse information.

GOOGLE SEARCH Photographic Evidence

GOOGLE SEARCH Comments

Following a thorough search using names, phone number and email address, Waruguru Kariuki's Google Search has no record of adverse information.