

CONFIDENTIAL BACKGROUND
SCREENING REPORT



Candidate's Name	Justine Sawanda
SOW NO.	3804
Screening Package	EABL STANDARD PACKAGE

Report Status	Final Report
Position Hired	EABL
Reference NO.	EABL-RQ-1644848321877-AJ0V



IDENTITY

DESCRIPTION	DETAILS VERIFIED
Candidate Names	JUSTINE BENAMMI SAWANDA
Identity No.	24663339
Date of Birth	18/04/1985
Gender	MALE

COMMENTS

The candidate is a Kenyan citizen and is of legal employment age, his identity details i.e. name, 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
	Institution Name	KAIBOI TECHNICAL TRAINING INSTITUTE	KAIBOI TECHNICAL TRAINING INSTITUTE	✓	
	Years	1 NOVEMBER 2012	01/November/2012	✓	
HIGHEST EDUCATION	Course	DIPLOMA IN MECHANICAL ENGINEERING	DIPLOMA IN MECHANICAL ENGINEERING	✓	
	Specialization	PLANT OPTION	PLANT OPTION	✓	
	Awards	PASS	PASS	✓	

COMMENTS

Emmy Lagat, the Registrar Admissions/ Academics, confirmed that Onyango Dalmas Sawanda (Adm No. 5100), was a student at the institution and was enrolled for a Mechanical Engineering Plant Option. He completed his course in November 2012 and sat for his KNEC examinations. The certificate provided was confirmed to be authentic on 16th February 2022.

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PROFESSIONAL QUALIFICATION

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

COMMENTS

Justine Benammi Sawanda does not appear to have any professional membership as per his resume.

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
KISUMU BREWERY PLANT	Organization	KISUMU BREWERY PLANT	Organization	KISUMU BREWERY PLANT	✓	
	Years	DEC 2019 - DATE; MAR 2018 - DEC 2019	Years	DEC 2019 - DATE; MAR 2018 - DEC 2019	✓	
	Position	PROCESS OPERATOR AT KEGLINE; TECHNICAL ENGINEER	Position	PROCESS OPERATOR AT KEGLINE; TECHNICAL ENGINEER	✓	
	Reason for Leaving	CURRENTLY EMPLOYED AT THE COMPANY	Reason for Leaving	CURRENTLY EMPLOYED AT THE COMPANY	✓	

COMMENTS

The candidate is currently employed at Kisumu Brewery Plant hence no attempt was made to contact the company to avoid jeopardizing the candidate's employment. Background checks to be conducted once the candidate has resigned; upon request.

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
PRIME STEEL MILLS	Organization	PRIME STEEL MILLS LTD	Organization	PRIME STEEL MILLS	✓	
	Years	MAR 2017 - FEB 2018	Years	MAR 2017 - DEC 2019		✓
	Position	TECHNICAL ENGINEER (FITTING)	Position	MECHANICAL TECHNICIAN		✓
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	HIS CONTRACT EXPIRED		✓

COMMENTS

Prime Steel Mills.

Josea Lagat, the Chief Engineer, confirmed that Justine Sawanda was hired as a Mechanical Technician from March 2017 to December 2019. He left when his contract expired. Josea would recommend Justine for employment and returned company assigned tools.

Duties, roles and responsibilities

- ✓ Condition management
- ✓ Troubleshooting
- ✓ General maintenance
- ✓ Inspection and any other duty that was assigned to him.

Coping while working under pressure

- ✓ When there was a breakdown and Maintenance it was supposed to be handled within minimal time and he did it very well.

Any disciplinary cases

- ✓ No.

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
	Organization	SUNBLEST BAKERY LTD	Organization	SUNBLEST BAKERY LTD	✓	
	Years	AUG 2016 - FEB 2017	Years	AUG 2016 - FEB 2017	✓	
SUNBLEST BAKERY LTD	Position	TECHNICAL ENGINEER (FITTING, WELDING AND FABRICATION)	Position	MECHANICAL FITTER		✓
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	HE LEFT SINCE THE AMOUNT OF WORK REDUCED		✓

COMMENTS

Sublest Bakery Ltd.

Patrick Sakwa, the Maintenance Head, confirmed that Justine Sawanda was hired as a Mechanical Fitter from August 2016 to February 2017 on full-time basis. He left since the amount of work reduced and returned company assigned tools. He was not involved in fraud or any misconduct resulting in financial losses. Patrick would recommend Justine for rehire and stated that he could deliver when given work.

Brief description of duties of the position

✓ Mechanical fitter – Site maintenance.

Level of supervision required

✓ He could so his work without supervision.

Contributions to the organization or any outstanding achievements

✓ None that Patrick could remember.

Response to stressful situations and working within deadlines

✓ Well.

Relating with others (customers, co-workers, supervisors)

✓ Okay.

Overall work performance rate and job knowledge compared to others on the job

✓ 70%.

Any promotions

✓ None.

Candidate’s strengths

✓ Okay.

Areas of improvement

✓ None.

Brief description of the candidate in relation to:

Trustworthiness	Good
Dependability/ reliability	Good
Taking Initiative	Good
Communication skills (Verbal/ written)	Excellent
Time management	Very good
Ability to make sound and timely decisions	-
Adaptability to change	-
Professionalism	Good

Any disciplinary issues

✓ None.

Any engagement in misconduct resulting in financial losses to the organization

✓ None.

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DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
	Organization	EQUATOR BOTTTLERS LTD	Organization	EQUATOR BOTTTLERS LTD	✓	
	Years	MAR 2015 - JUN 2016	Years	20 MAR 2015 - 30 JUN 2016	✓	
EQUATOR BOTTTLERS LTD	Position	TECHNICAL ENGINEER (MAINTENANCE, FITTING, WELDING AND FABRICATION)	Position	MAINTENANCE TECHNICIAN	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	HE LEFT WHEN HIS CONTRACT EXPIRED		✓

COMMENTS

Equator Bottlers Ltd.

Jared Kisa, from CCBA Group, confirmed that Sawanda Justine was hired as a Maintenance Technician from 20th March 2015 to 30th June 2016. He left when his contract expired. Jared would rehire Justine and described him as being a good performer with correct attitude and open minded person.

Overall work performance

✓ Good.

Any promotions

✓ None.

Coping while working under pressure

✓ Coped very well.

Relating with others

✓ Related well and highly demonstrated teamwork spirit.

Any disciplinary cases

✓ None.

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EMPLOYEMENTTENURE

EMPLOYEMENT TENURE			
Company	Position	Period	Reason for Leaving
KISUMU BREWERY PLANT	PROCESS OPERATOR AT KEGLINE; TECHNICAL ENGINEER	DEC 2019 - DATE; MAR 2018 - DEC 2019	CURRENTLY EMPLOYED AT THE COMPANY
PRIME STEEL MILLS	MECHANICAL TECHNICIAN	MAR 2017 - DEC 2019	HIS CONTRACT EXPIRED
SUNBLEST BAKERY LTD	MECHANICAL FITTER	AUG 2016 - FEB 2017	HE LEFT SINCE THE AMOUNT OF WORK REDUCED
EQUATOR BOTTLERS LTD	MAINTENANCE TECHNICIAN	20 MAR 2015 - 30 JUN 2016	HE LEFT WHEN HIS CONTRACT EXPIRED

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GAP IDENTIFICATION AND ANALYSIS

Name	From	To	Comments
EMPLOYMENT GAP 1	JUN 2016	AUG 2016	Justine Sawanda confirmed that between June 2016 when he left Equator Bottlers and August 2016 when he joined Sunblest Bakery Ltd, he went out searching for employment the whole of July before joining Sun Blest Bakery.

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CREDIT INFORMATIONCHECK

DESCRIPTION	COMMENTS			
Credit Report	0 open loan accounts 2 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>
DIAMOND TRUST BANK KENYA	OVERDRAFT	KES. 0	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 2,000	KES 0	KES 0

COMMENTS

As of 18th February 2022, Justine Benammi Sawanda has no open loan accounts.

Justine Benammi Sawanda also has 2 closed loan accounts which amounted to **KES 2,000** which was fully serviced as stipulated above.

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NATIONAL CRIMINAL DATABASE SEARCH

NAME	IDENTITY NUMBER	POLICE CLEARANCE REFERENCE NUMBER	STATUS
JUSTINE BENAMMI SAWANDA	24663339	-	NO REPORTED OFFENSES

COMMENTS

Justine Benammi Sawanda of Identity Number 24663339 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 15th February 2022.

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SOCIAL MEDIA

DESCRIPTION	ADVERSE STATUS	SOCIAL MEDIA HANDLE	COMMENTS
TWITTER	NO ADVERSE MENTION FOUND	-	
GOOGLE SEARCH	NO ADVERSE MENTION FOUND	N/A	
FACEBOOK	NO ADVERSE MENTION FOUND	HTTPS://WWW.FACEBOOK.COM/JUSTINE.SAWANDA.9	
LINKEDIN	NO ADVERSE MENTION FOUND	HTTPS://WWW.LINKEDIN.COM/IN/JUSTINE-SAWANDA-1B0488179	

GOOGLE SEARCH Photographic Evidence

GOOGLE SEARCH Comments

Following a thorough search using names, phone number and email address, Justine Benammi Sawanda's Google search has no record of adverse information.

FACEBOOK Photographic Evidence

FACEBOOK Comments

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

LINKEDINPhotographic Evidence

LINKEDINComments

Following a thorough search using names, phone number and email address, Justine Benammi Sawanda's LinkedIn account has no record of adverse information.

TWITTERPhotographic Evidence

TWITTERComments

Following a thorough search using names, phone number and email address Justine Benammi Sawanda does not appear to have a Twitter account.