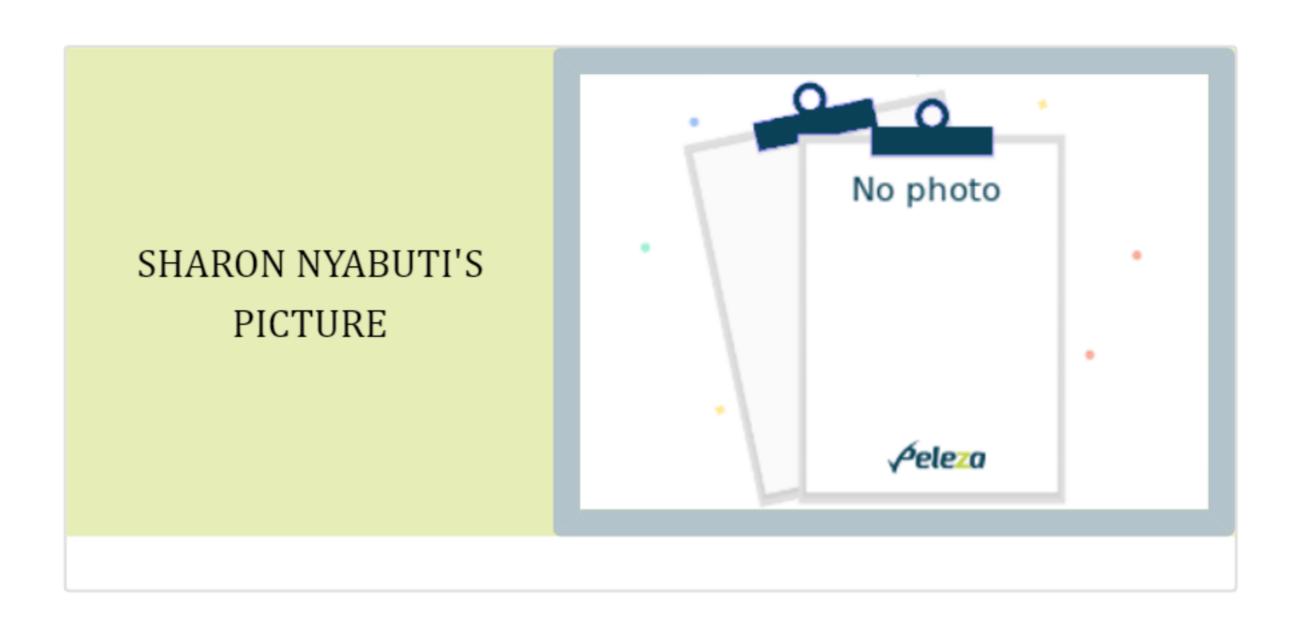
CONFIDENTIAL BACKGROUND SCREENING REPORT



Candidate's Name	SHARON NYABUTI	Report Status	Final Report
SOW NO.	3037	Position Hired	EABL
Screening Package	EABL STANDARD PACKAGE	Reference NO.	EABL- RQ-1628520803912-0LYD



IDENTITY

DESCRIPTION	DETAILS VERIFIED
Names	NYABUTI SHARON KEMUNTO
ID No.	31497501
Date of Birth	9/17/1994 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
	Institution Name	MOI UNIVERSITY	MOI UNIVERSITY	~	
	Years	17 DECEMBER 2015	17/December/2015	~	
HIGHEST EDUCATION	Course	BACHELOR OF BUSINESS MANAGEMENT	BACHELOR OF BUSINESS MANAGEMENT	~	
	Specialization	FINANCE AND BANKING	FINANCE AND BANKING	✓	
	Awards	SECOND CLASS HONOURS (UPPER DIVISION)	SECOND CLASS HONOURS (UPPER DIVISION)	~	

COMMENTS

D.K. Korio for Deputy Vice Chancellor (A, R, E) confirmed that Sharon Kemunto Nyabuti was a bona fide student in the School of Business and Economics and that she studied a course leading to the conferment of Bachelor of Business Management (Finance and Banking), Second Class Honours (Upper Division). She graduated during the 31st congregation for the conferment of degree and award of diplomas that was held on 17th December 2015

The certificate presented by the candidate was confirmed to be authentic and issued by Moi University

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PROFESSIONAL QUALIFICATION

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

COMMENTS

Sharon Kemunto Nyabuti appears not to have a Professional membership as per her resume

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DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
	Organization	FIRLCOM NETWORKS SECONDED TO SAFARICOM PLC	Organization	FIRLCOM NETWORKS	~	
FIRLCOM	Years	JUN 2017 - TO DATE	Years	1ST MAY 2019 - 31ST JUL 2021		✓
NETWORKS	Position	TRADE DEVELOPMENT REPRESENTATIVE	Position	TRADE DEVELOPMENT REPRESENTATIVE	~	
	Reason for Leaving	CURRENTLY EMPLOYED AT THE COMPANY	Reason for Leaving	RESIGNATION		✓

COMMENTS

Firlcom Networks

Lynn A Ongewe, Human Resource Manager confirmed that Sharon Kemunto Nyabuti worked as a Trade Development Representative on a full-time basis from $1^{\rm st}$ May 2019 to $31^{\rm st}$ July 2021 when she resigned citing search for greener pastures

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

Lynn would recommend Sharon to be rehired noting that she was one of the best Trade Development Representatives they ever had

Duties and Responsibilities

- ✓ To provide visibility and accessibility
- ✓ Provide Safaricom solutions to different outlets

Level of supervision

✓ She required little to low supervision

Candidate's contribution to the organization or any outstanding achievements

- ✓ She was one of the best sales people in the Westlands territory (Gachie).
- ✓ She was managing BA'S

Candidate's response to stressful situation & working within deadlines

 \checkmark She held forth for her manager when he was given a transfer

How the candidate related with others (Customers, co-workers and supervisors)

✓ She was a good team player

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

✓ Excellent

Any Promotions

✓ No

Candidate's strengths

- ✓ Managing fellow employees (a good leader)
- ✓ A performer

Candidate's areas of improvement

 \checkmark Lynn stated that Sharon should find ways of managing too much pressure

Any disciplinary cases

✓ No

Any misconduct involving financial losses to the organization

✓ No

Description of the candidate in relation to;

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

DISCLAIMER:

investigation specific to your industry needs.

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DESCRIPTION	DETAILS PRO	VIDED	DETAILS VER	IFIED	MATCH	NO MATCH
	Organization	TOP IMAGE (SAFARICOM ACCOUNT)	Organization	TOP IMAGE (SAFARICOM ACCOUNT)	✓	
TOD IMACE	Years	OCT 2016 - MAY 2017	Years	1ST JUN 2016 - 31ST MAY 2017		✓
TOP IMAGE (SAFARICOM ACCOUNT)	Position	ACTIVATION TEAM LEADER	Position	TEAM LEADER	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	PROMOTED TO TRADE DEVELOPMENT REPRESENTATIVE		✓

COMMENTS

Top Image (Safaricom Account)

Chrispine Oyenga, Project Manager confirmed that Sharon Kemunto Nyabuti worked as a Team Leader on a full-time basis from $1^{\rm st}$ June 2016 to $31^{\rm st}$ May 2017 when she was promoted to a Trade Development Representative

Sharon served notice, returned the company assigned work tools and she did not owe the company any money

Chrispine would recommend Sharon to be rehired

Duties and Responsibilities

✓ Supervision, recruitment and training, reporting

Level of supervision

✓ She required direct to intermittent supervision

Candidate's contribution to the organization or any outstanding achievements

✓ Target achievement

Candidate's response to stressful situation & working within deadlines

✓ Flexible and adjusted due to work demand

How the candidate related with others (Customers, co-workers and supervisors)

✓ Professional and cooperative at all time

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

✓ During her time as Brand ambassador, she proved to be hard working, trustworthy and displayed leadership skill.

Any Promotions

✓ From Brand Ambassador to Team Leader

Candidate's strengths

- ✓ Team player,
- ✓ Leadership,
- ✓ Communication,
- ✓ Honesty,
- ✓ Initiative among many

Candidate's areas of improvement

✓ Accepting feedback and Constructive criticism

Any disciplinary cases

✓ None

Description of the candidate in relation to;

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

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DESCRIPTIO	N DETAILS PRO	DETAILS PROVIDED		DETAILS VERIFIED		NO MATCH
	Organization	TOP IMAGE (SAFARICOM PLC)	Organization	TOP IMAGE (SAFARICOM PLC)	~	
TOD IN ACE	Years	JUN 2017 - TO DATE	Years	6TH JUL 2017 - 31ST JUL 2021		✓
TOP IMAGE (SAFARICOM PLC)	Position	TERRITORY DEVELOPMENT REPRESENTATIVE	Position	TERRITORY DEVELOPMENT REPRESENTATIVE	~	
	Reason for Leaving	CURRENTLY EMPLOYED AT THE COMPANY	Reason for Leaving	GRENER PASTURES		✓

COMMENTS

Top Image (Safaricom PLC)

James S. Ajode, Area Sales Manager confirmed that Sharon Nyabuti Kemunto worked as a Territory Development Representative on a full-time basis from 6th July 2017 to 31st July 2021 when she got greener pastures on the basis of exposure and FMCG sales experience

Sharon served a one notice, returned the company assigned work tools and she did not have any outstanding fraud case of money owed

James would strongly recommend Sharon to be rehired noting that she was one of James' strongest team members. She was very ambitious, responsible and coachable. James believes that Sharon will excel and receive multiple promotions

Duties and Responsibilities

- ✓ Acquisition of New customer. (Subscribers)
- ✓ Mpesa recruitment and operations.
- ✓ Monitoring and Reporting network coverage.
- ✓ Training and on boarding of new and existing Mpesa Agents. ✓ Organizing Mpesa forums on current product promotions, Risk, Fraud and Anti money
- laundry.
- ✓ Ensure Airtime penetration through Dealer Sales Agents (DSA)
- ✓ Management of Safaricom Dealer Shops. (Simcards, Airtime, phone and other Accessories)
- ✓ Supervision of Brand Ambassadors
- ✓ Branding and Merchandising of Mpesa outlets
- ✓ Planning and organizing of activation's (Campus, clubs and Rig)

Level of supervision

- ✓ Sharon was responsible and disciplined.
- ✓ Intermittent supervision was ideal for her strong personal drive. Once Sharon got the flow of ways of working, she did not require further supervision.

Candidate's contribution to the organization or any outstanding achievements

- ✓ Good at picking out RTM gaps. She was able to identify a gap in Gachie territory that enabled installation of new distributor and activation team in Gichagi market. This acumen doubled Gachie's Share of Gross Adds (SOGA) from 36% to 62%.
- ✓ Sharon was able to catapult prepositions by MPESA agents from 72% to 121%. She was skilled at retailer engagement, incentivizing partners and constantly reinvigorating their participation in promotions. Her management of relationship in trade was superior.
- ✓ Sharon was brilliant in execution. Transforming external visibility audit score from 53% to 90%. She executed with speed and scale.

Candidate's response to stressful situation & working within deadlines ✓ Sharon could work well under pressure. She was fully focused in all situations and hardly

missed deadlines. This made her an ideal candidate for championing roles (delegation)

How the candidate related with others (Customers, co-workers and supervisors) ✓ Sharon was well known in her market. This was evident by customer engagement in

- electronic platforms and on ground during James' market visits. This customer relationship was further highlighted by her high market agents' advocacy score. ✓ Sharon was a team player, always ready and willing to provide and take feedback and
- builds. She was respectful and avoided unnecessary & unhealthy conflict. This only reinforced team synergy. ✓ Sharon was very respectful of authority and followed guidance. She also had strong
- communication skills enabling her to seek clarification and share result oriented ideas. She was highly dependable with integrity and laser focus. Candidate's overall performance and job knowledge compared to others in the job

✓ Sharon's rating was "Exceeds Expectations". She gave her responsibilities her best and looked for ways to further improve the market. Testament of her job & customer

knowledge. Any Promotions

✓ Sharon was laterally promoted by getting a transfer to a more challenging and sophisticated.

- market within Westlands Sales Area. Candidate's strengths
 - ✓ Laser focused ✓ Committed & dedicated
 - ✓ High integrity ✓ Confident and customer focused

✓ Reliable & dependable

Candidate's areas of improvement

Any disciplinary cases

✓ James stated that Sharon requires more exposure in terms of industries, company culture,

product, brand and variety of market and customer profiles

Description of the candidate in relation to;

✓ None

Trustworthiness

Dependability/ reliability	in full and on time. She was an ideal cand	
	for holding fort for the supervisor.	
	Took initiative in incentivizing and enga	
Taking Initiative	customers. She was also good at comin{	
	with initiatives for Route-To-Market	
Communication skills (Verbal/ written)	Strong all-round communication skill	
Time management	Respected and managed time and dead	
Time management	well	
Ability to make cound and timely decisions	She factored all drivers in her decision-m	
Ability to make sound and timely decisions	process. She was quick on her feet as w	
Adaptability to change	Very positive attitude and adaptive	
Professionalism	Highly professional in all aspects of her	

High integrity hence trustworthy

Highly reliable, ensured tasks were comp

investigation specific to your industry needs.

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DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
	Organization	SANLAM INSURANCE COMPANY	Organization	SANLAM INSURANCE COMPANY	~	
SANLAM INSURANCE	Years	DEC 2015 - MAY 2016	Years	11TH FEB 2016 - 21ST NOV 2016		✓
COMPANY	Position	SALES AGENT	Position	FINANCIAL CONSULTANT		✓
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	SEARCH FOR GROWTH		~

COMMENTS

Sanlam Insurance Company

Grace Khendi, Branch Administrator confirmed that Sharon Kemunto Nyabuti worked as Financial Consultant on a part-time basis from 11^{th} February 2016 to 21^{st} November 2016 when she left in search of growth

Grace would recommend Sharon to be rehired stating that she can do better if considered

Duties and Responsibilities

- ✓ Handling objections
- ✓ Making sales

Level of supervision

✓ She required intermittent supervision

Candidate's contribution to the organization or any outstanding achievements

- ✓ Handling objections
- ✓ Making sales

Candidate's response to stressful situation & working within deadlines

✓ She was positive in all situations

How the candidate related with others (Customers, co-workers and supervisors)

✓ She was positive in all situations and in her relationships

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

✓ Good

Any Promotions

✓ None

Candidate's strengths

✓ She was hardworking

Candidate's areas of improvement

✓ N/A

Any disciplinary cases

✓ N/A

Description of the candidate in relation to;

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

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EMPLOYEMENTTENURE

EMPLOYEMENT TENURE			
Company	Position	Period	Reason for Leaving
FIRLCOM NETWORKS	TRADE DEVELOPMENT REPRESENTATIVE	1ST MAY 2019 - 31ST JUL 2021	RESIGNATION
TOP IMAGE (SAFARICOM ACCOUNT)	TEAM LEADER	1ST JUN 2016 - 31ST MAY 2017	PROMOTED TO TRADE DEVELOPMENT REPRESENTATIVE
TOP IMAGE (SAFARICOM PLC)	TERRITORY DEVELOPMENT REPRESENTATIVE	6TH JUL 2017 - 31ST JUL 2021	GRENER PASTURES
SANLAM INSURANCE COMPANY	FINANCIAL CONSULTANT	11TH FEB 2016 - 21ST NOV 2016	SEARCH FOR GROWTH

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GAP IDENTIFICATIONAND ANALYSIS

Name	From	То	Comments
EMPLOYMENT GAP 1	31ST MAY 2017	6TH JUL 2017	Sharon Kemunto has an employment gap period of 1 Month, 7 Days; from when she stopped working for Top Image as a Team Leader on 31 st May 2017 to when she rejoined as a Trade Development Representative on 6 th July 2017. During this period, she indicated that she was handing over to her replacement on her previous team lead role and clearing from the office

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CREDIT INFORMATION CHECK

DESCRIPTION	COMMENTS					
Credit Report	1 open loan accounts 11 closed loan accounts.					
Open loan accor	Open loan accounts					
Institution	Type of Loan	Total Amount	Balance Amount	Amount & Days		
MSHWARI	MOBILE BANKING LOAN	KES. 4,000	KES 4,300	KES 0		
Closed loan acc	Closed loan accounts					
Institution	Type of Loan	Total Amount	Balance Amount	Amount & Days		
MSHWARI	MOBILE BANKING LOAN	KES. 1,000	KES 0	KES 0		
MSHWARI	MOBILE BANKING LOAN	KES. 1,600	KES 0	KES 0		
MSHWARI	MOBILE BANKING LOAN	KES. 1,600	KES 0	KES 0		
MSHWARI	MOBILE BANKING LOAN	KES. 2,500	KES 0	KES 0		
MSHWARI	MOBILE BANKING LOAN	KES. 3,000	KES 0	KES 0		
MSHWARI	MOBILE BANKING LOAN	KES. 1,500	KES 0	KES 0		
MSHWARI	MOBILE BANKING LOAN	KES. 4,000	KES 0	KES 0		
MSHWARI	MOBILE BANKING LOAN	KES. 2,000	KES 0	KES 0		
MSHWARI	MOBILE BANKING LOAN	KES. 4,000	KES 0	KES 0		
MSHWARI	MOBILE BANKING LOAN	KES. 4,000	KES 0	KES 0		
MSHWARI	MOBILE BANKING LOAN	KES. 4,000	KES 0	KES 0		

COMMENTS

As of 12th August 2021, Sharon Kemunto Nyabuti has 1 open Mobile Banking loan accounting from Mshwari with a principal amount of **KES 4,000**. She is currently servicing the loan with installment amount sum of **KES 4,300** hence a total loan balance of **KES 4,300**.

Sharon Kemunto Nyabuti also has 11 closed loan accounts amounting to **KES 29,200** which she fully serviced as stipulated above.

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NATIONAL CRIMINAL DATABASE SEARCH

		POLICE CLEARANCE REFERENCE NUMBER	STATUS
SHARON KEMUNTO NYABUTI	31497501		NO REPORTED OFFENSES

COMMENTS

Sharon Kemunto Nyabuti of Identity Number 31497501 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 17th August 2021.

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SOCIAL MEDIA

DESCRIPTION	ADVERSE STATUS	SOCIAL MEDIA HANDLE	COMMENTS
FACEBOOK	NO ADVERSE MENTION FOUND	N/A	
TWITTER	NO ADVERSE MENTION FOUND	N/A	
LINKEDIN PROFILE	NO ADVERSE MENTION FOUND	N/A	
GOOGLE SEARCH	NO ADVERSE MENTION FOUND	N/A	

GOOGLE SEARCH Photographic Evidence

GOOGLE SEARCH Comments

Following a thorough search using names, phone number and email address, Sharon Kemunto Nyabuti '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, Sharon Kemunto Nyabuti appears not to have a Facebook account

TWITTERPhotographic Evidence **TWITTER Comments** Following a thorough search using names, phone number and email address, Sharon Kemunto Nyabuti appears not to have a Twitter account

LINKEDINPROFILE Photographic Evidence LINKEDINPROFILE Comments Following a thorough search using names, phone number and email address, Sharon Kemunto Nyabuti appears not to have a LinkedIn Profile