

CONFIDENTIAL BACKGROUND  
SCREENING REPORT



Candidate's Name     King Kline Ojal

Report Status        Final Report

SOW NO.                4100

Position Hired        EABL

Screening Package    EABL STANDARD PACKAGE

Reference NO.        EABL-  
RQ-1659594810170-63R9



IDENTITY

DESCRIPTION	DETAILS VERIFIED
Candidate Names	OJAL OLUOCH KING’KLINE
Identity No.	23361873
Date of Birth	03/23/1981
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	KENYA UTALII COLLEGE	KENYA UTALII COLLEGE	✓	
	Years	17 MARCH 2005	17/March/2005	✓	
HIGHEST EDUCATION	Course	CERTIFICATE IN FOOD AND BEVERAGE SERVICES AND SALES	CERTIFICATE IN FOOD AND BEVERAGE SERVICE AND SALES	✓	
	Specialization	FOOD AND BEVERAGE SERVICES AND SALES (BASIC)	FOOD AND BEVERAGE SERVICE AND SALES (BASIC LEVEL)	✓	
	Awards	PASS	PASS	✓	

## COMMENTS

CPA Absolom M. Mwaniki, the Head of Examinations Department, confirmed that King’Kline O. Ojal graduated with a Certificate in Food and Beverage Services and Sales (Basic) from May 2004 to March 2005. He was awarded a Pass during a ceremony held on 17<sup>th</sup> March 2005. The certificate is authentic as confirmed on 12<sup>th</sup> August 2022.

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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

Ojal Oluoch King’Kline does not have any professional memberships as per his resume.

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## EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
DIAGEO (SHEERLOGIC MANAGEMENT CONSULTANTS)	Organization	DIAGEO	Organization	DIAGEO (SHEERLOGIC MANAGEMENT CONSULTANTS)	✓	
	Years	APRIL 2022 – TO DATE	Years	1 APR 2022 - 7 AUG 2022		✓
	Position	RESERVE BRAND AMBASSADOR	Position	ASSISTANT BRAND AMBASSADOR	✓	
	Reason for Leaving	CURRENTLY EMPLOYED AT THE COMPANY	Reason for Leaving	NOT PROVIDED BY THE EMPLOYER		✓

## COMMENTS

### Diageo (through Sheerlogic Management Consultants).

Avoga Lawi, the Client Relationship Manager, confirmed that Ojal Oluoch was hired as an Assistant Brand Ambassador from 1<sup>st</sup> April 2022 to 7<sup>th</sup> August 2022. King'kline was a hard working dedicated employee, a great team player and diligent. They would not hesitate to recommend him to any future prospective employer.

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
BEAM SUNTORY KENYA	Organization	BEAM SUNTORY KENYA	Organization	BEAM SUNTORY KENYA	✓	
	Years	SEPT 2020 – NOV 2021	Years	1 SEPT 2020 - 30 NOV 2021	✓	
	Position	NATIONAL BRAND AMBASSADOR KENYA	Position	NATIOBAL BRAND AMBASSADOR	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	HE LEFT DUE TO LACK OF FUNDS		✓

COMMENTS

Beam Suntory Kenya.

Brian Abutho, the Regional Country Manager, confirmed that Ojal Oluoch was hired as a National Brand Ambassador from 1<sup>st</sup> September 2020 to 30<sup>th</sup> November 2021 on full-time basis. He left due to lack of budgets from the distributor. He served a 1-month notice, he cleared very well and helped look for a replacement. He did not owe the company money and was not involved in fraud. Brian would recommend him anywhere since he also left the company. Ojal was described as being a great asset to have in an organization. With proper support, he could deliver much more than set KPI's.

Duties, roles and responsibilities

- ✓ Advocacy
- ✓ Brand mentorships
- ✓ Lead role in activations and events
- ✓ Menu production on their brands
- ✓ Brand awareness in the social media.

Level of supervision required

- ✓ Direct.

Contributions to the organization and any outstanding achievements

- ✓ King'kline grew the Business in many areas both with client mentorships and service Staff engagements with their brands.
- ✓ He had to-date been a role model to many Bartenders in the country.
- ✓ Positive growth in visibility in many outlets they supported and lead the fight in the Bourbon growth with Jim Beam hence picking a huge share in the category.

Coping under work pressure and working within deadlines

- ✓ He was proactive and beat deadlines with support.
- ✓ He went out of his way to settle arising issues and complain later in a channeled manner.

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

- ✓ Mr. Oluoch was a team player and works very well with colleagues.
- ✓ He would go out of his way to help others first.
- ✓ He followed briefs and when in doubt asked for assistance or clarification.

Overall job performance and job knowledge compared to others in the job

- ✓ King'kline Ojal was shoulder high above others in the same line of duty,
- ✓ He had that never ending passion to what he did if well supported.

Any promotions

- ✓ He was to get the East African grand ambassador roll but TWC (The Wine Company) had no funds, hence marketing plans collapsed.

Candidate's strengths

- ✓ Mr. Oluoch was a great orator and a teacher by nature.
- ✓ His advocacy sessions were amazing to attend.

Areas of improvement

- ✓ He needs to up his education for bigger roles in Management.

Description of the candidate in relation to:

Trustworthiness	Very trust worthy
Dependability/ reliability	He was reliable
Taking Initiative	He came up with new ideas that w
Communication skills (Verbal/ written)	A great orator
Time management	Kept time
Ability to make sound and timely decisions	He did
Adaptability to change	Fast to adapt
Professionalism	Very professional in his dealing

Any disciplinary cases

- ✓ None that Brian could remember.

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
CAMPARI GROUP ITALY	Organization	CAMPARI GROUP ITALY	Organization	CAMPARI GROUP ITALY	✓	
	Years	DEC 2017 – JAN 2020	Years	1 DEC 2017 - 31 JAN 2020	✓	
	Position	NATIONAL BRAND AMBASSADOR KENYA	Position	NATIONAL BRAND AMBASSADOR KENYA	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	COCA-COLA BEVERAGES COMPANH Y WHO WERE THE PRIMARY DISTRIBUTORS PULLED OUT OF THE ALCOHOL BUSINESS TO FOCUS ON THE SOFT DRINKS BUSINESS		✓

COMMENTS

Campari Group Italy.

Edgar Ashioya, the National Marketing Manager – Alternative Beverages, confirmed that Ojal King’Kline was hired as a National Brand Ambassador Kenya on full-time basis from 1<sup>st</sup> December 2017 to 31<sup>st</sup> January 2020. He left since Coca-Cola Beverages Company who were the Primary Distributor pulled out of Alcoholic Business to focus on the soft drinks business. He served fully the notice period, was cleared by the company, did not owe the company money and was not involved in fraud. Edgar would absolutely rehire Ojal and described him as being fit for the role. Kingkline would adapt and perform immediately with minimum supervision if provided with all the requisite support and tools. He was an asset that will be of value to any organization and thus Edger would recommend his immediate appointment.

Duties, roles and responsibilities

- ✓ Brand Advocacy
- ✓ In- Outlet Mentorship
- ✓ Events Execution
- ✓ Product Listing via Menu creations and Brand Trainings
- ✓ Weekly reporting including Competitor Analysis.

Level of supervision required

- ✓ Minimum supervision but also direct.

Contributions to the organization and any outstanding achievements

- ✓ Excellent and transparent management of Point of Sale Material to avoid wastage and pilferage.
- ✓ Always exceeded targets and expectations around trainings and outlet recruitment
- ✓ Best in Class Execution of Campari Masterclass in Africa that earned him a trip to Italy (Biggest KPI was met).

Coping under work pressure and working within deadlines

- ✓ There was room for improvement on how he handles stressful situations as Edgar felt he needs to work on this, but his ability to improvise and work within deadlines was great.

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

- ✓ Excellent rapport with all stakeholders both within and outside the organization.
- ✓ He was a darling of the sales team and customers as he usually went out of his way to meet and exceed their expectations.

Overall job performance and job knowledge compared to others in the job

- ✓ Excellent. Kingkline's brand knowledge was top notch and his passion for the job unmatched.
- ✓ His trainings were personalized to bring out his character.
- ✓ Leadership skills were underrated but he was a natural leader.
- ✓ He was very well respected in the Kenyan Bartending community which was a plus for the role.

Any promotions

- ✓ None. The job had no avenue for promotion.

Candidate’s strengths

- ✓ Time management
- ✓ Brand Knowledge; immersed himself in the brand to gain additional knowledge and insights
- ✓ Leadership
- ✓ Charismatic and infectious personality.

Areas of improvement

- ✓ Response to stressful situations and a minor concern around multi-tasking
- ✓ Report writing especially around content and formatting reports.

Description of the candidate in relation to:

Trustworthiness	Very trustworthy
Dependability/ reliability	Dependable
Taking Initiative	Top notch when it came to this
Communication skills (Verbal/ written)	There was room for improvement concer content and format of written reports
Time management	Excellent
Ability to make sound and timely decisions	Edgar believed his decision making was so most of the time but should improve handl stressful situations
Adaptability to change	In a very dynamic environment, he was exc
Professionalism	A true professional and a gentleman

Any disciplinary cases

- ✓ None.

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## EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
<b>BACARDI GROUP LIMITED (TWIZZA)</b>	Organization	BACARDI GROUP LIMITED	Organization	BACARDI GROUP LIMITED (TWIZZA)	✓	
	Years	OCT 2015 – NOV 2017	Years	OCT 2015 - NOV 2017	✓	
	Position	MARTINI BRAND AMBASSADOR KENYA	Position	MARTINI BRAND AMBASSADOR	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	NOT PROVIDED BY THE EMPLOYER	✓	

## COMMENTS

### **Bacardi Group Limited (through Twizza).**

Patrick Gathara, the Country Manager, confirmed that Ojal King’Kline worked as a Martini Brand Ambassador Kenya from October 2015 to November 2017 on full-time basis. He was described as being passionate.

On 16<sup>th</sup> August 2022, George Cozac, the Division Manager, Twizza, further confirmed that King Kline worked for Bacardi International as a Brand Ambassador reporting directly to the Country Commercial Manager Kenya who in turn all reported directly to George.

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## EMPLOYEMENTTENURE

EMPLOYEMENT TENURE			
Company	Position	Period	Reason for Leaving
DIAGEO (SHEERLOGIC MANAGEMENT CONSULTANTS)	ASSISTANT BRAND AMBASSADOR	1 APR 2022 - 7 AUG 2022	NOT PROVIDED BY THE EMPLOYER
BEAM SUNTORY KENYA	NATIOBAL BRAND AMBASSADOR	1 SEPT 2020 - 30 NOV 2021	HE LEFT DUE TO LACK OF FUNDS
CAMPARI GROUP ITALY	NATIONAL BRAND AMBASSADOR KENYA	1 DEC 2017 - 31 JAN 2020	COCA-COLA BEVERAGES COMPANHLY WHO WERE THE PRIMARY DISTRIBUTORS PULLED OUT OF THE ALCOHOL BUSINESS TO FOCUS ON THE SOFT DRINKS BUSINESS
BACARDI GROUP LIMITED (TWIZZA)	MARTINI BRAND AMBASSADOR	OCT 2015 - NOV 2017	NOT PROVIDED BY THE EMPLOYER

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## GAP IDENTIFICATION AND ANALYSIS

Name	From	To	Comments
EMPLOYMENT GAP 1	NOV 2021	APR 2022	Ojal confirmed that between November 2021 and April 2022, he was doing personal work in Private Bartender Events.
EMPLOYMENT GAP 2	JAN 2020	SEPT 2020	Ojal also confirmed that between January 2020 and September 2020, he did some bartender consultancy work.

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CREDIT INFORMATIONCHECK

DESCRIPTION	COMMENTS			
Credit Report	0 open loan accounts 22 closed loan accounts.			
Open loan accounts				
<i>Institution</i>	Type of Loan	<i>Total Amount</i>	<i>Balance Amount</i>	<i>Amount &amp; Days</i>
KENYA COMMERCIAL BANK	PERSONAL LOAN	KES. 6,38,000	KES 7,49,000	KES 0
KENYA COMMERCIAL BANK	MOBILE BANKING	KES. 2,660	KES 3,450	KES 0
ABSA BANK KENYA	CREDIT CARD	KES. 20,200	KES 19,700	KES 0
Closed loan accounts				
<i>Institution</i>	Type of Loan	<i>Total Amount</i>	<i>Balance Amount</i>	<i>Amount &amp; Days</i>
BANK	MOBILE BANKING	KES. 4,500	KES 0	KES 0
BANK	OVERDRAFT	KES. 183	KES 0	KES 0
BANK	MOBILE BANKING	KES. 200	KES 0	KES 0
BANK	OVERDRAFT	KES. 3,370	KES 0	KES 0
BANK	MOBILE BANKING	KES. 200	KES 0	KES 0
BANK	OVERDRAFT	KES. 5,440	KES 0	KES 0
BANK	OVERDRAFT	KES. 3,130	KES 0	KES 0
BANK	OVERDRAFT	KES. 1,420	KES 0	KES 0
BANK	OVERDRAFT	KES. 1,720	KES 0	KES 0
BANK	OVERDRAFT	KES. 1,610	KES 0	KES 0
BANK	OVERDRAFT	KES. 5,340	KES 0	KES 0
BANK	OVERDRAFT	KES. 4,800	KES 0	KES 0
BANK	OVERDRAFT	KES. 3,700	KES 0	KES 0
BANK	OVERDRAFT	KES. 4,250	KES 0	KES 0
BANK	OVERDRAFT	KES. 5,310	KES 0	KES 0
BANK	OVERDRAFT	KES. 5,400	KES 0	KES 0
BANK	OVERDRAFT	KES. 4,970	KES 0	KES 0
BANK	OVERDRAFT	KES. 5,310	KES 0	KES 0
BANK	OVERDRAFT	KES. 2,240	KES 0	KES 0

COMMENTS

As of 8<sup>th</sup> August 2022, Ojal Oluoch King’Kline has no open loan accounts.

Ojal Oluoch King’Kline however, has 22 closed loan accounts amounting to **KES 723,486** which were fully serviced apart from a Personal Loan and a Mobile Banking Loan from Kenya Commercial Bank; and a Credit Card Loan from ABSA Bank Kenya which were **written off** with a balance of **KES 771,893** as stipulated above.

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## NATIONAL CRIMINAL DATABASE SEARCH

NAME	IDENTITY NUMBER	POLICE CLEARANCE REFERENCE NUMBER	STATUS
OJAL OLUOCH KING'KLINE	23361873	-	NO REPORTED OFFENSES

### COMMENTS

Ojal Oluoch King'Kline of ID Number 23361873 has been searched in the Criminal Records Office database and has no known criminal record or result of Trial as confirmed by the Directorate of Criminal Investigations on 12th August 2022.

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## SOCIAL MEDIA

DESCRIPTION	ADVERSE STATUS	SOCIAL MEDIA HANDLE	COMMENTS
FACEBOOK	NO ADVERSE MENTION FOUND	<a href="https://web.facebook.com/KINGKLINEOLUOCH">HTTPS://WEB.FACEBOOK.COM/KINGKLINEOLUOCH</a>	
GOOGLE	NO ADVERSE MENTION FOUND	N/A	
TWITTER	NO ADVERSE MENTION FOUND	<a href="https://twitter.com/OJALKING">HTTPS://TWITTER.COM/OJALKING</a>	
LINKEDIN	NO ADVERSE MENTION FOUND	<a href="https://www.linkedin.com/in/KING-KLINE-OLUOCH-6807A4106/">HTTPS://WWW.LINKEDIN.COM/IN/KING-KLINE-OLUOCH-6807A4106/</a>	



## **FACEBOOK Photographic Evidence**

### **FACEBOOK Comments**

Following a thorough search using names, phone number and email address, Ojal Oluoch King'Kline's Facebook account has no record of adverse information.

## **GOOGLE Photographic Evidence**

### **GOOGLE Comments**

Following a thorough search using names, phone number and email address, Ojal Oluoch King'Kline's Google Search has no record of adverse information.



## **TWITTERPhotographic Evidence**

### **TWITTERComments**

Following a thorough search using names, phone number and email address, Ojal Oluoch King'Kline's Twitter account has no record of adverse information.

## **LINKEDINPhotographic Evidence**

### **LINKEDINComments**

Following a thorough search using names, phone number and email address, Ojal Oluoch King'Kline's LinkedIn account has no record of adverse information.