

CONFIDENTIAL BACKGROUND
SCREENING REPORT



Candidate's Name DEBORAH OTERA

Report Status Final Report

SOW NO. 3222

Position Hired EABL

Screening Package EABL STANDARD PACKAGE

Reference NO. EABL-
RQ-1638446396944-3VF8



IDENTITY

DESCRIPTION	DETAILS VERIFIED
Names	OTERA DEBORAH ALOO
ID No.	31434818
Date of Birth	10/24/1993 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	KENYATTA UNIVERSITY	KENYATTA UNIVERSITY	✓	
	Years	14 DECEMBER 2018	14/December/2018	✓	
	Course	BACHELOR OF SCIENCE	BACHELOR OF SCIENCE	✓	
	Specialization	CONSERVATION BIOLOGY	CONSERVATION BIOLOGY	✓	
	Awards	SECOND CLASS HONOURS (LOWER DIVISION)	SECOND CLASS HONOURS (LOWER DIVISION)	✓	

COMMENTS

Judith Mwango from Graduation and Certificates Office confirmed that Otera Debora Aloo graduated from Kenyatta University on 14th December 2018 with a Bachelor of Science (Conservation Biology)

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

Deborah Aloo Otera appears not to have a professional membership as per her resume

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
OUTLOOK LIMITED (B.A.T DISTRIBUTOR)	Organization	OUTLOOK LIMITED (B.A.T DISTRIBUTOR)	Organization	OUTLOOK LIMITED (B.A.T DISTRIBUTOR)	✓	
	Years	JUL 2021 - TO DATE	Years	JUL 2021 - TO DATE	✓	
	Position	KEY ACCOUNTS SUPERVISOR	Position	KEY ACCOUNTS SUPERVISOR	✓	
	Reason for Leaving	CURRENTLY EMPLOYED AT THE COMPANY	Reason for Leaving	CURRENTLY EMPLOYED AT THE COMPANY	✓	

COMMENTS

Outlook Limited (B.A.T Distributor)

The candidate is currently working at Outlook Limited (B.A.T Distributor) hence background check was not conducted to avoid jeopardizing the candidate's current employment. Background checks to be conducted upon request once candidate has resigned.

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
ILARA HEALTH	Organization	ILARA HEALTH	Organization	ILARA HEALTH	✓	
	Years	MAY 2020 - JUL 2021	Years	MAY 2020 - JUL 2021	✓	
	Position	KEY ACCOUNTS MANAGER	Position	KEY ACCOUNTS MANAGER	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	NOT PROVIDED BY THE EMPLOYER	✓	

COMMENTS

Ilara Health

Maina Mwangi, Head of Customer Success confirmed that Deborah Aloo Otera worked as a Key Accounts Manager on a full-time basis from May 2020 to July 2021

Deborah served notice and returned the company assigned work tools

Maina would recommend Deborah for rehire noting that she was a good team member and went the extra mile

Duties, roles and responsibilities

- ✓ Account Manager

Level of supervision

- ✓ She was very self-driven with little to no supervision required apart from guidance and mentorship

Candidate's contribution to the organization or any outstanding achievements

- ✓ Led in setting up Nyanza Account management team

Candidate's response to stressful situation & working within deadlines

- ✓ She handled pressure with lots of poise

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

- ✓ She was an excellent team player and had great customer management skills

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

- ✓ She had exemplary product knowledge and ranked amongst top in her profile

Any Promotions

- ✓ She was geared to becoming a Senior Key Accounts Manager but she left before it happened

Candidate's strengths

- ✓ Great relationship management
- ✓ Exemplary organizational skills

Candidate's areas of improvement

- ✓ With a bit more coaching she could learn delegation as she liked doing things by herself

Any disciplinary cases

- ✓ None

Any misconduct involving financial losses to the organization

- ✓ None

Description of the candidate in relation to;

Trustworthiness	Highly trustworthy
Dependability/ reliability	Great
Taking Initiative	Self-driven to take initiatives
Communication skills (Verbal/ written)	Excellent
Time management	Good
Ability to make sound and timely decisions	Good
Adaptability to change	Great
Professionalism	Great

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
	Organization	KIKKOMAN EAST AFRICA TRADING	Organization	KIKKOMAN EAST AFRICA TRADING	✓	
	Years	APR 2018 - APR 2020	Years	2018 - 30TH JUN 2020		✓
KIKKOMAN EAST AFRICA TRADING	Position	BUSINESS DEVELOPMENT EXECUTIVE/KEY ACCOUNTS EXECUTIVE	Position	SALES OFFICER		✓
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	TERMINATION OF CONTRACT DUE TO COVID IMPACT		✓

COMMENTS

Kikkoman East Africa Trading

Yoko-San confirmed that Deborah Aloo Otera worked as a Sales Officer, in charge of several market segments (volume market & high-end market) from 2018 to 30th June 2020 when the company terminated her contract as part of their scaling-down process due to the COVID impact

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DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
	Organization	CIC KENYA	Organization	CIC KENYA	✓	
	Years	APR 2017 - MAR 2018	Years	11TH NOV 2017 - 15TH MAR 2018		✓
CIC KENYA	Position	CUSTOMER SERVICE OFFICER	Position	NOT PROVIDED BY THE EMPLOYER		✓
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	RESIGNATION		✓

COMMENTS

CIC Kenya

Job Lekutukai confirmed that Deborah Aloo Otera of employee code DCST923 worked at CIC Kenya under Zuku Team from 11th November 2017 to 15th March 2018 when she resigned; She reported to Daniel Kahiro Githara her Manger

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EMPLOYEMENTTENURE

EMPLOYEMENT TENURE			
Company	Position	Period	Reason for Leaving
OUTLOOK LIMITED (B.A.T DISTRIBUTOR)	KEY ACCOUNTS SUPERVISOR	JUL 2021 - TO DATE	CURRENTLY EMPLOYED AT THE COMPANY
ILARA HEALTH	KEY ACCOUNTS MANAGER	MAY 2020 - JUL 2021	NOT PROVIDED BY THE EMPLOYER
KIKKOMAN EAST AFRICA TRADING	SALES OFFICER	2018 - 30TH JUN 2020	TERMINATION OF CONTRACT DUE TO COVID IMPACT
CIC KENYA	NOT PROVIDED BY THE EMPLOYER	11TH NOV 2017 - 15TH MAR 2018	RESIGNATION

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GAP IDENTIFICATIONAND ANALYSIS

Name	From	To	Comments
NO EMPLOYMENT GAP	N/A	N/A	Deborah Aloo does not have any employment gaps as she has been in employment since 2017 while at CIC Insurance which was before she graduated

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CREDIT INFORMATIONCHECK

Description	Comments			
Credit Report	13 open loan accounts 50 closed loan accounts.			
Open loan accounts				
Institution	Type of Loan	Total Amount	Balance Amount	Amount & Days
EQUITY BANK LIMITED	MOBILE BANKING LOAN	KES. 39,700	KES 39,700	KES 0
KENYA COMMERCIAL BANK LIMITED	MOBILE BANKING LOAN	KES. 12,000	KES 12,700	KES 0
KENYA COMMERCIAL BANK LIMITED	MOBILE BANKING LOAN	KES. 5,000	KES 5,350	KES 0
KENYA COMMERCIAL BANK LIMITED	MOBILE BANKING LOAN	KES. 12,500	KES 13,400	KES 0
KENYA COMMERCIAL BANK LIMITED	MOBILE BANKING LOAN	KES. 12,500	KES 12,500	KES 0
KENYA COMMERCIAL BANK LIMITED	PERSONAL LOANS	KES. 60,000	KES 50,300	KES 0
KENYA COMMERCIAL BANK LIMITED	PERSONAL LOANS	KES. 65,000	KES 65,000	KES 0
KENYA COMMERCIAL BANK LIMITED	PERSONAL LOANS	KES. 67,000	KES 34,100	KES 0
KENYA COMMERCIAL BANK LIMITED	MOBILE BANKING LOAN	KES. 65,000	KES 65,100	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 13,000	KES 14,000	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 13,000	KES 14,000	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 16,000	KES 17,200	KES 0
Closed loan accounts				
Institution	Type of Loan	Total Amount	Balance Amount	Amount & Days
KENYA COMMERCIAL BANK LIMITED	MOBILE BANKING LOAN	KES. 10,400	KES 0	KES 0
EQUITY BANK LIMITED	MOBILE BANKING LOAN	KES. 45,000	KES 0	KES 0
EQUITY BANK LIMITED	MOBILE BANKING LOAN	KES. 37,000	KES 0	KES 0
EQUITY BANK LIMITED	MOBILE BANKING LOAN	KES. 32,500	KES 0	KES 0
EQUITY BANK LIMITED	MOBILE BANKING LOAN	KES. 45,000	KES 0	KES 0
EQUITY BANK LIMITED	MOBILE BANKING LOAN	KES. 40,000	KES 0	KES 0
EQUITY BANK LIMITED	MOBILE BANKING LOAN	KES. 40,000	KES 0	KES 0
EQUITY BANK LIMITED	MOBILE BANKING LOAN	KES. 40,000	KES 0	KES 0
EQUITY BANK LIMITED	MOBILE BANKING LOAN	KES. 30,000	KES 0	KES 0
EQUITY BANK LIMITED	MOBILE BANKING LOAN	KES. 40,000	KES 0	KES 0
EQUITY BANK LIMITED	MOBILE BANKING LOAN	KES. 37,000	KES 0	KES 0
EQUITY BANK LIMITED	OVERDRAFT	KES. 45	KES 0	KES 0
KENYA COMMERCIAL BANK LIMITED	MOBILE BANKING LOAN	KES. 12,500	KES 0	KES 0
KENYA COMMERCIAL BANK LIMITED	MOBILE BANKING LOAN	KES. 10,000	KES 0	KES 0
KENYA COMMERCIAL BANK LIMITED	MOBILE BANKING LOAN	KES. 10,000	KES 0	KES 0
KENYA COMMERCIAL BANK LIMITED	MOBILE BANKING LOAN	KES. 12,700	KES 0	KES 0
KENYA COMMERCIAL BANK LIMITED	MOBILE BANKING LOAN	KES. 10,000	KES 0	KES 0
KENYA COMMERCIAL BANK LIMITED	MOBILE BANKING LOAN	KES. 12,000	KES 0	KES 0
KENYA COMMERCIAL BANK LIMITED	MOBILE BANKING LOAN	KES. 12,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 6,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 6,500	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 7,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 5,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 4,500	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 10,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 10,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 10,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 10,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 10,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 10,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 16,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 16,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 15,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 2,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 2,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 16,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 2,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 15,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 10,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 16,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 15,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 18,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 13,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 12,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 5,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 14,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 12,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 7,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 7,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 13,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 16,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 13,000	KES 0	KES 0

COMMENTS

As of 10th December 2021, Deborah Otera Aloo has 13 open loan accounts; 10 Mobile Banking loans from Equity Bank Limited, Kenya Commercial Bank Limited and Mshwari and 3 Personal loans from Kenya Commercial Bank Limited with a principal amount of **KES 391,098**. She is currently servicing the loan with installment amount sum of **KES 396,236** hence a total loan balance of **KES 343,158**

Deborah Otera Aloo also has 50 closed loan accounts amounting to **KES 799,745** which she fully serviced as stipulated above

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NATIONAL CRIMINAL DATABASE SEARCH

NAME	IDENTITY NUMBER	POLICE CLEARANCE REFERENCE NUMBER	STATUS
DEBORAH ALOO OTERA	31434818	-	NO REPORTED OFFENSES

COMMENTS

Deborah Aloo Otera of Identity Number 31434818 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
TWITTER ACCOUNT	NO ADVERSE MENTION FOUND	HTTPS://TWITTER.COM/DEBBIEOTERA	
LINKEDIN PROFILE	NO ADVERSE MENTION FOUND	HTTPS://WWW.LINKEDIN.COM/IN/DEBORAHOTERA34265972/	
FACEBOOK ACCOUNT	NO ADVERSE MENTION FOUND	HTTPS://WWW.FACEBOOK.COM/DEBORAH.OTERA	
GOOGLE SEARCH	NO ADVERSE MENTION FOUND	N/A	

TWITTERACCOUNT Photographic Evidence

TWITTERACCOUNT Comments

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

FACEBOOKACCOUNT Photographic Evidence

FACEBOOKACCOUNT Comments

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

GOOGLE SEARCH Photographic Evidence

GOOGLE SEARCH Comments

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