

CONFIDENTIAL BACKGROUND
SCREENING REPORT



Candidate's Name Samuel Ndunda

Report Status Final Report

SOW NO. 3128

Position Hired EABL

Screening Package EABL STANDARD PACKAGE

Reference NO. EABL-RQ-1633932230362-JT9Y



IDENTITY

| DESCRIPTION | DETAILS VERIFIED |
|---------------|-----------------------|
| Names | NDUNDA SAMUEL KITONGA |
| ID No. | 24820906 |
| Date of Birth | 1/17/1987 12:00:00 AM |
| Gender | MALE |

COMMENTS

The candidate is a Kenyan citizen and is of legal employment age, his 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 | UNIVERSITY OF EASTERN AFRICA, BARATON | UNIVERSITY OF EASTERN AFRICA, BARATON | ✓ | |
| | Years | 10 AUGUST 2014 | 10/August/2014 | ✓ | |
| HIGHEST EDUCATION | Course | BACHELOR OF SCIENCE | BACHELOR OF SCIENCE | ✓ | |
| | Specialization | TECHNOLOGY (INDUSTRIAL ELECTRONICS) | TECHNOLOGY (INDUSTRIAL ELECTRONICS) | ✓ | |
| | Awards | N/A | N/A | ✓ | |

COMMENTS

The Office of the Registrar confirmed that Ndunda Samuel Kitonga was a bona fide student of the institution. He graduated with a Bachelor of Science in Technology (Electronics – Industrial Electronics Option) and was awarded Cum Laude during a graduation ceremony that was held on 10th August 2014. The certificate presented by the candidate was verified to be authentic and from the institution as of 18th October 2021.

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PROFESSIONAL QUALIFICATION

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

COMMENTS

Ndunda Samuel Kitonga 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 |
|---------------|--------------------|----------------------------|--------------------|----------------------------|-------|----------|
| EABL - DIAGEO | Organization | EABL - DIAGEO | Organization | EABL - DIAGEO | ✓ | |
| | Years | 2021- DATE | Years | 2021 - DATE | ✓ | |
| | Position | CHANNEL MANAGER E-COMMERCE | Position | CHANNEL MANAGER E-COMMERCE | ✓ | |
| | Reason for Leaving | CURRENTLY EMPLOYED | Reason for Leaving | CURRENTLY EMPLOYED | ✓ | |

COMMENTS

The candidate is currently employed at EABL – Diageo; hence no attempt was made to contact the company to avoid jeopardizing their employment. Background check to be conducted once the candidate has resigned; upon request.

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EMPLOYMENT

| DESCRIPTION | DETAILS PROVIDED | | DETAILS VERIFIED | | MATCH | NO MATCH |
|-------------|--------------------|---|--------------------|---------------------------|-------|----------|
| JUMIA KENYA | Organization | JUMIA ADVERTISING | Organization | JUMIA KENYA | ✓ | |
| | Years | 2015 - 2021 | Years | 14 DEC 2015 - 20 OCT 2021 | ✓ | |
| | Position | HEAD OF PERFORMANCE & GROWTH; PERFORMANCE LEAD; ONSITE MERCHANDISER (JUMIA KENYA) - PROJECT MANAGER; OPERATIONAL EXCELLENCE (JUMIA LOGISTICS) | Position | HEAD OF PERFORMANCE | ✓ | |
| | Reason for Leaving | NOT PROVIDED BY THE CANDIDATE | Reason for Leaving | HE RESIGNED | | ✓ |

COMMENTS

Jumia Kenya.

Leah Njoki, from the Human Resource Department, confirmed that Samuel Kitonga was employed as the Head of Performance from 14th December 2015 to 20th October 2021 (was serving notice). He resigned, was yet to return work-assigned tools as he was still serving his notice. Leah would rehire Samuel and described him as being a great manager and very reliable. He was the go-to person in the team, he showed high EQ and was also coachable and willing to learn.

Duties, roles and responsibilities

- ✓ Accountable for operational digital marketing performance on your channel (ie. reach ROI KPI targets)
- ✓ Lead optimization and automation projects on your channel to support a scalable company growth
- ✓ Full responsibility of channels – ie. Facebook & Instagram Ads, Google Display Ads,
- ✓ Google Search Ads, Search engine optimization (SEO), or CRM (ie. email marketing, push notifications, sms.)
- ✓ Full hands-on responsibility to manage up to several hundred thousand euros of online advertising budget.
- ✓ Work in close collaboration with marketing partners - including but not limited to Google, Facebook, and Salesforce.
- ✓ Delivery of continuous optimization and automation of working practices on your channel on top of your operational accountability. This includes having the freedom of
- ✓ proposing and designing automation processes such as machine learning algorithm in order to improve the results of the channel.

Level of supervision required

- ✓ He needed minimal or no supervision.

Contributions to the organization or any outstanding achievements

- ✓ She was able to meet and at time exceed the expectation- For example she handled the UF plant commission so well and was recognized for her dedicated support.

Response to stressful situations and working within deadlines

- ✓ She was able to handle stressful situations and deliver the results and also she was able to deliver her targets within the timeline.

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

- ✓ She had a good relationship with Customers, Co-workers and Supervisor.

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

- ✓ Excellent- working without supervision and able to resolve the issues.

Any promotions

- ✓ Intern to Process technician and she was in her development path to a supervisor position.

Candidate’s strengths

- ✓ Responsible and accountable on all his actions
- ✓ Honest and resilient
- ✓ Team player with great communication skills
- ✓ Tech-savvy
- ✓ Data-driven.

Areas of improvement

- ✓ None that was noted.

Brief description of the candidate in relation to:

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

Any disciplinary issues

- ✓ None.

Any engagement in misconduct resulting in financial losses to the organization

- ✓ None.

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EMPLOYMENT

| DESCRIPTION | DETAILS PROVIDED | | DETAILS VERIFIED | | MATCH | NO MATCH |
|---------------------|--------------------|---|--------------------|--|-------|----------|
| | Organization | INSTATECH SOLUTIONS | Organization | INSTATECH SOLUTIONS | ✓ | |
| | Years | SEPT 2014 - 2015 | Years | NOT PROVIDED | | ✓ |
| INSTATECH SOLUTIONS | Position | DESIGN ENGINEER AND INSTALLATION SUPERVISOR | Position | JUNIOR SOFTWARE DEVELOPER; DESIGN ENGINEER; BUSINESS ORIENTED PRINCIPAL SOFTWARE ARCHITECH | ✓ | |
| | Reason for Leaving | NOT PROVIDED BY THE CANDIDATE | Reason for Leaving | NOT PROVIDED BY THE EMPLOYER | | ✓ |

COMMENTS

InstaTech Systems.

As of 12th October 2021, John Jomo, the Technical Manager, confirmed that Samuel Kitonga Ndunda worked with them. He further confirmed that the information in the letter provided was accurate. Samuel left the company for greener pastures.

In a recommendation letter dated 12th November 2015 and signed by John Jomo, the CEO, provided a reference for Samuel Kitonga. InstaTech Solutions was a start-up Web-Services development company that specialized in providing hosting, networking and ancillary services to the corporate sector and installation of security systems and also power systems. Overall, John believed that Samuel was skilled, thoughtful and thoroughly professional Information Technology expert and Electronics Engineer.

During the time that Samuel worked with John, he was always impressed by John’s outstanding diligence and his high level of technical expertise. Indeed, John was more satisfied with their working relationship. During this period, John also had the great pleasure of watching him blossom from a junior software developer and design engineer into a fully functioning business-oriented principal software architect who played a primary architect and software management role and major installations on some of their company’s key projects.

Not only was Samuel highly intelligent, he was also very hard-working. He tackled every project associated to him with enthusiasm and competence, He invariably understood exactly what a project was all about from the onset, and how to get it done quickly and effectively. In John’s estimation, Samuel was a true example of the type of employee that every employer would want – accountable and superior, with superior work ethic and a high degree of integrity.

John recommended Samuel Ndunda very highly for any position in the field of IT field that involved complexity and creativity, with high quality requirements. He was an exceptionally bright and hardworking person who would do his very best to do an outstanding job for whomever he worked for.

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EMPLOYEMENTTENURE

| EMPLOYEMENT TENURE | | | |
|---------------------|--|---------------------------|------------------------------|
| Company | Position | Period | Reason for Leaving |
| EABL - DIAGEO | CHANNEL MANAGER E-COMMERCE | 2021 - DATE | CURRENTLY EMPLOYED |
| JUMIA KENYA | HEAD OF PERFORMANCE | 14 DEC 2015 - 20 OCT 2021 | HE RESIGNED |
| INSTATECH SOLUTIONS | JUNIOR SOFTWARE DEVELOPER; DESIGN ENGINEER; BUSINESS ORIENTED PRINCIPAL SOFTWARE ARCHITECH | NOT PROVIDED | NOT PROVIDED BY THE EMPLOYER |

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GAP IDENTIFICATIONAND ANALYSIS

| Name | From | To | Comments |
|------------------|------|----|---|
| EMPLOYMENT GAP 1 | - | - | Samuel Ndunda does not have any employment gaps. Samuel has been employed for the past 7 years hence no gap as per his resume |

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CREDIT INFORMATIONCHECK

| DESCRIPTION | COMMENTS | | | |
|----------------------|---|---------------------|-----------------------|--------------------------|
| Credit Report | 0 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> |
| - | - | KES. 0 | KES 0 | KES 0 |

COMMENTS

As of 19th October 2021, Samuel Kitonga Ndunda has no open loan accounts and no closed loan accounts as stipulated above.

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NATIONAL CRIMINAL DATABASE SEARCH

| NAME | IDENTITY NUMBER | POLICE CLEARANCE REFERENCE NUMBER | STATUS |
|-----------------------|-----------------|-----------------------------------|----------------------|
| SAMUEL KITONGA NDUNDA | 24820906 | - | NO REPORTED OFFENSES |

COMMENTS

Samuel Kitonga Ndunda of Identity Number 24820906 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 13th October 2021.

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SOCIAL MEDIA

| DESCRIPTION | ADVERSE STATUS | SOCIAL MEDIA HANDLE | COMMENTS |
|------------------|--------------------------|--|----------|
| FACEBOOK | NO ADVERSE MENTION FOUND | - | |
| TWITTER | NO ADVERSE MENTION FOUND | - | |
| GOOGLE SEARCH | NO ADVERSE MENTION FOUND | N/A | |
| LINKEDIN PROFILE | NO ADVERSE MENTION FOUND | HTTPS://WWW.LINKEDIN.COM/IN/SAMUEL-NDUNDA-95B698B4/?ORIGINALSUBDOMAIN=KE | |

GOOGLE SEARCH Photographic Evidence

GOOGLE SEARCH Comments

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

LINKEDINPROFILE Photographic Evidence

LINKEDINPROFILE Comments

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

FACEBOOK Photographic Evidence

FACEBOOK Comments

Following a thorough search using names, phone number and email address, Ndunda Samuel Kitonga does not appear to have a Facebook account.

TWITTER Photographic Evidence

TWITTER Comments

Following a thorough search using names, phone number and email address, Ndunda Samuel Kitonga does not appear to have a Twitter account.