

CONFIDENTIAL BACKGROUND SCREENING REPORT



Candidate's Name Solomon Musia

Report Status

Final Report

SOW NO.

3777

Position Hired

EABL

Screening Package

EABL STANDARD PACKAGE

Reference NO.

EABL-RQ-1643901433427-F176

Solomon Musia'S
PICTURE



DESCRIPTION	DETAILS VERIFIED	MATCH	NO MATCH
Names	SOLOMON MWENDWA MUSIA		
ID No.	27953946		
Date of Birth	09/05/1989		
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

EDUCATION

DESCRIPTION		DETAILS PROVIDED	DETAILS VERIFIED	MATCH	NO MATCH
Highest Education	Institution	UNIVERSITY OF ELDORET	UNIVERSITY OF ELDORET	MATCH	
	Years	28 NOVEMBER 2014	2014-11-28	MATCH	
	Course	BACHELOR OF SCIENCE	BACHELOR OF SCIENCE	MATCH	
	Award	SECOND CLASS HONORS (UPPER DIVISION)	SECOND CLASS HONOURS (UPPER DIVISION)	MATCH	

COMMENTS

Prof. Paul K. Tarus, the Academic Registrar, confirmed that Solomon Mwendwa Musia was a student of the University of Eldoret. He graduated with a Bachelor of Science (Microbiology) and was awarded Second Class Honours, Upper Division on 28th November 2014. The certificate provided was confirmed to be authentic on 4th February 2022.

PROFESSIONAL QUALIFICATION

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

COMMENTS

Solomon Mwendwa Musia does not appear to have any professional membership as per his resume.

EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
SHEERLOGIC MANAGEMENT CONSULTANTS LTD	Organization	KENYA BREWERIES LIMITED (KBL)	Organization	SHEERLOGIC MANAGEMENT CONSULTANTS LTD	✓	
	Years	FEB 2020 - DATE	Years	2022-02-11 11:58:12		✓
	Position	TRADE DEVELOPMENT REPRESENTATIVE	Position	TRADE DEVELOPMENT REPRESENTATIVE	✓	
	Reason for Leaving	CURRENTLY EMPLOYED AT THE COMPANY	Reason for Leaving	CURRENTLY EMPLOYED AT THE COMPANY	✓	

COMMENTS

Sheerlogic Management Consultants.

Erastus Musundi, the KBL Site Manager, confirmed that Solomon Mwendwa was hired as a Trade Development Representative in CBD from 3rd March 2020. He is still engaged with the company. Erastus would still rehire Solomon and described him as being experienced and focused.

EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
EVIDENCE ACTION INC	Organization	EVIDENCE ACTION INC	Organization	EVIDENCE ACTION INC	✓	
	Years	SEPT 2014 - JUL 2017	Years	2022-02-11 12:19:16	✓	
	Position	ASSOCIATE, FIELD OPERATIONS	Position	COUNTY COORDINATOR AND FIELD ASSOCIATE	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	HE LEFT AT THE END OF THE CONTRACT		✓

COMMENTS

Evidence Action Inc.

Terence Khaseke Wandera, the Associate Quality Assurance and Control, confirmed that Solomon Mwendwa was hired as a County Coordinator and Field Associate from 15th September 2014 to 31st July 2017 on full-time basis. He left very amicably at the end of contract due to termination of the program. He returned work-assigned tools and did not owe the company money. Terence added that Solomon was an easy person to work with and also highly recommended him.

Brief description of duties of the position

- ✓ Supported in conducting volunteer training
- ✓ Build and maintained a happy and cohesive volunteer team in Machakos County that improves volunteer outcomes in the school and the community
- ✓ Maintained a high level of motivation for volunteers and ensure high volunteer retention
- ✓ Acted as liaison between the organization and local government officials and county officials
- ✓ Monitored volunteers through data collection and engagement with volunteers, homestays, and the county government to ensure successful program delivery.

Level of supervision required

- ✓ Little to low supervision.

Contributions to the organization or any outstanding achievements

- ✓ Solomon had superb organization skills and is a detail-oriented individual. He helped with planning volunteer training in Machakos county.
- ✓ He had excellent communication and interpersonal skills.
- ✓ He worked well with both individuals and with teams.
- ✓ While working with volunteers, it was noted that Solomon had exceptional conflict management and negotiation skills.
- ✓ When called upon to mediate on volunteer issues he always came up with wise decisions.

Response to stressful situations and working within deadlines

- ✓ Solomon worked well even under pressure.

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

- ✓ Being a people’s person, he interacted with all colleagues indiscriminately.

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

- ✓ Solomon had a proven track record of achieving ambitious results and delivering as expected.
- ✓ His reliability made him a really great asset to any team.

Any promotions

- ✓ No.

Candidate’s strengths

- ✓ Great team management skills
- ✓ Excellent planning and logistics skills
- ✓ Very detail-oriented.

Areas of improvement

- ✓ Solomon was a flexible individual, but there is always room for improvement.

Brief description of the candidate in relation to:

Trustworthiness	High level of integrity
Dependability/ reliability	Very reliable
Taking Initiative	He was a self-starter
Communication skills (Verbal/ written)	Excellent communication and interpersonal skills
Time management	Very time-conscious
Ability to make sound and timely decisions	Had strong consensus building skills
Adaptability to change	Very flexible, always ready to learn new things
Professionalism	High level of etiquette

Any disciplinary issues

- ✓ No.

EMPLOYMENT TENURE

EMPLOYMENT TENURE			
Company	Position	Period	Reason for Leaving
SHEERLOGIC MANAGEMENT CONSULTANTS LTD	TRADE DEVELOPMENT REPRESENTATIVE	3 MAR 2020 - DATE	CURRENTLY EMPLOYED AT THE COMPANY
EVIDENCE ACTION INC	COUNTY COORDINATOR AND FIELD ASSOCIATE	15 SEPT 2014 - 31 JUL 2017	HE LEFT AT THE END OF THE CONTRACT

GAP IDENTIFICATION AND ANALYSIS

Name	From	To	Comments
EMPLOYMENT GAP 1	JUL 2017	FEB 2020	Solomon Mwendwa Musia confirmed that between the period July 2017 when he left Evidence Action to February 2020 when he joined Kenya Breweries Limited he was employed as a Sales Manager in an appointed KBL Distributor (Malili Distributor) in Makeni -Wote Town September 2018 to January 2020 and immediately thereafter, he joined KBL. From between July 2017 to September 2018, he was self-employed running a small coffee house in Machakos that he dissolve early 2019

CREDIT INFORMATION CHECK				
DESCRIPTION	COMMENTS			
Credit Report	6 open loan accounts 46 closed loan accounts.			
Open loan accounts				
Institution	Type of Loan	Total Amount	Balance Amount	Amount & Days
ABSA BANK KENYA	CREDIT CARD	KES. 10,000	KES 12,800	KES 1,020
ABSA BANK KENYA	MOBILE BANKING LOAN	KES. 20,000	KES 21,200	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 34,700	KES 37,100	KES 0
KENYA COMMERCIAL BANK LTD	PERSONAL LOAN	KES. 1,00,000	KES 17,100	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 2,500	KES 2,720	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 15,000	KES 16,100	KES 0
Closed loan accounts				
Institution	Type of Loan	Total Amount	Balance Amount	Amount & Days
ABSA BANK KENYA	MOBILE BANKING LOAN	KES. 20,000	KES 0	KES 0
ABSA BANK KENYA	MOBILE BANKING LOAN	KES. 20,000	KES 0	KES 0
ABSA BANK KENYA	MOBILE BANKING LOAN	KES. 20,000	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 30,000	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 34,700	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 34,700	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 14,200	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 14,200	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 18,000	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 10,400	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 2,500	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 550	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 6,000	KES 0	KES 0
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COMMENTS

As of 5th February 2022, Solomon Mwendwa has 6 open loan accounts; 4 Mobile Banking Loans with Kenya Commercial Bank, ABSA Bank Kenya and Mshwari; a Personal Loan with Kenya Commercial Bank; and a Credit Card Loan with ABSA Bank Kenya; with a principal of **KES 182,200**. He is currently servicing the loan with an instalment sum of **KES 161,030**, having worst current arrears of **25 days** and worst current arrears last 12 months of **27 days**, and an overdue balance sum of **KES 1,024**; hence a total loan balance of **KES 107,057**.

Solomon Mwendwa also has 46 closed loan accounts which amounted to **KES 628,600** which were fully serviced as stipulated above.

NATIONAL CRIMINAL DATABASE SEARCH

NAME	IDENTITY NUMBER	POLICE CLEARANCE REFERENCE NUMBER	STATUS
SOLOMON MWENDWA MUSIA	27953946		NO REPORTED OFFENSES

COMMENTS

Solomon Mwendwa Musia of Identity Number 27953946 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 7th February 2022.

SOCIAL MEDIA

DESCRIPTION	ADVERSE STATUS	SOCIAL MEDIA HANDLE	COMMENTS
GOOGLE SEARCH	NO ADVERSE MENTION FOUND	N/A	
FACEBOOK	NO ADVERSE MENTION FOUND	HTTPS://WWW.FACEBOOK.COM/SOLOMON.M.MUSIA	
LINKEDIN	NO ADVERSE MENTION FOUND	HTTPS://WWW.LINKEDIN.COM/IN/SOLOMONMUSIA/	
TWITTER	NO ADVERSE MENTION FOUND	HTTPS://TWITTER.COM/SOLOHACKER	

GOOGLE SEARCH Photographic Evidence

GOOGLE SEARCH Comments

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

LINKEDIN Photographic Evidence

LINKEDIN Comments

Following a thorough search using names, phone number and email address, Solomon Mwendwa Musia's LinkedIn account has no record of adverse information.


TWITTER Photographic Evidence

TWITTER Comments

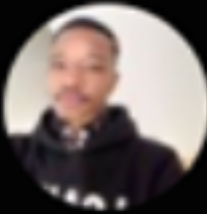
SOCIAL MEDIA

Following a thorough search using names, phone number and email address, Solomon Mwendwa Musia’s Twitter account has no record of adverse information.

However, while going through his Twitter posts, we found some politically opinionated posts he retweeted that are open to different interpretation from one person to another. Below are some of the retweets:



Solomon Musia Retweeted





MUNENE WA NJERU @MuneneWaNjeru · Nov 3, 2017


...


Replying to [@orengo_james](#)


WHAT NEXT For NASA/NRM supporters who works in Safaricom, Brookside dairy & Bidco? ..Immediate LAYOFF from today? RAILA is LORD of POVERTY.

 71


 52


 198






Solomon Musia Retweeted





Kelwon  @Kelkenya · Oct 28, 2017


...


Uhuru and Raila will be soon laughing and dining together. Their kids can't even speak kiswahili. Kenyans we can do better [#Kawangware](#)

 4


 26


 47






Solomon Musia Retweeted





Donald B Kipkorir  @DonaldBKipkorir · Sep 7, 2017


...


Very Sad that Moses Kuria , the President's MP is allowed to continuously run Nazi-style vitriolic, acerbic & demeaning tribal campaign.

 197


 1.9K

 1.7K






Solomon Musia Retweeted





Mbogo ya Nduiki @WambuguWanjohi · Sep 2, 2017

...

DP Ruto is brutal.



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