

CONFIDENTIAL BACKGROUND
SCREENING REPORT



Candidate's Name Rachel Wariko

Report Status Final Report

SOW NO. 2378

Position Hired EABL

Screening Package EABL STANDARD PACKAGE

Reference NO. EABL-RQ-1616056780049-6UY5

Rachel Wariko'S
PICTURE



IDENTITY

DESCRIPTION	DETAILS VERIFIED
Names	WARIKO RACHEL TERESA
ID No.	23937092
Date of Birth	1/21/1985 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	UNIVERSITY OF NAIROBI	UNIVERSITY OF NAIROBI	✓	
	Years	19 DECEMBER 2008	19/December/2008	✓	
HIGHEST EDUCATION	Course	BACHELOR OF COMMERCE	BACHELOR OF COMMERCE	✓	
	Specialization	MANAGEMENT SCIENCE	MANAGEMENT SCIENCE	✓	
	Awards	SECOND CLASS HONOURS (UPPER DIVISION)	SECOND CLASS HONOURS (UPPER DIVISION)	✓	

COMMENTS

Mr. P. Mbutia for Academic Registrar confirmed that Rachel Teresa Wariko is a graduate of University of Nairobi. She graduated with a Bachelor of Commerce (Management Science Option), Second Class Honours (Upper Division) during a ceremony that was held on 19th December 2008. The certificate presented by the candidate was confirmed to be genuine and issued by the institution

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PROFESSIONAL QUALIFICATION

DESCRIPTION	BODY	REGISTRATION DATE	MEMBERSHIP NUMBER	STATUS	CERTIFICATE
Professional Membership	THE CHARTERED INSTITUTE OF MARKETING	N/A	23937092	ACTIVE	

COMMENTS

Michelle Jones, Membership Operations Coordinator confirmed that Rachel Wariko was a studying member of The Chartered Institute of Marketing and completed the CIM Level 6 Diploma in Professional Marketing in December 2017

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
KENCHIC LIMITED	Organization	KENCHIC LIMITED	Organization	KENCHIC LIMITED	✓	
	Years	NOV 2016 - FEB 2020	Years	02/June/2021		✓
	Position	HEAD OF MARKETING AND CORPORATE RELATIONS	Position	HEAD OD PROCESSED CHICKEN SALES CORPORATE RELATIONS AND MARKETING	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	RESTRUCTURING OF ORGANIZATION		✓

COMMENTS

Kenchic Limited

Faith Githaiga, Head of Human Resource confirmed that Rachael Teresa Wariko worked as the Head of Processed Chicken Sales, Corporate Relations and Marketing on a full-time basis from 24th November 2016 to 31st January 2020 when the organization restructured and she separated with the company mutually

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

Faith would recommend Rachael to be rehired noting that she was a focused individual and delivered results

Duties and Responsibilities

- ✓ Met overall sales financial objectives by forecasting requirements, preparing an annual budget, scheduling expenditure, analyzing variances and initiating corrective sections
- ✓ Established sales objectives by creating a sales plan and quota in support of company sales objectives
- ✓ Resolved problems, identifying trends, determined regional sales system improvements and implemented change
- ✓ Maintained and expanded customer base by coaching both the entire sales team, building and maintaining rapport with key customers, identifying new customer opportunities
- ✓ Recommended product lines by identifying new product opportunities and /or product packaging and service changes, surveying consumer needs and trends, tracking competitors
- ✓ Coordinated proper company resources to ensure efficient and stable sales results

Level of Supervision Required

- ✓ She worked with minimal supervision as the role was senior level

Contributions to the organization or any outstanding achievements

- ✓ Increased sales and customers

Candidate’s response to stressful situation & working within deadlines

- ✓ She dedicated time and resources to meet deadlines
- ✓ She managed stressful situations well

Relationship with Peers, Managers and Customers

- ✓ She had built a good rapport with co-workers, supervisor and customers

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

- ✓ She knew her trade very well

Any Promotions

- ✓ She was initially employed as Head of Marketing and corporate relations later was promoted to Head of Processed Chicken Sales and Marketing

Candidate’s strengths

- ✓ She was a good listener
- ✓ Team player
- ✓ Hard working
- ✓ A good communicator
- ✓ Creative

Candidate’s areas of improvement

- ✓ Overconfidence which at times demotivated direct reports

Any disciplinary cases

- ✓ N/A

Description of the candidate in relation to;

Trustworthiness	Gave no indication to think otherwise
Dependability/ reliability	A reliable person
Taking Initiative	She led from the front
Communication skills (Verbal/ written)	She was a good communicator
Time management	Managed time well, a tickler
Ability to make sound and timely decisions	Good in making sound and timely decis
Adaptability to change	Very adaptable
Professionalism	Very professional

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GAP IDENTIFICATIONAND ANALYSIS

Name	From	To	Comments
EMPLOYMENT GAP 1	FEB 2020	TO DATE	Rachael Wariko has an employment gap period of 1 Year and 1 Months; from when she left Kenchic Limited in February 2020 to date. During that period, Rachael confirmed that she has not engaged in any formal/informal employment. She further confirmed that she has her personal business interest that she has been pursuing but her main focus was on completing her GMAT and getting a graduate school for her MBA

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CREDIT INFORMATIONCHECK

DESCRIPTION	COMMENTS			
Credit Report	3 open loan accounts 0 closed loan accounts.			
Open loan accounts				
<i>Institution</i>	Type of Loan	<i>Total Amount</i>	<i>Balance Amount</i>	<i>Amount & Days</i>
STANBIC BANK LTD	OVERDRAFT	KES. 1	KES 542	KES 0
STANBIC BANK LTD	BUSINESS WORKING CAPITAL LOAN	KES. 39,00,000	KES 31,40,000	KES 0
STANBIC BANK LTD	BUSINESS WORKING CAPITAL LOAN	KES. 1,00,000	KES 22,400	KES 0
Closed loan accounts				
<i>Institution</i>	Type of Loan	<i>Total Amount</i>	<i>Balance Amount</i>	<i>Amount & Days</i>

COMMENTS

As of 25th March 2021, Rachael T. Wariko has 3 open Overdraft and Business Working Capital loan accounts with Stanbic Bank Limited with a principal amount of **KES 4,000,001**. She is currently servicing the loan with installment amount sum of **KES 91,918**; worst current arrears of **1 Day**, an overdue balance sum of **KES 542** hence a total loan balance of **KES 3,159,504**.

Rachael T. Wariko however, does not have a closed loan account as stipulated above.

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NATIONAL CRIMINAL DATABASE SEARCH

NAME	IDENTITY NUMBER	POLICE CLEARANCE REFERENCE NUMBER	STATUS
WARIKO RACHEL TERESA	23937092	N/A	NO REPORTED OFFENSES

COMMENTS

Wariko Rachel Teresa of Identity number 23937092 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 8th April 2021

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SOCIAL MEDIA

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FACEBOOK	NO ADVERSE MENTION FOUND	HTTPS://WWW.FACEBOOK.COM/RACH.WARIXX?_RDC=1&_RDR	
TWITTER	NO ADVERSE MENTION FOUND	HTTPS://TWITTER.COM/RACHWARRIX?LANG=EN	
LINKEDIN	NO ADVERSE MENTION FOUND	HTTPS://WWW.LINKEDIN.COM/IN/RACHEL-WARIKO/	
GOOGLE	NO ADVERSE MENTION FOUND	RACHAEL WARIKO	

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TWITTER	NO ADVERSE MENTION FOUND	HTTPS://TWITTER.COM/RACHWARRIX?LANG=EN	
LINKEDIN	NO ADVERSE MENTION FOUND	HTTPS://WWW.LINKEDIN.COM/IN/RACHEL-WARIKO/	
GOOGLE	NO ADVERSE MENTION FOUND	RACHAEL WARIKO	

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