

CONFIDENTIAL BACKGROUND
SCREENING REPORT



Candidate's Name FRANCIS OMONDI

Report Status Final Report

SOW NO. 3025

Position Hired EABL

Screening Package EABL STANDARD PACKAGE

Reference NO. EABL-RQ-1627985191289-D41Y



IDENTITY

DESCRIPTION	DETAILS VERIFIED
Names	OMONDI FRANCIS OTIENO
ID No.	28832848
Date of Birth	5/27/1991 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
HIGHEST EDUCATION	Institution Name	UNIVERISTY OF ELDORET	UNIVERSITY OF ELDORET	✓	
	Years	27 NOVEMBER 2015	27/November/2015	✓	
	Course	BACHELOR OF SCIENCE	BACHELOR OF SCIENCE	✓	
	Specialization	WILDLIFE MANAGEMENT	WILDLIFE MANAGEMENT	✓	
	Awards	SECOND CLASS HONOURS (UPPER DIVISION)	SECOND CLASS HONOURS (UPPER DIVISION)	✓	

COMMENTS

Paul K. Tarus, Registrar Academic confirmed that Omondi Otieno Francis was a student at the University of Eldoret. He graduated on the 27th day of November 2015 with Bachelor of Science (Wildlife Management), Second Class Honours (Upper Division)

The certificate provided by the candidate was confirmed to be genuine, authentic and issued by the institution

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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

Francis Otieno Omondi appears not to have a professional membership as per his resume

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
EAST AFRICA BREWERIES LIMITED (SHEEROGIC MANAGEMENT)	Organization	EAST AFRICA BREWERIES LIMITED	Organization	EAST AFRICA BREWERIES LIMITED (SHEEROGIC MANAGEMENT)	✓	
	Years	JAN 2021 - TO DATE	Years	21ST DEC 2020 - 31ST JUL 2021		✓
	Position	TRADE DEVELOPMENT REPRESENTATIVE	Position	TRADE DEVELOPMENT REPRESENTATIVE	✓	
	Reason for Leaving	CURRENTLY EMPLOYED AT THE COMPANY	Reason for Leaving	NOT PROVIDED BY THE EMPLOYER		✓

COMMENTS

Sheerlogic Management – East Africa Breweries Limited (EABL)

Erastus Musundi, Sheerlogic Site Manager -KBL confirmed that Francis Otieno Omondi of identity number 28832848 worked as a Trade Development Representative from 21st December 2020 to 31st July 2021

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
WANJII VENTURES LIMITED	Organization	WANJII VENTURES LIMITED	Organization	WANJII VENTURES LIMITED	✓	
	Years	AUG 2018 - DEC 2020	Years	OCT 2018 - JAN 2021		✓
	Position	SALES MANAGER	Position	SALES MANAGER	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	NOT PROVIDED BY THE EMPLOYER	✓	

COMMENTS

Wanjii Ventures Limited

On a recommendation letter provided by the candidate, Shirley Kirui- Depot Manager confirmed that Francis Omondi worked as a Sales Manager from October 2018 to January 2021

Shirley unreservedly recommended Francis to any organization considering him for employment

Duties, roles and responsibilities

- ✓ He implemented the organizations' sales strategy, part of which involved the customer base in order to achieve the sales targets for beer and spirits
- ✓ He led a team of van sales men and was responsible for managing their performance

How the candidate related with others

- ✓ Shirley noted that Francis was an exemplary team player who earned the respect of customers, staff and management demonstrated through his professionalism, hard work, determination and team work

On 9th August 2021, John Nganga- General Manager confirmed that the letter is authentic and the information therein is accurate

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
VIKING CONSULT LIMITED	Organization	VIKING CONSULTANCY	Organization	VIKING CONSULT LIMITED	✓	
	Years	MAR 2018 - AUG 2018	Years	MAR - 1ST AUG 2018	✓	
	Position	AREA MANAGER	Position	AREA MANAGER	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	PROJECT END		✓

COMMENTS

Viking Consult Limited

Victor Rapando, Director confirmed that Francis Omondi worked as an Area Manager on a full-time basis for the period of the project they were running – Nafasi from March to 1st August 2018 when the project ended

Francis returned the company assigned work tools and he did not owe the company any money

Victor would highly recommend Francis as a good hire

Duties and Responsibilities

- ✓ Led a team of 10 Sales Reps in recruiting and activating Outlets for the Senator Keg Project

Level of supervision

- ✓ Worked well without supervision, versatile and could deliver under pressure

Candidate’s contribution to the organization or any outstanding achievements

- ✓ Played a BIG role in ensuring they were able to achieve the targets – outlet recruitment, product placement and activation

Candidate’s response to stressful situation & working within deadlines

- ✓ Good with pressure and delivered well within set timelines

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

- ✓ Good with people and teams and worked very well with outlet owners who they recruited

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

- ✓ Fully met and highly recommended

Any Promotions

- ✓ Not for the period they ran the campaign

Candidate’s strengths

- ✓ People person,
- ✓ Firm and articulate
- ✓ Related well with juniors, peers and line management

Candidate’s areas of improvement

- ✓ Could get better at top-to-top management

Any disciplinary cases

- ✓ None

Description of the candidate in relation to;

Trustworthiness	Francis was trustworthy
Dependability/ reliability	Very dependable
Taking Initiative	Good at taking and owning outcome
Communication skills (Verbal/ written)	Fair
Time management	Okay with managing timelines
Ability to make sound and timely decisions	Good at thinking and articulating the sar teams
Adaptability to change	Versatile and agile
Professionalism	Good

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
SWIVEL MARKETING AGENCY	Organization	SWIVEL MARKETING AGENCY	Organization	SWIVEL MARKETING AGAENCY	✓	
	Years	DEC 2016 - DEC 2017	Years	DEC 2016 - DEC 2017	✓	
	Position	SUPERVISOR	Position	TEAM LEAD	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	GREENER PASTURES & GROWTH		✓

COMMENTS

Swivel Marketing Agency

Dennis Okumu, Project Manager confirmed that Francis Omondi worked as a Team Lead on a Part-time basis from December 2016 to December 2017 when he left citing greener pastures and growth

Francis served notice returned the company assigned work tools and he did not owe the company any money

Dennis would definitely recommend Francis for hire. He urged potential employers to hire him as he will prove that he is the best amongst many

Duties and Responsibilities

- ✓ Implemented client activities
- ✓ Supervised Brand Ambassadors
- ✓ Reconciled, wrote reports and gave reliable work plans
- ✓ Ensure improved sales of participating brands during promotions

Level of supervision

- ✓ Required minimal/ no supervision. He was self-driven and had work discipline

Candidate’s contribution to the organization or any outstanding achievements

- ✓ Was always the best amongst his peers
- ✓ He achieved his targets

Candidate’s response to stressful situation & working within deadlines

- ✓ Good with complicated situations by using his leadership skills
- ✓ Always completed assignments on time

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

- ✓ Very good and had a good rapport with the customers

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

- ✓ Very knowledgeable and smart

Any Promotions

- ✓ From a Brand Ambassador to a team lead

Candidate’s strengths

- ✓ Go getter
- ✓ Committed
- ✓ Achieved targets
- ✓ Disciplined/ work oriented

Candidate’s areas of improvement

- ✓ None that Dennis knew. But he valued coaching

Any disciplinary cases

- ✓ None

Description of the candidate in relation to;

Trustworthiness	Ok
Dependability/ reliability	Very reliable
Taking Initiative	Prioritized
Communication skills (Verbal/ written)	Very good
Time management	Excellent
Ability to make sound and timely decisions	Perfect
Adaptability to change	Super
Professionalism	Very professional

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DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
SAFARICOM KIA BRANCH	Organization	SAFARICOM KIA BRANCH	Organization	SAFARICOM KIA BRANCH	✓	
	Years	JAN 2015 - NOV 2016	Years	2016 - 2018		✓
	Position	BRAND AMBASSADOR	Position	BRAND AMBASSADOR	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	OUTLET CLOSED		✓

COMMENTS

Safaricom KIA Branch

Ruth Bett, Team Leader confirmed that Francis Omondi worked as a Brand Ambassador on a part-time basis from 2016 to 2018 when the outlet closed

Ruth would recommend Francis for employment noting that he was hardworking, focused and organized

Duties and Responsibilities

- ✓ Sales activations

Level of supervision

- ✓ Intermittent.
- ✓ He could work under minimal or no supervision.

Candidate’s contribution to the organization or any outstanding achievements

- ✓ Revenue achievement – exemplary performance.

Candidate’s response to stressful situation & working within deadlines

- ✓ Positively and adaptive

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

- ✓ Team member. Never had conflicts with the team.

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

- ✓ Exemplary

Any Promotions

- ✓ N/A

Candidate’s strengths

- ✓ Great organizational skills and ability to work under pressure.

Candidate’s areas of improvement

- ✓ Work-life balance. He could work throughout.

Any disciplinary cases

- ✓ None

Description of the candidate in relation to;

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

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EMPLOYEMENTTENURE

EMPLOYEMENT TENURE			
Company	Position	Period	Reason for Leaving
EAST AFRICA BREWERIES LIMITED (SHEEROGIC MANAGEMENT)	TRADE DEVELOPMENT REPRESENTATIVE	21ST DEC 2020 - 31ST JUL 2021	NOT PROVIDED BY THE EMPLOYER
WANJII VENTURES LIMITED	SALES MANAGER	OCT 2018 - JAN 2021	NOT PROVIDED BY THE EMPLOYER
VIKING CONSULT LIMITED	AREA MANAGER	MAR - 1ST AUG 2018	PROJECT END
SWIVEL MARKETING AGAENCY	TEAM LEAD	DEC 2016 - DEC 2017	GREENER PASTURES & GROWTH
SAFARICOM KIA BRANCH	BRAND AMBASSADOR	2016 - 2018	OUTLET CLOSED

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GAP IDENTIFICATION AND ANALYSIS

Name	From	To	Comments
EMPLOYMENT GAP 1	DEC 2017	MAR 2018	Francis Omondi has an employment gap period of 2 months; from when he left Swivel Marketing Agency in December 2017 to when he joined Viking Consultancy in March 2018. During this period, Francis confirmed that he was not involved in any formal engagement since he was job hunting at the time
EMPLOYMENT GAP 2	1ST AUG 2018	OCT 2018	Francis Omondi has an employment gap period of 2 months; from when he left Viking Consultancy on 1 st August 2018 to when he joined Wanjii Ventures Limited in October 2018. During this period, Francis confirmed that he was not involved in any formal engagement since he was job hunting at the time

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CREDIT INFORMATIONCHECK

DESCRIPTION	COMMENTS			
Credit Report	4 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>
KENYA COMMERCIAL BANK LIMITED	MOBILE BANKING LOAN	KES. 1	KES 1,680	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 2,600	KES 2,990	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 2,600	KES 2,990	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 2,600	KES 2,990	KES 0
Closed loan accounts				
<i>Institution</i>	Type of Loan	<i>Total Amount</i>	<i>Balance Amount</i>	<i>Amount & Days</i>
N/A	N/A	KES. 0	KES 0	KES 0

COMMENTS

As of 5th August 2021, Francis Omondi has 4 open Mobile Banking loan accounts from Kenya Commercial Bank Limited and Mshwari with a principal of **KES 7,801**. He is currently servicing the loan with installment amount sum of **KES 5,783**; worst current arrears and worst arrears last 12 months of **2121 Days** and an overdue balance sum of **KES 7,459** hence a total loan balance of **KES 10,640**

Francis Omondi 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
FRANCIS OTIENO OMONDI	28832848		NO REPORTED OFFENSES

COMMENTS

Francis Otieno Omondi of Identity Number 28832848 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 5th August 2021.

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SOCIAL MEDIA

DESCRIPTION	ADVERSE STATUS	SOCIAL MEDIA HANDLE	COMMENTS
FACEBOOK	NO ADVERSE MENTION FOUND	N/A	
TWITTER	NO ADVERSE MENTION FOUND	N/A	
LINKEDIN PROFILE	NO ADVERSE MENTION FOUND	HTTPS://WWW.LINKEDIN.COM/IN/FRANCIS-OMONDI-52528372/?ORIGINALSUBDOMAIN=KE	
GOOGLE SEARCH	NO ADVERSE MENTION FOUND	N/A	

LINKEDINPROFILE Photographic Evidence

LINKEDINPROFILE Comments

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

GOOGLE SEARCH Photographic Evidence

GOOGLE SEARCH Comments

Following a thorough search using names, phone number and email address, Francis Otieno Omondi'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, Francis Otieno Omondi appears not to have a Facebook account

TWITTERPhotographic Evidence

TWITTERComments

Following a thorough search using names, phone number and email address, Francis Otieno Omondi appears not to have a Twitter account