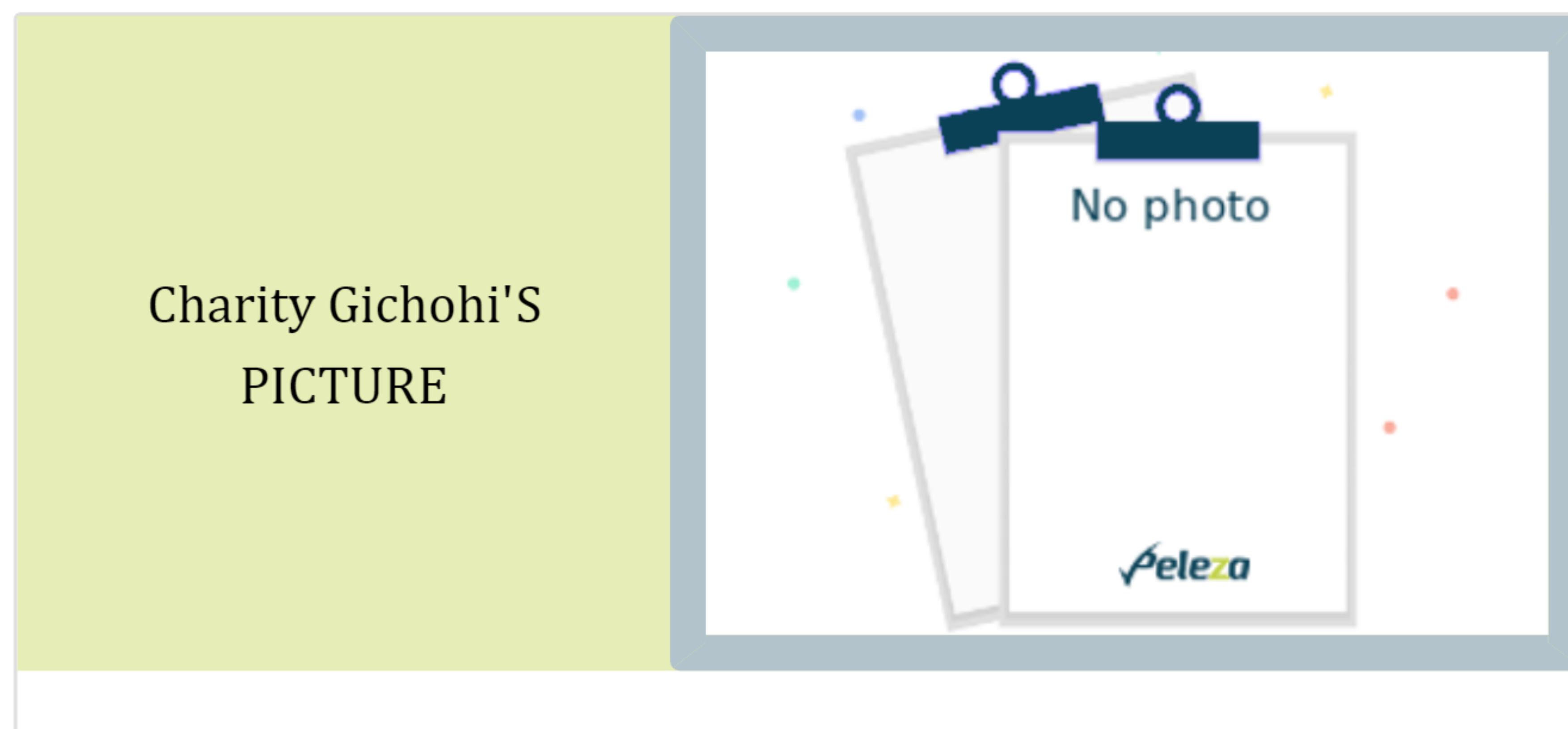


CONFIDENTIAL BACKGROUND SCREENING REPORT



Candidate's Name	Charity Gichohi	Report Status	Final Report
SOW NO.	3774	Position Hired	EABL
Screening Package	EABL STANDARD PACKAGE	Reference NO.	EABL-RQ-1643707811870-QUE6



IDENTITY

DESCRIPTION	DETAILS VERIFIED
Candidate Names	CHARITY MUTHONI GICHOHI
Identity No.	27664961
Date of Birth	03/03/1990
Gender	FEMALE

COMMENTS

The candidate is a Kenyan citizen and is of legal employment age, her 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

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EDUCATION

DESCRIPTION		DETAILS PROVIDED	DETAILS VERIFIED	MATCH	NO MATCH
HIGHEST EDUCATION	Institution Name	MASENO UNIVERSITY	MASENO UNIVERSITY	✓	
	Years	17 DECEMBER 2014	17/December/2014	✓	
	Course	BACHELOR OF ARTS	BACHELOR OF ARTS	✓	
	Specialization	ECONOMICS, WITH IT	ECONOMICS WITH IT	✓	
	Awards	SECOND CLASS HONORS (UPPER DIVISION)	SECOND CLASS HONOURS (UPPER DIVISION)	✓	

COMMENTS

John Okongo for Registrar Academic and Students Affairs at Maseno University confirmed that Charity Muthoni Gichohi pursued a course in Bachelor of Arts (Economics, with IT) and graduated on 17th December 2014 with a Second Class Honours, Upper Division. The certificate provided by the candidate was confirmed to be authentic on 3rd February 2022.

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PROFESSIONAL QUALIFICATION

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

COMMENTS

Charity Muthoni Gichohi does not appear to have any professional membership as per her resume.

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
BEMARC DISTRIBUTORS LTD	Organization	BEMARC DISTRIBUTORS LTD	Organization	BEMARC DISTRIBUTORS LTD	✓	
	Years	JUN 2019 - DATE	Years	JAN 2019 - DATE	✓	
	Position	AREA SALES AND MARKETING	Position	AREA SALES AND MARKETING	✓	
	Reason for Leaving	CURRENTLY EMPLOYED AT THE COMPANY	Reason for Leaving	CURRENTLY EMPLOYED AT THE COMPANY	✓	

COMMENTS

The candidate is currently employed at Bemarc Distributors Ltd – Kitui EABL Keg and UDV Distributor; hence no attempt was made to contact the company to avoid jeopardizing the candidate's 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
MANARA LIMITED	Organization	MANARA LIMITED	Organization	MANARA LIMITED	✓	
	Years	JUN 2016 - JAN 2019	Years	2 JUN 2016 - 30 JAN 2019	✓	
	Position	DEPOT MANAGER/ SALES MANAGER	Position	DEPOT MANAGER	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	SHE LEFT VOLUNTARILY TO FURTHER CAREER ASPIRATIONS		✓

COMMENTS

Manara Limited.

Loise Karima, the Human Resource & Administration Manager, confirmed that Charity Muthoni was hired from 2nd June 2016 to 30th January 2019 as a Depot Manager on full-time basis. She left voluntarily to further her career aspirations. She served a month's notice and submitted a resignation letter. She returned company assigned tools, did not owe the company money and was not involved in fraud. Loise would rehire Charity and described her as being generally a potential candidate.

Duties, roles and responsibilities

- ✓ Ensured daily, timely and accurate reporting on sales made, closing stocks, banking and depot expenditure.
- ✓ Oversaw daily loading and offloading of vehicles and ensure proper verification of stocks was undertaken at all times.
- ✓ Ensured that all stocks received from suppliers were fully confirmed as per the invoice and were in good condition before they are received to the company stores.
- ✓ Approved all petty cash expenses within the stipulated limits and sought approvals from authorized persons for any expenditure above certain limits.
- ✓ Ensured timely reporting to work of all staff within the depot and strict adherence to the set out procedure manuals by all staff.
- ✓ Oversaw daily updating of the accounting system by the authorized persons and that all transactions were done strictly and on the system.
- ✓ Ensured timely reordering of all stock items as the company's set re-order levels.
- ✓ Ensured vehicles were fuelled as per the stipulated schedules and report on any deviation.

Level of supervision required

- ✓ Very minimal supervision.

Contributions to the organization or any outstanding achievements

- ✓ She was employed to open a new depot which she was able to handle and make it grow and it stands even today.

Response to stressful situations and working within deadlines

- ✓ Charity could handle stress she proved this during her tenure with the company since the job was so demanding with timelines and she used to handle it not forgetting she was in charge of over 15 men and she was the only lady.

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

- ✓ Charity related well with her colleagues, customers and all company staff in general.

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

- ✓ She was up to the task; excellent.

Any promotions

- ✓ None.

Candidate's strengths

- ✓ Go getter, very positive and always ready for new challenge.

Areas of improvement

- ✓ There is always room for improvement since no one can be 100%.
- ✓ Loise was sure some areas especially on leadership still needed improvement.

Brief description of the candidate in relation to:

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

Any disciplinary issues

- ✓ Yes; in September 2017 for reporting to work late.

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
HERMISON COMPANY LTD	Organization	HERMISON COMPANY LTD	Organization	HERMISON COMPANY LTD	✓	
	Years	JAN - JUN	Years	21 JAN 2019 - 3 JUN 2019	✓	
HERMISON COMPANY LTD	Position	SALES/ DEPOT MANAGER	Position	SALES/ DEPOT MANAGER	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	SHE LEFT TO TAKE A STEP FURTHER IN HER CAREER WITH A DIFFERENT ORGANIZATION		✓

COMMENTS

Hermison Company Ltd.

Japhet Sanga confirmed that Charity Muthoni Gichohi joined Hermison Company on 21st January 2019 and left on 3rd June after serving diligently in the role of Sales/ Depot Manager. She left the company to take a step in her career with a different organization after serving a 30-day notice as required by law. She was an asset to the company and if a better position arises in the company they would definitely hire her again. Japhet added that she was generally good.

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED	DETAILS VERIFIED	MATCH	NO MATCH
SOLOH WORLDWIDE PRINTING COMPANY	Organization	SOLOH WORLDWIDE PRINTING COMPANY	Organization	SOLOH WORLDWIDE PRINTING COMPANY
	Years	JAN 2015 - MAY 2016	Years	12 JAN 2015 - 3 JUN 2016
	Position	PRODUCTION MANAGER	Position	PRODUCTION SUPERVISOR
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	SHE RESIGNED

COMMENTS

Soloh Worldwide.

Symon Kebut, the Human Resource Officer, confirmed that Charity Muthoni Gichohi of ID No. 27664961 worked with Soloh Worldwide Inter – Ltd from 12th January 2015 up to 3rd June 2016 when she resigned from her position. While she was with the company, she held the position of Production Supervisor.

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EMPLOYMENTTENURE

EMPLOYEMENT TENURE			
Company	Position	Period	Reason for Leaving
BEMARC DISTRIBUTORS LTD	AREA SALES AND MARKETING	JAN 2019 - DATE	CURRENTLY EMPLOYED AT THE COMPANY
MANARA LIMITED	DEPOT MANAGER	2 JUN 2016 - 30 JAN 2019	SHE LEFT VOLUNTARILY TO FURTHER CAREER ASPIRATIONS
HERMISON COMPANY LTD	SALES/ DEPOT MANAGER	21 JAN 2019 - 3 JUN 2019	SHE LEFT TO TAKE A STEP FURTHER IN HER CAREER WITH A DIFFERENT ORGANIZATION
SOLOH WORLDWIDE PRINTING COMPANY	PRODUCTION SUPERVISOR	12 JAN 2015 - 3 JUN 2016	SHE RESIGNED

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GAP IDENTIFICATION AND ANALYSIS

Name	From	To	Comments
NO EMPLOYMENT GAP	-	-	Charity Muthoni does not have any employment gaps. She has been employed for the past 7 years and hence no gap on her CV.

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CREDIT INFORMATION CHECK

DESCRIPTION		COMMENTS		
Credit Report		0 open loan accounts 33 closed loan accounts.		
Open loan accounts				
Institution	Type of Loan	Total Amount	Balance Amount	Amount & Days
Closed loan accounts				
Institution	Type of Loan	Total Amount	Balance Amount	Amount & Days
EQUITY BANK	MOBILE BANKING LOAN	KES. 4,700	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 31,200	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 31,200	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 31,200	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 31,200	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 31,200	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 31,300	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 55,700	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 55,700	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 70,000	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 70,000	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 13,000	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 13,100	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 13,100	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 13,100	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 16,400	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 16,400	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 10,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 15,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 15,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 15,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 15,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 15,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 15,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 15,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 15,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 15,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 12,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 15,000	KES 0	KES 0

COMMENTS

As of 5th February 2022, Charity Gachohi has no open loan accounts.

Charity Gachohi however, has 33 closed loan accounts which amounted to **KES 827,634** which were fully serviced as stipulated above.

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NATIONAL CRIMINAL DATABASE SEARCH

NAME	IDENTITY NUMBER	POLICE CLEARANCE REFERENCE NUMBER	STATUS
CHARITY MUTHONI GICHOHI	27664961	-	NO REPORTED OFFENSES

COMMENTS

Charity Muthoni Gichohi of Identity Number 27664961 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.

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SOCIAL MEDIA

DESCRIPTION	ADVERSE STATUS	SOCIAL MEDIA HANDLE	COMMENTS
TWITTER	NO ADVERSE MENTION FOUND	-	
FACEBOOK	NO ADVERSE MENTION FOUND	HTTPS://WWW.FACEBOOK.COM/CHARITY.GICHOZI	
LINKEDIN	NO ADVERSE MENTION FOUND	HTTPS://WWW.LINKEDIN.COM/IN/MUTHONI-GICHOZI-A76337A2/	
GOOGLE SEARCH	NO ADVERSE MENTION FOUND	N/A	

FACEBOOKPhotographic Evidence

FACEBOOKComments

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

LINKEDINPhotographic Evidence

LINKEDINComments

Following a thorough search using names, phone number and email address, Charity Muthoni Gichohi's LinkedIn 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, Charity Muthoni Gichohi's Google Search has no record of adverse information.

TWITTERPhotographic Evidence

TWITTERComments

Following a thorough search using names, phone number and email address, Charity Muthoni Gichohi does not appear to have a Twitter account.