

CONFIDENTIAL BACKGROUND
SCREENING REPORT



Candidate's Name	FAITH THIONGO
SOW NO.	598
Screening Package	EABL STANDARD PACKAGE

Report Status	Final Report
Position Hired	EAST AFRICAN BREWERIES
Reference NO.	EABL-RQ-4EZ4-040620114311



DESCRIPTION	DETAILS VERIFIED	MATCH	NO MATCH
Names	THIONGO FAITH WAMBUI		✓
ID No.	13222527		✓
Date of Birth	10/28/1974 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.

EDUCATION

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED	MATCH	NO MATCH
Highest Education	Institution Name	THE MANAGEMENT UNIVERSITY OF AFRICA	Name	MATCH	
	Years	30TH NOVEMBER 2018	Years		
	Course	BACHELOR OF MANAGEMENT AND LEADERSHIP	Course		
	Awards	SECOND CLASS HONOURS (LOWER DIVISION)			

COMMENTS

Daniel Komu Ag. Registrar, Academic and Students Affairs (ASA) at The Management University of Africa confirmed that Faith Wambui Thiong'o Admission No. BML/6/0076/3/2013 was a student from 2013-2015. She was awarded a Bachelor of Management and Leadership (BML) Degree programme; Business Administration and Management option and attained Second Class Honours Lower Division on a graduation that was held in 30th November 2018. The Registrar further stated that her final undergraduate Transcript is No 2692. The certificate presented by the candidate (Serial No 18/1553) was verified to be authentic and is true copy of the original from the institution.

EDUCATION

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED	MATCH	NO MATCH
Highest Education	Institution Name	KENYATTA UNIVERSITY	Name	MATCH	
	Years	12 DECEMBER 2019	Years		
	Course	BSC. CRIME	Course		
	Awards	SECOND CLASS HONORS (UPPER DIVISION)			

COMMENTS

Daniel Wekulo Kasili from the Registrar's office at KCA University confirmed that David Wambua Munuve of Registration Number 06/02118 is a bonafide student of KCA University and he was awarded with Diploma in Computer Engineering (Credit) on 20th May 2010. The certificate presented the candidate was verified to be authentic

PROFESSIONAL QUALIFICATION

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

COMMENTS

Faith Wambui Thiongo does not have a professional membership

EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
MARKH INVESTMENT LIMITED	Organization	MARKH INVESTMENT LIMITED	Organization	MARKH INVESTMENT LIMITED	✓	
	Years	SEP 2019 - FEB 2020	Years	2020-06-11 06:27:58	✓	
	Position	HEAD OF LOGISTICS	Position	HEAD OF LOGISTICS	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	Resignation		✓

COMMENTS

Markh Investments Limited

Namusoke Maria, Managing Director confirmed that Faith Wambua Thiongo worked at Markh Investments Limited on a full time basis as head of Logistics from September 2019 to February 2020 when she resigned. Namusoke stated that, a week after poor result of end of probation appraisal, Faith wrote a mail to the Human Resource that she got an emergency back home. She resigned and left the same day.

Upon her exit, she returned the company assigned work tools and she did not owe the company any money.

Namusoke **would not** recommend Faith for a rehire

Duties and Responsibilities

- ✓ Overseeing logistics operation

Level of Supervision Required

- ✓ She required direct to close supervision

Candidate's response to stressful situation & working within deadlines

- ✓ Good attitude

Relationship with Peers, Managers and Customers

- ✓ Average

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

- ✓ She did not pass probation

Any Promotions

- ✓ No

Candidate's strengths

- ✓ Positive attitude

Candidate's areas of improvement

- ✓ Planning
- ✓ Management

Any disciplinary cases

- ✓ No

Any misconduct that involved financial loss to the company

- ✓ No

Description of the candidate in relation to;

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

EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
G4S KENYA LIMITED	Organization	G4S KENYA LIMITED	Organization	G4S KENYA LIMITED	✓	
	Years	JUL 2013 - AUG 2019	Years	2020-06-18 11:16:07	✓	
	Position	FLEET MANAGER	Position	FLEET MANAGER	✓	
	Reason for Leaving	Not provided by the Candidate	Reason for Leaving	Resignation		✓

COMMENTS

G4S Kenya Limited

Elijah Sitimah, Human Resource Director confirmed that Faith Wambui Thiong’o worked at G4S Kenya Limited as a Fleet Manager from 8th July 2013 to 31st August 2019 when she resigned. Faith gave a one month notice in line with her employment contract and worked to the last day.

She cleared with the company by returning the company assigned work tools and she did not owe the company any money

Given the opportunity, Elijah would rehire Faith noting that she was a hardworking professional. She interacted well with others and able to build trust and command respect; She was able to drive her team to achievement goals and especially to align to the required company objectives. Faith was innovative, open to learning and adapted well to the changing environment.

Duties and Responsibilities

- ✓ Responsible for performing the strategic planning, statutory compliance, communication, policy development and administration of all fleet management processes
- ✓ Ensure fleet safety compliance and availability to all operation and service units
- ✓ Management of fleet budgets and controlled costs with most effective fleet allocations.
- ✓ Management of the workshop team giving the most efficient vehicle turn around timings

Level of Supervision Required

- ✓ She required little to low supervision

Contributions to the organization or any outstanding achievements

- ✓ Contributed to the reduction of Workshop costs by sourcing and negotiating for good quality parts at fair prices.
- ✓ Implementation of Health & Safety standards at the workshop

Candidate’s response to stressful situation & working within deadlines

- ✓ Faith was able to work well under pressure, putting in the required extra hours and supervision of staff to achieve the required objective and beat deadlines.

Relationship with Peers, Managers and Customers

- ✓ Faith had good people skills.
- ✓ She was respected by all her direct reports who included Mechanics and Technicians.
- ✓ She kept constant contact with Excom members especially those in operations to ensure she achieves the required company objectives.
- ✓ She was very professional in all her dealings with colleagues of all cadres.

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

- ✓ In the 6 years she held the same position and demonstrated strong performer in her role.
- ✓ She had the required knowledge/skill to perform her role and contributed to the company objectives.

Any Promotions

- ✓ No

Candidate’s strengths

- ✓ Good people management,
- ✓ Very professional
- ✓ High integrity

Candidate’s area of improvement

- ✓ Improve on delegation to help achieve objectives and train juniors

Any disciplinary cases

- ✓ No

Any misconduct involving financial losses to the company

- ✓ No

Description of the candidate in relation to;

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

EMPLOYMENT TENURE

EMPLOYMENT TENURE			
Company	Position	Period	Reason for Leaving
MARKH INVESTMENT LIMITED	HEAD OF LOGISTICS	SEP 2019 - FEB 2020	Resignation
G4S KENYA LIMITED	FLEET MANAGER	8TH JUL 2013 - 31ST AUG 2019	Resignation

GAP IDENTIFICATION AND ANALYSIS

Name	From	To	Comments
NO EMPLOYMENT GAP	2013	DATE	<p>Faith Thiongo does not have any employment gaps as per her CV and our enquiry from her.</p> <p>She joined Management University of Africa in 2013 and graduated in 2016. She has been consistently employed since 2016 up to February 2020 when she left Markh Investments.</p> <p>After leaving Markh Investments, she has been actively seeking employment to date.</p>

CREDIT INFORMATION CHECK

Description		Comments		
Credit Report		9 open loan accounts 18 closed loan accounts.		
Open loan accounts				
Institution	Type of Loan	Total Amount	Balance Amount	Amount & Days
ABSA BANK KENYA PLC	CREDIT CARD	KES. 1,00,000	KES 1,27,000	KES 0
ABSA BANK KENYA PLC	PERSONAL LOANS	KES. 23,00,000	KES 8,10,000	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 5,000	KES 5,380	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 21,000	KES 21,900	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 31,000	KES 32,300	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 5,000	KES 5,380	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 5,000	KES 5,380	KES 0
Closed loan accounts				
Institution	Type of Loan	Total Amount	Balance Amount	Amount & Days
KENYA COMMERCIAL BANK LTD	CREDIT CARD	KES. 50,000	KES 0	KES 0
ABSA BANK KENYA PLC	CREDIT CARD	KES. 1,00,000	KES 0	KES 0
STANDARD CHARTERED BANK KENYA LTD	PERSONAL LOANS	KES. 9,62,000	KES 0	KES 0
CO-OPERATIVE BANK OF KENYA LIMITED	Other	KES. 0	KES 0	KES 0
CO-OPERATIVE BANK OF KENYA LIMITED	PERSONAL LOANS	KES. 7,14,000	KES 0	KES 0
CO-OPERATIVE BANK OF KENYA LIMITED	PERSONAL LOANS	KES. 1,00,000	KES 0	KES 0
ABSA BANK KENYA PLC	CREDIT CARD	KES. 2,00,000	KES 0	KES 0
ABSA BANK KENYA PLC	PERSONAL LOANS	KES. 16,00,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 3,500	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 4,500	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 5,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 5,000	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 35,000	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 35,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 5,000	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 35,000	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 28,000	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 35,000	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 35,000	KES 0	KES 0
KENYA COMMERCIAL BANK LTD	MOBILE BANKING LOAN	KES. 35,000	KES 0	KES 0

COMMENTS

As of 11th June 2020, Faith Wambui has 9 open loan accounts; 3 Credit Card loan accounts with Kenya Commercial Bank Limited and ABSA Bank Kenya Plc, 1 Personal loan account with ABSA Bank Kenya Plc and 5 Mobile Banking loan account with Mshwari and Kenya Commercial Bank Limited with a principal amount of **KES 2,617,000**. She is currently servicing the loan with installment amount sum of **KES 171,195**, worst current arrears and worst arrears last 12 months of **74 Days**, an overdue balance sum of **KES 160, 638** and a total loan balance of **KES 1,006,916**. Faith Wambui also has 18 closed loan accounts amounting to **KES 3,837,250** which she fully paid as stipulated above.

NATIONAL CRIMINAL DATABASE SEARCH

NAME	IDENTITY NUMBER	POLICE CLEARANCE REFERENCE NUMBER	STATUS
FAITH WAMBUI THIONGO	13222527		NO REPORTED OFFENSES

COMMENTS

Faith Wambui Thiongo of Identity Number13222527 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 11th June 2020.

SOCIAL MEDIA

DESCRIPTION	ADVERSE STATUS	SOCIAL MEDIA HANDLE	COMMENTS
LINKEDIN	NO ADVERSE MENTION FOUND	HTTPS://WWW.LINKEDIN.COM/IN/FAITH-THIONG-	
FACEBOOK	NO ADVERSE MENTION FOUND	HTTPS://WWW.FACEBOOK.COM/FAITH.THIONGO.10	
GOOGLE	NO ADVERSE MENTION FOUND	FAITH WAMBUI THIONGO	
TWITTER	NO ADVERSE MENTION FOUND	HTTPS://TWITTER.COM/THIONGO_FAITH	

FACEBOOK Photographic Evidence

FACEBOOK Comments

Following a thorough search using names, phone number and email address, Faith Wambui Thiongo's Facebook account has no record of adverse information

GOOGLE Photographic Evidence

GOOGLE Comments

Following a thorough search using names, phone number and email address, Faith Wambui Thiongo's Google Search has no record of adverse information

TWITTER Photographic Evidence

TWITTER Comments

Following a thorough search using names, phone number and email address, Faith Wambui Thiongo's Twitter account has no record of adverse information

LINKEDIN Photographic Evidence

LINKEDIN Comments

Following a thorough search using names, phone number and email address, Faith Wambui Thiongo's LinkedIn Profile has no record of adverse information