

CONFIDENTIAL BACKGROUND
SCREENING REPORT



Candidate's NameMasaku Edwin Mutinda

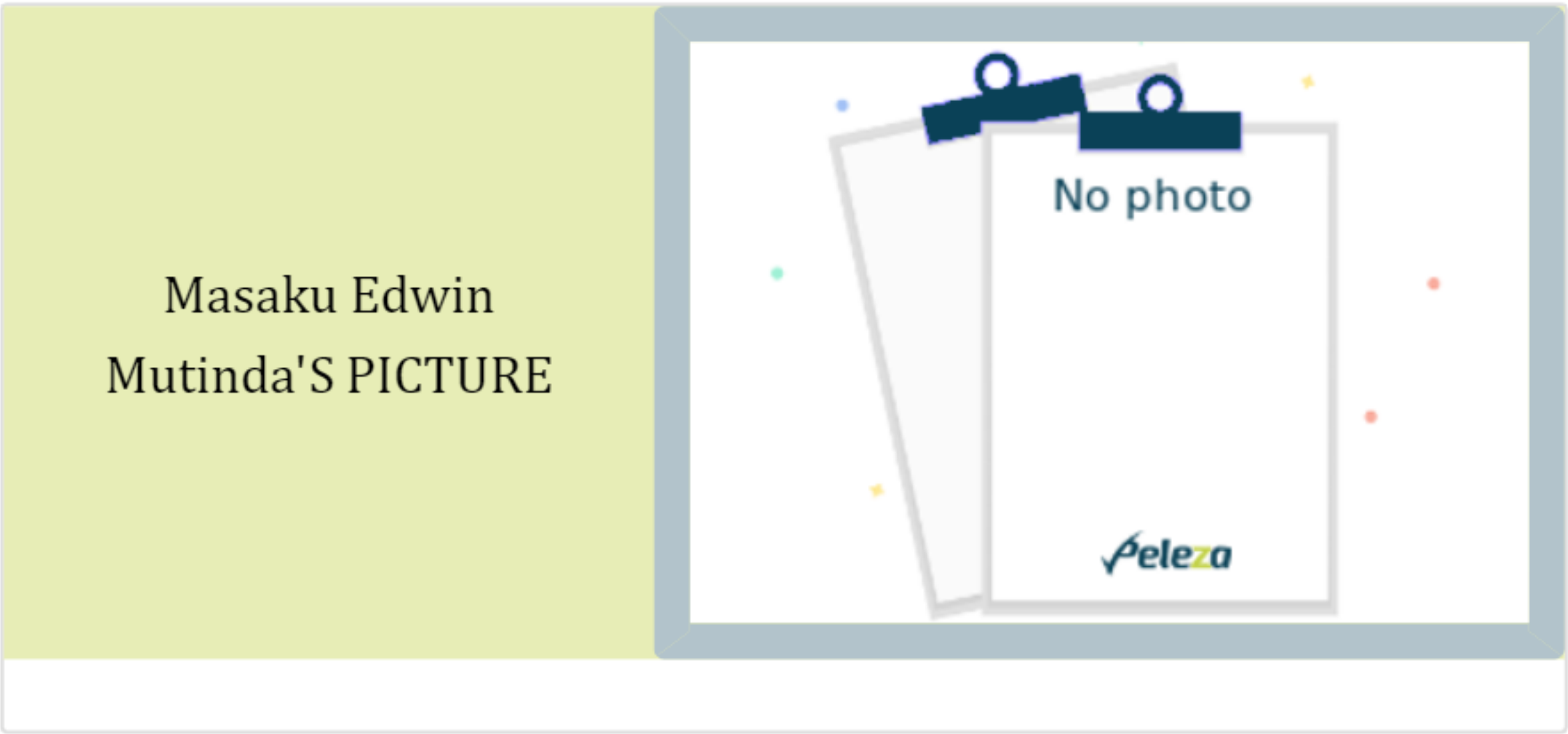
Report StatusFinal Report

SOW NO.2963

Position HiredEABL

Screening PackageEABL STANDARD PACKAGE

Reference NO.EABL-RQ-1625643825998-926X



IDENTITY

DESCRIPTION	DETAILS VERIFIED
Names	MASAKU EDWIN MUTINDA
ID No.	28007761
Date of Birth	7/7/1990 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
	Institution Name	UNIVERSITY OF NAIROBI	UNIVERSITY OF NAIROBI	✓	
	Years	2 DECEMBER 2016	02/December/2016	✓	
HIGHEST EDUCATION	Course	MASTER OF BUSINESS ADMINISTRATION	MASTER OF BUSINESS ADMINISTRATION	✓	
	Specialization	BUSINESS ADMINISTRATION	BUSINESS ADMINISTRATION	✓	
	Awards	N/A		✓	

COMMENTS

The Examinations Office confirmed that Edwin Mutinda Musaku graduated with a Master of Business Administration during the 56th Graduation Ceremony held on 2nd December 2016.

DESCRIPTION		DETAILS PROVIDED	DETAILS VERIFIED	MATCH	NO MATCH
	Institution Name	MOI UNIVERSITY	MOI UNIVERSITY	✓	
	Years	19 SEPTEMBER 2013	19/September/2013	✓	
HIGHEST EDUCATION	Course	BACHELOR OF SCIENCE	BACHELOR OF SCIENCE	✓	
	Specialization	AEROSPACE SCIENCE AND OPERATIONS (AEROSPACE LOGISTICS)	AEROSPACE SCIENCE AND OPERATIONS (AEROSPACE LOGISTICS)	✓	
	Awards	FIRST CLASS HONOURS	FIRST CLASS HONOUR	✓	

COMMENTS

V. Chepleting, for the Deputy Vice Chancellor (A, R & E) confirmed that Edwin Mutinda Masaku was a bona fide student of Moi University. He graduated with a Bachelor of Science in Aerospace Science and Operations (Aerospace Logistics), First Class Honours during the 29th Graduation ceremony that was held on 19th September 2013. The certificate was confirmed to be issued by Moi University and hence authentic and a true copy of the original as confirmed on 7th July 2021.

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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

Edwin Mutinda does not appear to have any professional membership as per his resume.

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
	Organization	UNILEVER KENYA LTD	Organization	UNILEVER KENYA LTD	✓	
	Years	SEPT 2019 - DATE	Years	SEPT 2019 - DATE	✓	
UNILEVER KENYA LTD	Position	HEAD OF LOGISTICS, CUSTOMER SERVICE AND PLANNING EA	Position	HEAD OF LOGISTICS, CUSTOMER SERVICE AND PLANNING EA	✓	
	Reason for Leaving	CURRENTLY EMPLOYED	Reason for Leaving	CURRENTLY EMPLOYED	✓	

COMMENTS

The candidate is currently employed at Unilever EA; hence no attempt was made to contact the company to avoid jeopardizing his 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
BRITISH AMERICAN TOBACCO EAST AFRICA	Organization	BRITISH AMERICAN TOBACCO EAST AFRICA	Organization	BRITISH AMERICAN TOBACCO EAST AFRICA	✓	
	Years	JAN 2019 - AUG 2019 & MAR 2018 - DEC 2018	Years	1 MAR 2018 - 14 AUG 2019	✓	
	Position	OPERATIONS PROJECTS MANAGER EAST & CENTRAL AFRICA & HEAD OF LOGISTICS AND PLANNING	Position	ECA OPERATIONS LOGISTICS MANAGER	✓	
	Reason for Leaving	NOT PROVIDED	Reason for Leaving	NOT PROVIDED	✓	

COMMENTS

British American Tobacco Kenya Plc.

Eddah Waruru, the Human Resource Business Partner, Operations, confirmed that Edwin Mutinda Masaku, was employed in the Operations Department; from 1st March 2018 to 14th August 2019. He reported to the Area Supply Chain Manager. Edwin's last position was ECA Operations Logistics Manager in the Operations Department. He also previously held the position of Factory Logistics Lead.

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
PROCTER AND GAMBLE EA	Organization	PROCTER & GAMBLE	Organization	PROCTER AND GAMBLE EA	✓	
	Years	DEC 2016 - FEB 2018 & NOV 2013 - FEB 2018 & NOV 2013 - DEC 2014	Years	1 NOV 2013 - 28 FEB 2018	✓	
	Position	COST TO SERVE PROJECTS LEADER & INVENTORY MANAGEMENT PILLAR LEADER & LOGISTICS MANAGER	Position	CHAIN SUPPLY MANAGER	✓	
	Reason for Leaving	NOT PROVIDED	Reason for Leaving	TO SEEK GREENER PASTURES		✓

COMMENTS

Procter & Gamble.

Njiraini Marima, the Supply Chain Director, confirmed that Masaku Edwin Mutinda was employed as a Supply Chain Manager – Ethiopia, Djibouti and Uganda, from 1st November 2013 to 28th February 2018 on full-time basis. He left looking for greener pastures, served a notice, returned work-assigned tools and was not involved in fraud. Njiraini would rehire Edwin and he was described as a strong business leader with the ability to collaborate effectively and provide direction to his team to deliver required business results.

Duties, roles and responsibilities

- ✓ Led Logistics Team in Uganda, Ethiopia and Djibouti
- ✓ Optimization of Cost, Cash and Service to P&G Markets
- ✓ Forecasting, Demand and Supply Planning
- ✓ End to End Supply Chain Management
- ✓ Ensured seamless documentation flow to customer for customs clearance
- ✓ Sourcing and negotiation of contracts for customs clearance and transportation.

Level of supervision required

- ✓ Edwin was a self-driven and independent business leader.
- ✓ He required minimal guidance to deliver exceptional results and led his team effectively.

Contributions to the organization r any outstanding achievements

- ✓ Developed route to market logistics strategy for Ethiopia by modelling the supply chain factoring forex constraints in Ethiopia.
- ✓ Joint Value Creation with Distributor to reduce supply chain costs in Ethiopia.
- ✓ 2 Country Manager Awards – On Best Inventory Management System: Creation of the EA Consumption Tool.

Response to stressful situations and working under pressure

- ✓ Edwin knew how to prioritize work assignments.
- ✓ He could deliver under strict deadlines while managing expectation of senior stakeholders.

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

- ✓ All through his career in P&G he was consistently rated in the top 10% versus his peers.

Any promotions

- ✓ N/A.

Candidate’s strengths

- ✓ Good communicator
- ✓ Cross functional mastery
- ✓ Strong people leader
- ✓ Bottom-line oriented
- ✓ Accountable.

Areas of improvement

- ✓ He was pedantic as he often relied on data to make decisions.
- ✓ He may be frustrated if data was not available or it was inaccurate.

Brief description of the candidate in relation to:

Trustworthiness	-
Dependability/ reliability	Only promised what he could deliver
Taking Initiative	A self-starter
Communication skills (Verbal/ written)	Good communicator both written and verb
Time management	Always met his deadline
Ability to make sound and timely decisions	Quick and sound decision maker
Adaptability to change	Proven track record to manage change and w under dynamic environment
Professionalism	Astute Business Leader with a strong supply c background

Any disciplinary issues

- ✓ None.

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EMPLOYEMENTTENURE

EMPLOYEMENT TENURE			
Company	Position	Period	Reason for Leaving
UNILEVER KENYA LTD	HEAD OF LOGISTICS, CUSTOMER SERVICE AND PLANNING EA	SEPT 2019 - DATE	CURRENTLY EMPLOYED
BRITISH AMERICAN TOBACCO EAST AFRICA	ECA OPERATIONS LOGISTICS MANAGER	1 MAR 2018 - 14 AUG 2019	NOT PROVIDED
PROCTER AND GAMBLE EA	CHAIN SUPPLY MANAGER	1 NOV 2013 - 28 FEB 2018	TO SEEK GREENER PASTURES

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GAP IDENTIFICATIONAND ANALYSIS

Name	From	To	Comments
EMPLOYMENT GAP 1	-	-	Masaku Edwin Mutinda does not have any employment gaps. Edwin has been working at for the past 7 years from when he joined Procter and Gamble EA in November 2013 to when he joined Unilever East Africa; where he is still currently employed.

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CREDIT INFORMATIONCHECK

DESCRIPTION	COMMENTS			
Credit Report	2 open loan accounts 2 closed loan accounts.			
Open loan accounts				
<i>Institution</i>	Type of Loan	<i>Total Amount</i>	<i>Balance Amount</i>	<i>Amount & Days</i>
STANDARD CHARTERED BANK	CREDIT CARD	KES. 3,20,000	KES 1,38,000	KES 0
STANDARD CHARTERED BANK LTD	PERSONAL LOAN	KES. 63,40,000	KES 48,60,000	KES 0
Closed loan accounts				
<i>Institution</i>	Type of Loan	<i>Total Amount</i>	<i>Balance Amount</i>	<i>Amount & Days</i>
ABSA BANK KENYA	CREDIT CARD	KES. 1,00,000	KES 0	KES 0
ABSA BANK KENYA	CREDIT CARD	KES. 100	KES 0	KES 0

COMMENTS

As of 14th July 2021, Masaku Edwin Mutinda has 2 open loan accounts; a Personal Loan and Credit Card Loan with Standard Chartered Bank; with a principal amount of **KES 6,656,000**. He is currently servicing the loan with instalment amount sum of **KES 279,439** having no worst current arrears of and no worst current arrears last 12 months, and no overdue balance sum hence a total loan balance of **KES 4,995,020**.

Masaku Edwin Mutinda also has 2 closed loan accounts with a principal amount of **KES 100,100** which he has fully serviced as stipulated above.

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NATIONAL CRIMINAL DATABASE SEARCH

NAME	IDENTITY NUMBER	POLICE CLEARANCE REFERENCE NUMBER	STATUS
MASAKU EDWIN MUTINDA	28007761	N/A	NO REPORTED OFFENSES

COMMENTS

Masaku Edwin Mutinda of Identity Number 28007761 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 14th July 2021.

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SOCIAL MEDIA

DESCRIPTION	ADVERSE STATUS	SOCIAL MEDIA HANDLE	COMMENTS
FACEBOOK PROFILE	NO ADVERSE MENTION FOUND	-	
TWITTER PROFILE	NO ADVERSE MENTION FOUND	HTTPS://TWITTER.COM/ EDWINMASAKU	
LINKEDIN PROFILE	NO ADVERSE MENTION FOUND	HTTPS://WWW.LINKEDIN.COM/IN/EDWIN-MUTINDA-MCIPS-MBA-47532050/?ORIGINALSUBDOMAIN=KE	
GOOGLE SEARCH	NO ADVERSE MENTION FOUND	-	

TWITTERPROFILE Photographic Evidence

TWITTERPROFILE Comments

Following a thorough search using names, phone number and email address, Edwin Mutinda's Twitter Profile has no record of adverse information.

LINKEDINPROFILE Photographic Evidence

LINKEDINPROFILE Comments

Following a thorough search using names, phone number and email address, Edwin Mutinda'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, Edwin Mutinda's Google Search has no record of adverse information.

FACEBOOKPROFILE Photographic Evidence

FACEBOOKPROFILE Comments

Following a thorough search using names, phone number and email address, we could not find Edwin Mutinda Masaku 's Facebook Account.