

CONFIDENTIAL BACKGROUND
SCREENING REPORT



Candidate's Name	Mercy Cherotich
SOW NO.	3879
Screening Package	EABL STANDARD PACKAGE

Report Status	Final Report
Position Hired	EABL
Reference NO.	EABL-RQ-1650520730567-BXOD



IDENTITY

DESCRIPTION	DETAILS VERIFIED
Candidate Names	MERCY CHEROTICH
Identity No.	32071299
Date of Birth	30/11/1993
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
	Institution Name	THE ELDORET NATIONAL POLYTECHNIC	THE ELDORET NATIONAL POLYTECHNIC	✓	
	Years	1 NOVEMBER 2016	01/November/2016	✓	
HIGHEST EDUCATION	Course	DIPLOMA IN ELECTRICAL AND ELECTRONICS ENGINEERING	DIPLOMA IN ELECTRICAL AND ELECTRONICS ENGINEERING	✓	
	Specialization	INSTRUMENTATION OPTION	INSTRUMENTATION OPTION	✓	
	Awards	PASS	PASS	✓	

COMMENTS

John Gitau, the Registrar Academics, confirmed that Mercy Cherotich was a bona fide trainee of the Eldoret National Polytechnic from the year 2014 to November 2016. He further confirmed that she successfully completed a Diploma in Electrical and Electronics Engineering (Instrumentation Option) and the forwarded results; Mod I, II & III, from Kenya National Examinations Council were valid. The certificate provided is authentic as confirmed on 27th April 2022.

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
MOMBASA CEMENT	Organization	MOMBASA CEMENT	Organization	MOMBASA CEMENT	✓	
	Years	JAN 2019 - FEB 2022	Years	16 MAR 2020 - 25 MAR 2020		✓
	Position	INSTRUMENTATION ENGINEER	Position	INSTRUMENTATION TECHNICIAN		✓
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	COVID 19 PANDEMIC STRIKE LED TO HER BEING LAID OFF HAVING WORKED FOR LESS THAN TWO WEEKS		✓

COMMENTS

Mombasa Cement.

Zipporah Onyango, the Assistant Human Resource Manager, confirmed that Mercy Cherotich was hired as an Instrumentation Technician from 16th March 2020 to 25th March 2020 on full-time basis. Zipporah could not confirm much in relation to her work because after being given opportunity to work with the company, then the Covid 19 pandemic strike which led to her being laid off having worked for less than two weeks.

Duties, roles and responsibilities

✓ Instrumentation Technician duties.

Mercy further added that her further engagement at Mombasa cement was under project that is construction of a new line; that was off record.

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PROFESSIONAL QUALIFICATION

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

COMMENTS

Mercy Cherotich does not have any professional memberships as per her resume

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
NOLVANSCON ELECTRICAL ENGINEERING	Organization	NOLVANSCON ELECTRICAL ENGINEERING	Organization	NOLVANSCON ELECTRICAL ENGINEERING	✓	
	Years	JAN 2017 - DEC 2018	Years	9 JAN 2017 - 31 DEC 2018	✓	
	Position	INSTRUMENTATION AND CONTROL TECHNICIAN	Position	INSTRUMENTATION TECHNICIAN	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	SHE LEFT FOR MORE SPECIALIZATION AND EXPERIENCE		✓

COMMENTS

Nolvascon Electrical Engineering.

Evans Kadenyi Kaduka, the Chief Engineer, confirmed that Mercy Cherotich was hired as an Instrumentation Technician from 9th January 2017 to 31st December 2018 on full-time basis. She left for more specialization and experience, served a notice, returned company assigned tools, did not owe the company money and was not involved in fraud. Evans would rehire Mercy and described her as being trustworthy.

Duties, roles and responsibilities

- ✓ Electrical installation
- ✓ Electrical maintenance and repair
- ✓ Motor installation and maintenance.

Level of supervision required

- ✓ She was self-driven with minimal supervision.

Contributions to the organization and any outstanding achievements

- ✓ She was reliable to tasks given.

Coping under work pressure and working within deadlines

- ✓ She relaxed on situation and was quick to solve them.

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

- ✓ She was friendly and had good communication with others.

Overall job performance and job knowledge compared to others in the job

- ✓ Well performer and a quick learner.

Any promotions

- ✓ None.

Candidate's strengths

- ✓ She was trustworthy, focused and self-driven.

Areas of improvement

- ✓ To improve on decision making.

Description of the candidate in relation to:

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

Any disciplinary cases

- ✓ None.

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GAP IDENTIFICATION AND ANALYSIS

Name	From	To	Comments
EMPLOYMENT GAP 2	APR 2015	JAN 2017	Mercy Cherotich confirmed that between April 2015 when she left Rift Valley Bottlers and January 2017 when she joined Nolvanscon; she was required to go for an attachment after doing her first module examination in 2014 ie from January 2015 to April 2015. Then from May 2015, she went back to school for second year module, then did her final module on 2016 November after which she joined Nolvansco Electrical Engineering.
EMPLOYMENT GAP 1	MAR 2022	TO DATE	Mercy Cherotich confirmed that from March 2022, she has been engaged in a Mentorship programme for girls in Engineering.

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NATIONAL CRIMINAL DATABASE SEARCH

NAME	IDENTITY NUMBER	POLICE CLEARANCE REFERENCE NUMBER	STATUS
MERCY CHEROTICH	32071299	-	NO REPORTED OFFENSES

COMMENTS

Mercy Cherotich of ID Number 32071299 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 26th April 2022.

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EMPLOYMENTTENURE

EMPLOYEMENT TENURE			
Company	Position	Period	Reason for Leaving
MOMBASA CEMENT	INSTRUMENTATION TECHNICIAN	16 MAR 2020 - 25 MAR 2020	COVID 19 PANDEMIC STRIKE LED TO HER BEING LAID OFF HAVING WORKED FOR LESS THAN TWO WEEKS
NOLVANS CON ELECTRICAL ENGINEERING	INSTRUMENTATION TECHNICIAN	9 JAN 2017 - 31 DEC 2018	SHE LEFT FOR MORE SPECIALIZATION AND EXPERIENCE

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CREDIT INFORMATIONCHECK

DESCRIPTION	COMMENTS			
Credit Report	3 open loan accounts 18 closed loan accounts.			
Open loan accounts				
Institution	Type of Loan	Total Amount	Balance Amount	Amount & Days
MSHWARI	MOBILE BANKING LOAN	KES. 2,000	KES 2,300	KES 2,150
MSHWARI	MOBILE BANKING LOAN	KES. 2,000	KES 2,300	KES 2,300
FULIZA M-PESA	OVERDRAFT	KES. 611	KES 611	KES 611
Closed loan accounts				
Institution	Type of Loan	Total Amount	Balance Amount	Amount & Days
MSHWARI	MOBILE BANKING LOAN	KES. 1,350	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 1,350	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 1,350	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 1,350	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 1,350	KES 0	KES 0
FULIZA M-PESA	OVERDRAFT	KES. 150	KES 0	KES 0
FULIZA M-PESA	OVERDRAFT	KES. 477	KES 0	KES 0
FULIZA M-PESA	OVERDRAFT	KES. 498	KES 0	KES 0
FULIZA M-PESA	OVERDRAFT	KES. 496	KES 0	KES 0
FULIZA M-PESA	OVERDRAFT	KES. 476	KES 0	KES 0
FULIZA M-PESA	OVERDRAFT	KES. 147	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 1,350	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 2,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 2,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 2,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 2,000	KES 0	KES 0
BRANCH	PERSONAL LOAN	KES. 5,000	KES 0	KES 4,940
TALA	MOBILE BANKING LOAN	KES. 3,000	KES 0	KES 0

COMMENTS

As of 26th April 2022, Mercy Cherotich has 3 open loan accounts; 2 Mobile Banking Loans with Mshwari and a Fuliza M-Pesa Overdraft; with a principal amount of **KES 4,611**. She is currently servicing the loan with installment amount sum of **KES 5,061** having worst current arrears and worst arrears last 12 months of **732 days**, and an overdue balance sum of **KES 5,061**; hence a total loan balance of **KES 5,211**.

Mercy Cherotich also has 18 closed loan accounts amounting to **KES 26,344** which were fully serviced as stipulated above.

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SOCIAL MEDIA

DESCRIPTION	ADVERSE STATUS	SOCIAL MEDIA HANDLE	COMMENTS
GOOGLE SEARCH	NO ADVERSE MENTION FOUND	N/A	
TWITTER	NO ADVERSE MENTION FOUND	-	
FACEBOOK	NO ADVERSE MENTION FOUND	-	
LINKEDIN	NO ADVERSE MENTION FOUND	-	

GOOGLE SEARCH Photographic Evidence

GOOGLE SEARCH Comments

Following a thorough search using names, phone number and email address, Mercy Cherotich'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, we could not find Mercy Cherotich's Facebook account.

TWITTER Photographic Evidence

TWITTER Comments

Following a thorough search using names, phone number and email address, we could not find Mercy Cherotich's Twitter account.

LINKEDINPhotographic Evidence

LINKEDINComments

Following a thorough search using names, phone number and email address, we could not find Mercy Cherotich's LinkedIn profile.