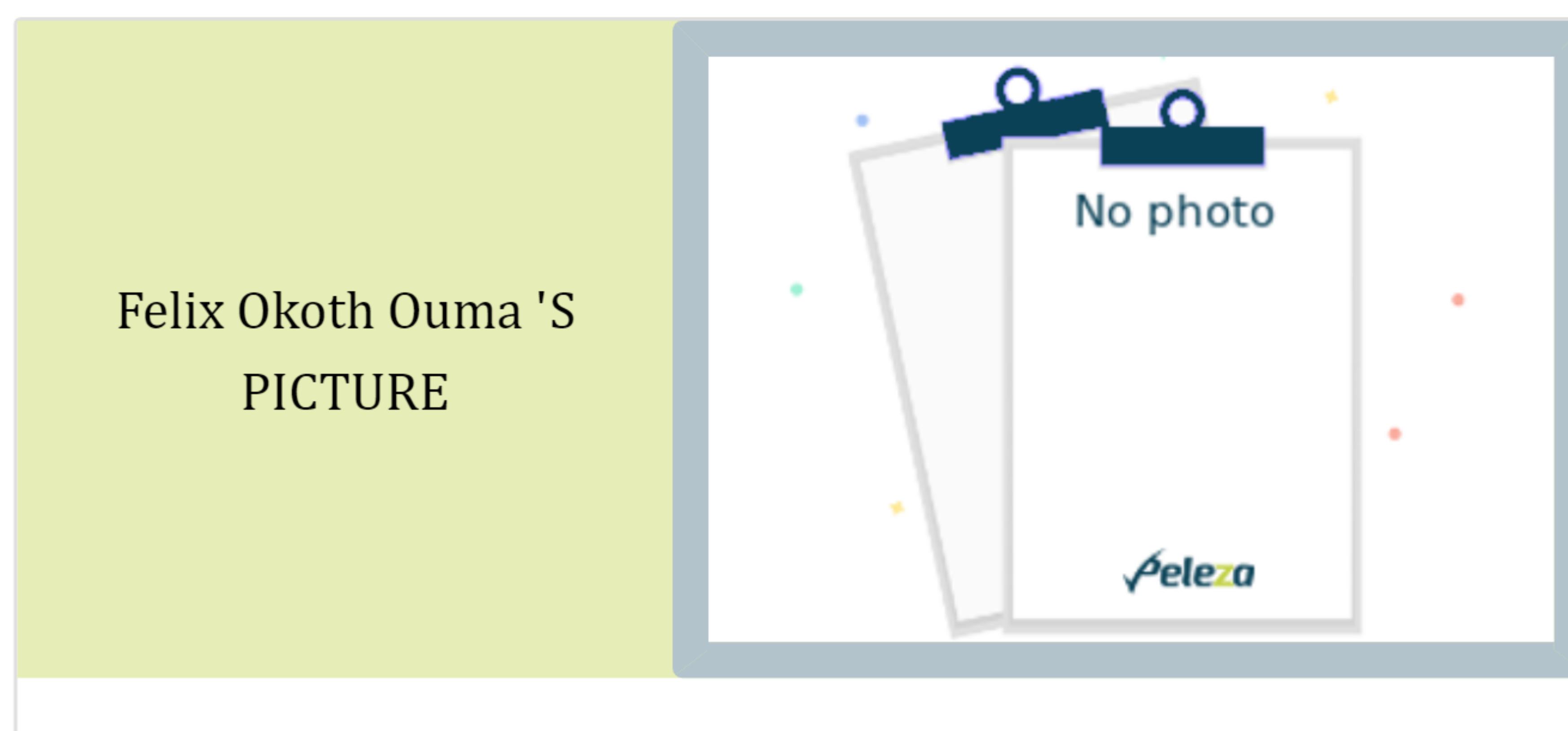


# CONFIDENTIAL BACKGROUND SCREENING REPORT



Candidate's Name	Felix Okoth Ouma	Report Status	Final Report
SOW NO.	4502	Position Hired	EABL
Screening Package	EABL STANDARD PACKAGE	Reference NO.	EABL-RQ-1671768265630-5V1Z



Felix Okoth Ouma 'S  
PICTURE

## IDENTITY

DESCRIPTION	DETAILS VERIFIED
Candidate Names	FELIX OKOTH OUMA
Identity No.	29572193
Date of Birth	18/02/1992
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
<b>HIGHEST EDUCATION</b>	Institution Name	CARLILE COLLEGE	CARLILE COLLEGE	✓	
	Years	1 NOVEMBER 2017	01/November/2017	✓	
	Course	DIPLOMA IN ELECTRICAL ENGINEERING	DIPLOMA IN ELECTRICAL ENGINEERING	✓	
	Specialization	POWER	POWER	✓	
	Awards	PASS	PASS	✓	

## COMMENTS

Faith O. Waluchio, Assistant Academic Registrar confirmed that Ouma Felix Okoth undertook and completed his Diploma Course in the University. He graduated with a Diploma in Electrical Engineering (Power) and was awarded Pass on November 2017. The Certificate was confirmed to be valid and original document awarded by the Examination body KNEC on 6<sup>th</sup> January 2023.

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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

Felix Ouma Okoth has no professional Membership as per his resume.

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## EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
<b>GOLDEN AFRICA OIL REFINERY</b>	Organization	GOLDEN AFRICA OIL REFINERY	Organization	GOLDEN AFRICA OIL REFINERY	✓	
	Years	OCT 2015- JUN 2018	Years	2015- 2018	✓	
	Position	ELECTRICAL TECHNICIAN	Position	ELECTRICAL TECHNICIAN	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	NOT PROVIDED BY THE EMPLOYER	✓	

## COMMENTS

### **Golden Africa Oil Refinery**

Harish Kumar, HOD Electrical confirmed that Felix Okoth Ouma worked in the company as an Electrical Technician from 2015 to 2018. He gave a one month notice and cleared, he returned assigned work tools and does not owe the company any money. Harish would recommend him for a rehire since he was generally okay and ready to advance.

#### ***Brief description of duties of the position***

- ✓ Attended breakdowns
- ✓ Carried preventive maintenance.
- ✓ Did installations.

#### ***Level of supervision required***

- ✓ Minimal, he could work under minimal supervision.

#### ***Any outstanding achievements and contribution to the organization***

- ✓ Response was okay.
- ✓ Good in team work.
- ✓ Good in cooperation.

#### ***Candidate's strengths***

- ✓ He had the capability to excel.

#### ***Areas of improvement***

- ✓ Always willing to learn.

#### ***Brief description of the candidate in relation to:***

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

#### ***Any disciplinary issues***

- ✓ No, he was okay.

#### ***Any engagement in misconduct resulting in financial losses to the organization***

- ✓ No.

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## EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED	DETAILS VERIFIED	MATCH	NO MATCH
THERMAX GLOBAL- KENYA BREWERIES	Organization	THERMAX GLOBAL-KENYA BREWERIES	Organization	THERMAX GLOBAL-KENYA BREWERIES
	Years	JUN 2018- TO DATE	Years	JUN 2018- DEC 2022
	Position	UTILITIES TECHNICIAN/OPERATOR	Position	FRIDGE PLANT  OPERATES / ELECTRICAL TECHNICIAN
	Reason for Leaving	CURRENTLY EMPLOYED AT THE COMPANY	Reason for Leaving	RESIGNATION

## COMMENTS

### **Thermal Global-Kenya Breweries**

Wesley Gwaro, Facility Mager confirmed that Felix Okoth Ouma worked in the company as a Fridge Plant Operator and doubled up as a Utilities Electrical Technician. He was multi-skilled to operate and maintain water treatment plant and effluent treatment plant. He was engaged with them from Late June 2018 to December 2022 when he resigned.

#### ***Level of supervision required***

- ✓ Little to low supervision. They trusted him to run with minimal supervision as he would cover for Wesley in his absence.

#### ***Any contribution to the organization***

- ✓ There was an improvement in the ETP plant restoration he was tasked with.

#### ***Coping while working under pressure***

- ✓ He was calm and collected.
- ✓ He was also solution oriented and had demonstrated good understanding of the escalation matrix.

#### ***Overall work performance and Job knowledge as compared to others***

- ✓ 8.5.

#### ***Areas of improvement***

- ✓ Get exposed to training as he was a quick learner.

#### ***Any disciplinary issues***

- ✓ None.

#### ***Any engagement in misconduct resulting in financial losses to the organization***

- ✓ No.

#### ***General opinion***

- ✓ He would be a valuable team member.

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## GAP IDENTIFICATION AND ANALYSIS

Name	From	To	Comments
EMPLOYMENT GAP	DEC 2022	TO DATE	Felix Ouma Okoth has an employment gap from when he left Thermax Global Limited in December 2022 to date. Felix confirmed that he left Thermax on 31 <sup>st</sup> December 2022 and joined Kenya Breweries Limited on 3 <sup>rd</sup> January 2023.

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## EMPLOYMENTTENURE

EMPLOYEMENT TENURE			
Company	Position	Period	Reason for Leaving
GOLDEN AFRICA OIL REFINERY	ELECTRICAL TECHNICIAN	2015- 2018	NOT PROVIDED BY THE EMPLOYER
THERMAX GLOBAL-KENYA BREWERIES	FRIDGE PLANT <del>OPERATOR</del> ELECTRICAL TECHNICIAN	JUN 2018- DEC 2022	RESIGNATION

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## NATIONAL CRIMINAL DATABASE SEARCH

NAME	IDENTITY NUMBER	POLICE CLEARANCE REFERENCE NUMBER	STATUS
FELIX OKOTH OUMA	29572193	-	NO REPORTED OFFENSES

### COMMENTS

Felix Ouma Okoth of ID Number 29572193 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 6th January 2023.

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## SOCIAL MEDIA

DESCRIPTION	ADVERSE STATUS	SOCIAL MEDIA HANDLE	COMMENTS
FACEBOOK	NO ADVERSE MENTION FOUND	HTTPS://WWW.FACEBOOK.COM/LAFIA.OKOTH	
TWITTER	NO ADVERSE MENTION FOUND	NOT APPLICABLE	
LINKEDIN PROFILE	NO ADVERSE MENTION FOUND	NOT APPLICABLE	
GOOGLE SEARCH	NO ADVERSE MENTION FOUND	NOT APPLICABLE	

## **FACEBOOKPhotographic Evidence**

## **FACEBOOKComments**

Following a thorough search using names, phone number and email address, Felix Okoth Ouma's Facebook accounts has no record of adverse information.

## **TWITTERPhotographic Evidence**

### **TWITTERComments**

Following a thorough search using names, phone number and email address of Felix Okoth Ouma, we could not find his Twitter Account.

## **LINKEDINPROFILE Photographic Evidence**

### **LINKEDINPROFILE Comments**

Following a thorough search using names, phone number and email address of Felix Okoth Ouma, we could not find his LinkedIn Profile.

## **GOOGLE SEARCH Photographic Evidence**

### **GOOGLE SEARCH Comments**

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