

CONFIDENTIAL BACKGROUND
SCREENING REPORT



Candidate's Name MARGARET NDEGE

Report Status Final Report

SOW NO. 3015

Position Hired EABL

Screening Package EABL STANDARD PACKAGE

Reference NO. EABL-
RQ-1627833597061-9ZX5



IDENTITY

DESCRIPTION	DETAILS VERIFIED
Names	NDEGE MARGARET MARTHA
ID No.	29548198
Date of Birth	3/19/1993 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.

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EDUCATION

DESCRIPTION		DETAILS PROVIDED	DETAILS VERIFIED	MATCH	NO MATCH
	Institution Name	KENYATTA UNIVERSITY	KENYATTA UNIVERSITY	✓	
	Years	18 DECEMBER 2015	18/December/2015	✓	
HIGHEST EDUCATION	Course	BACHELOR OF ARTS	BACHELOR OF ARTS	✓	
	Specialization	ARTS	ARTS	✓	
	Awards	SECOND CLASS HONOURS (LOWER DIVISION)	SECOND CLASS HONOURS (LOWER DIVISION)	✓	

COMMENTS

Elizabeth Soi from Graduation and Certificates Office confirmed that Ndege Margaret Martha graduated from Kenyatta University on the 18th day of December 2015, with a degree in Bachelor of Arts, Second Class (Lower Division)

The certificate presented by the candidate was confirmed to be authentic

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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

Margaret Martha Ndege appears not to have a professional membership as per her resume

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
PEMBE FLOUR MILLS LIMITED	Organization	PEMBE FLOUR MILLS LIMITED	Organization	PEMBE FLOUR MILLS LIMITED	✓	
	Years	MAY 2020 - TO DATE	Years	MAY 2020 - TO DATE	✓	
	Position	KEY ACCOUNTS MANAGER	Position	KEY ACCOUNTS MANAGER	✓	
	Reason for Leaving	CURRENTLY EMPLOYED AT THE COMPANY	Reason for Leaving	CURRENTLY EMPLOYED AT THE COMPANY	✓	

COMMENTS

Pember Flour Mills Limited

The candidate is currently working at Pembe Flour Mills Limited hence background check was not conducted to avoid jeopardizing the candidate's current employment. Background checks to be conducted upon request once candidate has resigned.

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
	Organization	ALPHA GRAIN MILLERS	Organization	ALPHA GRAIN MILLERS	✓	
	Years	MAY 2017 - MAY 2020	Years	MAY 2017 - MAY 2020	✓	
ALPHA GRAIN MILLERS	Position	KEY ACCOUNTS MANAGER/HEAD OF MERCHANDISING /	Position	HEAD OF MERCHANDISING/TEAM LEADER/KEY ACCOUNTS MANAGER	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	NOT PROVIDED BY THE EMPLOYER	✓	

COMMENTS

Alpha Grain Millers

Samson A. Wanyangu, HSC – Human Resource Manager confirmed that Margaret Martha Ndege of Identification number 29548198 was on employment for a period between May 2017 to May 2020. She was first engaged in May 2017 and confirmed on 1st August 2017 as Head of Merchandising/ Team Leader. Due to her remarkable performance, she was later promoted to the position of Key Accounts Manager where she served between May 2018 to May 2020

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
OCEAN FOODS LIMITED (SHARK ENERGY DRINK)	Organization	SHARK ENERGY DRINK	Organization	OCEAN FOODS LIMITED (SHARK ENERGY DRINK)	✓	
	Years	JAN 2015 - DEC 2017	Years	JAN 2015 - DEC 2017	✓	
	Position	MARKET FIELD REPRESENTATIVE KEY ACCOUNTS	Position	FIELD SALES/MARKETING REPRESENTATIVE	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	NOT PROVIDED BY THE EMPLOYER	✓	

COMMENTS

Ocean Foods Limited (Shark Energy Drink)

Margaret Ngugi, Head of HPC/BEV-MT Accounts Bidco Africa Limited confirmed that Margaret Martha Ndege worked at Ocean Foods Limited (Shark Energy Drink) from January 2015 to December 2017 a span of 2 years as a Field Sales/Marketing Representative reporting to National Key Accounts Manager on a full-time contract with benefits

Margaret handled over all company items attached to her on time and with good conditions. No liability attached to her on her exit time whatsoever

Duties and Responsibilities

- ✓ Planning and conducting direct sales activities within her assigned areas of operations.
- ✓ Reports management (Daily, Weekly, Monthly) as per her JD.
- ✓ Managing Corporate events organized by the company (attendance, Overall coordination through appointed Teams).
- ✓ Market research in terms of new identity in the market, Competitor’s activities check and management through constant report and engagements.

Recommendation

- ✓ She was a lady with high integrity values.
- ✓ She was a Team leader and player.
- ✓ Good coordinator in terms of Execution of her responsibilities.
- ✓ Had a Positive attitude towards work and relationships.

Candidate’s work performance

- ✓ Able to handle pressure with a lot of confidence and maintained positive attitude towards it.
- ✓ Good listener in terms of instructions laid to her responsibilities.
- ✓ Maintained set Targets by achieving more than the expectations throughout her tenacious in the company.

General opinion

- ✓ Having worked with her at a close range as her Senior manager, Margaret has no doubt about Martha’s Zeal to go even higher in terms of positioning and management.
- ✓ She proved to be it with time.

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
	Organization	CANON CHEMICALS	Organization	CANON CHEMICALS	✓	
	Years	FEB 2014 - NOV 2015	Years	FEB 2014 - DEC 2015		✓
CANON CHEMICALS	Position	MERCHANDISER & BRAND AMBASSADOR	Position	BRAND AMBASSADOR (PROMOTER)/ MERCHANDISER	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	CAREER GROWTH		✓

COMMENTS

Canon Chemicals

Catherine Kariuki, Modern Trade Head confirmed that Margaret Martha Ndege worked as a Brand Ambassador (Promoter)/Merchandiser on a full-time basis from February 2014 to December 2015 when she left citing career growth

Margaret served notice, returned the company assigned work tools and she did not owe the company any money

Catherine would highly recommend Margaret to be rehired noting that she was an assertive professional, focused on achieving objectives and ready to learn and progress

Duties and Responsibilities

- ✓ Managing visual display representation of products
- ✓ Ensuring products were clean and appropriately labelled and priced
- ✓ Monitoring movement of products
- ✓ Monitor competitor activities
- ✓ Sales report focus
- ✓ Pushing sales of products at the category

Level of supervision

- ✓ Disciplined and worked under minimum or no supervision

Candidate's contribution to the organization or any outstanding achievements

- ✓ Listing of new products
- ✓ Boosting sales of slow mover

Candidate's response to stressful situation & working within deadlines

- ✓ Proper planning and time management
- ✓ Maintaining a positive attitude
- ✓ Positive response to situations

How the candidate related with others (Customers, co-workers and supervisors)

- ✓ Team layer
- ✓ Enthusiastic
- ✓ Empathetic

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

- ✓ Excellent and highly recommendable

Any Promotions

- ✓ Yes, from Promoter to Merchandiser

Candidate's strengths

- ✓ Good communicator
- ✓ Team leader
- ✓ Performance oriented
- ✓ Creative thinker

Candidate's areas of improvement

- ✓ Margaret was a perfectionist and got affected if she failed on her duties.

Any disciplinary cases

- ✓ None

Description of the candidate in relation to;

Trustworthiness	-
Dependability/ reliability	Very dependable to complete task at short notice
Taking Initiative	Proactive in every duty assigned to her
Communication skills (Verbal/ written)	Excellent communicator to the team members
Time management	Very punctual and timely reports
Ability to make sound and timely decisions	Portrayed in her day-to-day activities at work
Adaptability to change	Very adaptable, worked in different regions
Professionalism	Upheld a proper work ethic

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EMPLOYEMENTTENURE

EMPLOYEMENT TENURE			
Company	Position	Period	Reason for Leaving
PEMBE FLOUR MILLS LIMITED	KEY ACCOUNTS MANAGER	MAY 2020 - TO DATE	CURRENTLY EMPLOYED AT THE COMPANY
ALPHA GRAIN MILLERS	HEAD OF MERCHANDISING/TEAM LEADER/KEY ACCOUNTS MANAGER	MAY 2017 - MAY 2020	NOT PROVIDED BY THE EMPLOYER
OCEAN FOODS LIMITED (SHARK ENERGY DRINK)	FIELD SALES/MARKETING REPRESENTATIVE	JAN 2015 - DEC 2017	NOT PROVIDED BY THE EMPLOYER
CANON CHEMICALS	BRAND AMBASSADOR (PROMOTER)/ MERCHANDISER	FEB 2014 - DEC 2015	CAREER GROWTH

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GAP IDENTIFICATION AND ANALYSIS

Name	From	To	Comments
EMPLOYMENT GAP 1	DEC 2016	MAY 2017	Margret Ndege has an employment gap period 6 Months; from when she left Shark Energy in December 2016 to when she joined Alpha Grains in May 2017. During the period, Margret confirmed that she was on her maternity leave
EMPLOYMENT GAP 2	NOV 2015	JAN 2015	Margret Ndege has an employment gap period of 1 Months; from when she left Canon Chemicals in November 2015 to when she joined Shark Energy in January 2015. During the period, Margret confirmed that she was not employed and looking for a job

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CREDIT INFORMATIONCHECK

DESCRIPTION	COMMENTS			
Credit Report	3 open loan accounts 19 closed loan accounts.			
Open loan accounts				
Institution	Type of Loan	Total Amount	Balance Amount	Amount & Days
MSHWARI	MOBILE BANKING LOAN	KES. 2,000	KES 2,150	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 5,000	KES 5,380	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 17,000	KES 18,300	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 15,000	KES 16,100	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 3,000	KES 3,230	KES 0
Closed loan accounts				
Institution	Type of Loan	Total Amount	Balance Amount	Amount & Days
CO-OPERATIVE BANK OF KENYA LIMITED	PERSONAL LOANS	KES. 15,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 3,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 2,100	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 17,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 3,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 3,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 10,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 5,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 2,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 4,000	KES 0	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 3,000	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
MSHWARI	MOBILE BANKING LOAN	KES. 3,000	KES 0	KES 0
CO-OPERATIVE BANK OF KENYA LIMITED	MOBILE BANKING LOAN	KES. 6,000	KES 0	KES 0
CO-OPERATIVE BANK OF KENYA LIMITED	MOBILE BANKING LOAN	KES. 30,000	KES 0	KES 0
FULIZA M-PESA	OVERDRAFT	KES. 1,250	KES 0	KES 0

COMMENTS

As of 5th August 2021, Margaret Ndege has 3 open Mobile Banking loan accounts from Mshwari with a principal amount of **KES 24,000**. She is currently servicing the loan with instalment amount sum of **KES 18,275** hence a total loan balance of **KES 25,800**

Margaret Ndege also has 19 closed loan account amounting to **KES 135,345** which she fully serviced apart from 2 Mobile Banking loans from Mshwari which were closed with a balance of **KES 19,350** as stipulated above

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NATIONAL CRIMINAL DATABASE SEARCH

NAME	IDENTITY NUMBER	POLICE CLEARANCE REFERENCE NUMBER	STATUS
MARGARET MARTHA NDEGE	29548198		NO REPORTED OFFENSES

COMMENTS

Margaret Martha Ndege of Identity Number 29548198 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 5th August 2021.

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SOCIAL MEDIA

DESCRIPTION	ADVERSE STATUS	SOCIAL MEDIA HANDLE	COMMENTS
FACEBOOK	NO ADVERSE MENTION FOUND	N/A	
TWITTER	NO ADVERSE MENTION FOUND	HTTPS://TWITTER.COM/ MEGSWIRY	
LINKEDIN PROFILE	NO ADVERSE MENTION FOUND	HTTPS://KE.LINKEDIN.COM/IN/MARGARET-NDEGE-394BB4102	
GOOGLE SEARCH	NO ADVERSE MENTION FOUND	-	

TWITTERPhotographic Evidence

TWITTERComments

Following a thorough search using names, phone number and email address, Margaret Ndege's Twitter account, has no record of adverse information.

LINKEDINPROFILE Photographic Evidence

LINKEDINPROFILE Comments

Following a thorough search using names, phone number and email address, Margaret Ndege'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, Margaret Martha Ndege'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, Margaret Martha Ndege appears not to have a Facebook account