

CONFIDENTIAL BACKGROUND  
SCREENING REPORT



Candidate's Name    BENARD OUMA

Report Status    Final Report

SOW NO.    3064

Position Hired    EABL

Screening Package    EABL STANDARD PACKAGE

Reference NO.    EABL-RQ-1630305698203-G68P



IDENTITY

DESCRIPTION	DETAILS VERIFIED
Names	OKECH BENARD OUMA
ID No.	29445528
Date of Birth	11/10/1990 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
HIGHEST EDUCATION	Institution Name	MASINDE MULIRO UNIVERSITY OF SCIENCE AND TECHNOLOGY	MASINDE MULIRO UNIVERSITY OF SCIENCE AND TECHNOLOGY	✓	
	Years	16 DECEMBER 2016	16/December/2016	✓	
	Course	BACHELOR OF SCIENCE	BACHELOR OF SCIENCE	✓	
	Specialization	BIOTECHNOLOGY	BIOTECHNOLOGY	✓	
	Awards	SECOND CLASS HONOURS (UPPER DIVISION)	SECOND CLASS HONOURS (UPPER DIVISION)	✓	

## COMMENTS

Prof. Thomas Sakwa, Ag Registrar (Academic Affairs) confirmed that Benard Ouma Okech is an alumnus of Masinde Muliro University of Science & Technology. He pursued a programme in Bachelor of Science in Biotechnology. He successfully completed the programme and graduated during the 11<sup>th</sup> congregation held on 16<sup>th</sup> December 2016.

The **certificate number 11 0896** 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

Benard Ouma Okech appears not to have a professional memership as per his resume

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
SAI PHARMACEUTICALS COMPANY	Organization	SAI PHARMACEUTICAL	Organization	SAI PHARMACEUTICALS COMPANY	✓	
	Years	2ND NOV 2020 - TO DATE	Years	2ND NOV 2020 - 3RD MAY 2021		✓
	Position	MEDICAL REPRESENTATIVE	Position	MEDICAL SALES REPRESENTATIVE	✓	
	Reason for Leaving	CURRENTLY EMPLOYED AT THE COMPANY	Reason for Leaving	BETTER PROSPECTS		✓

COMMENTS

Sai Pharmaceuticals Company

Dorothy Kairia, Human Resource Manager confirmed that Benard Ouma Okech worked as a Medical Sales Representative on a full-time basis from 2<sup>nd</sup> November 2020 to 3<sup>rd</sup> May 2021 when he got better prospects

Benard serve a 7 days’ notice, returned the company assigned work tool and he did not owe the company any money or have any incidence of fraud

Dorothy would recommend Benard for employment/ opportunities that may be offered noting that he was okay

Duties and Responsibilities

- ✓ Market and sell company products to pharmacies, Chemists and institutions.
- ✓ Make follow-ups on clients and get orders.
- ✓ Ensure products were always in the market.

Level of supervision

- ✓ Benard proved that he could be entrusted with tasks delegated to him and could follow through his workplan and give timely reports to his immediate supervisor. He was able to introduce new products in the market

Candidate’s contribution to the organization or any outstanding achievements

- ✓ New sales leads and introduction of new products in the market

Candidate’s response to stressful situation & working within deadlines

- ✓ He was well-grounded and able to manage work pressure.

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

- ✓ He was good, calm and collected. Related well with all his colleagues.

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

- ✓ 70%

Any Promotions

- ✓ None by the time he left

Candidate’s strengths

- ✓ Fair

Candidate’s areas of improvement

- ✓ Aggressive marketing skills

Any disciplinary cases

- ✓ None

Description of the candidate in relation to;

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

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## EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
BETA HEALTHCARE INTERNATIONAL LIMITED	Organization	BETA HEALTHCARE INTERNATIONAL LIMITED	Organization	BETA HEALTHCARE INTERNATIONAL LIMITED	✓	
	Years	20TH AUG 2018 - 15TH SEP 2020	Years	8TH OCT 2019 - 15TH SEP 2020		✓
	Position	MEDICAL REPRESENTATIVE	Position	MEDICAL SALES REPRESENTATIVE	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	PERSONAL REASONS		✓

## COMMENTS

### Beta Healthcare International Limited

Christine Mbanacho, Human Resource & Administration Manager confirmed that Benard Ouma Okech was an employee of Beta Healthcare International Limited from 8<sup>th</sup> October 2019. He tendered his resignation on 15<sup>th</sup> September 2020 due to personal reasons. At the time of his exit, he was a Medical Sales Representative within the Sales and Marketing Department

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
REGAL PHARMACEUTICALS COMPANY	Organization	REGAL PHARMACEUTICAL COMPANY	Organization	REGAL PHARMACEUTICALS COMPANY	✓	
	Years	17TH MAY 2016 - 16TH DEC 2016	Years	10TH MAY - 29TH JUL 2016		✓
	Position	QUALITY CONTROL ANALYST	Position	ATTACHE		✓
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	NOT PROVIDED BY THE EMPLOYER	✓	

COMMENTS

Regal Pharmaceuticals Limited

On a letter dated 29<sup>th</sup> July 2016 and undersigned by Joan Ndung, HR Officer and DR. Rogers Atebe, Company Pharmacist confirmed that Benard Ouma Okech was attached at the organization from 10<sup>th</sup> May to 29<sup>th</sup> July 2016

Operational duties in various departments

- ✓ Non beta-lactam production department: tablet, liquid. Cream/ ointment and capsules section
- ✓ Penicillin products manufacturing areas
- ✓ Warehouse: raw material stores, packaging material store and finished goods stores
- ✓ Quality control: in-process, intermediate and final analysis of products; analysis of products, analysis of raw material and packing materials
- ✓ FGS Receipt of finished goods from production
- ✓ Sales and marketing distribution of goods in the market

General opinion

- ✓ Throughout the attachment period, he familiarized himself with day-to-day procedures of each department and was attentive and ready to learn about all that took place in each of the departments
- ✓ He was hardworking, responsible and above all, his general performance was good

On 31<sup>st</sup> August 2021, Joan Ndungu, Human Resource Manager confirmed that the letter provided by the candidate is authentic and the information there in is accurate

She further confirmed that Benard was not absorbed as a casual worker in QC department up to December 2016

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## EMPLOYEMENTTENURE

EMPLOYEMENT TENURE			
Company	Position	Period	Reason for Leaving
SAI PHARMACEUTICALS COMPANY	MEDICAL SALES REPRESENTATIVE	2ND NOV 2020 - 3RD MAY 2021	BETTER PROSPECTS
BETA HEALTHCARE INTERNATIONAL LIMITED	MEDICAL SALES REPRESENTATIVE	8TH OCT 2019 - 15TH SEP 2020	PERSONAL REASONS
REGAL PHARMACEUTICALS COMPANY	ATTACHE	10TH MAY - 29TH JUL 2016	NOT PROVIDED BY THE EMPLOYER

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## GAP IDENTIFICATION AND ANALYSIS

Name	From	To	Comments
EMPLOYMENT GAP 1	16TH DEC 2016	20TH AUG 2018	Benard Ouma Okech has an employment gap period of 1 Year, 8 Months, 5 Days; from when he left Regal Pharmaceutical on 16 <sup>th</sup> December 2016 to when he joined Beta Healthcare on 20 <sup>th</sup> August 2018. During this period, Benard confirmed that he was involved in informal engagement working as an online writer
EMPLOYMENT GAP 2	15TH SEP 2020	2ND NOV 2020	Benard Ouma Okech has an employment gap period of 1 Month, 19 Days; from when he left Beta Healthcare on 15 <sup>th</sup> September 2020 to when he joined Sai Pharmaceutical Company on 2 <sup>nd</sup> November 2020. During this period, Benard confirmed that he was involved in informal engagement working as an online writer

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## CREDIT INFORMATIONCHECK

DESCRIPTION	COMMENTS			
Credit Report	2 open loan accounts 4 closed loan accounts.			
Open loan accounts				
<i>Institution</i>	Type of Loan	<i>Total Amount</i>	<i>Balance Amount</i>	<i>Amount &amp; Days</i>
MSHWARI	MOBILE BANKING LOAN	KES. 1,800	KES 2,070	KES 0
ABSA BANK KENYA PLC	CREDIT CARD	KES. 20,000	KES 19,600	KES 0
MSHWARI	MOBILE BANKING LOAN	KES. 1,800	KES 2,070	KES 0
Closed loan accounts				
<i>Institution</i>	Type of Loan	<i>Total Amount</i>	<i>Balance Amount</i>	<i>Amount &amp; Days</i>
EQUITY BANK LIMITED	MOBILE BANKING LOAN	KES. 2,000	KES 0	KES 0
EQUITY BANK LIMITED	MOBILE BANKING LOAN	KES. 1,500	KES 0	KES 0
FULIZA M-PESA	OVERDRAFT	KES. 471	KES 0	KES 0

## COMMENTS

As of 2<sup>nd</sup> September 2021, Benard Ouma Okech has 2 open loan accounts; a Mobile Banking loan from Mshawari and a Credit Card loan from Absa Bank Kenya Plc with a principal amount of **KES 21,800**. He is currently servicing the loan with worst current arrears of **1249 Days**, worst arrears last 12 months of **26 Days** and an overdue balance sum of **KES 18,482** hence a total loan balance of **KES 21, 669**.

Benard Ouma Okech also has 4 closed loan accounts amounting to **KES 5,771** which he fully serviced apart from a Mobile Banking loan which was closed but with a balance of **KES 2,069** as stipulated above

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## NATIONAL CRIMINAL DATABASE SEARCH

NAME	IDENTITY NUMBER	POLICE CLEARANCE REFERENCE NUMBER	STATUS
BENARD OUMA OKECH	29445528	-	NO REPORTED OFFENSES

## COMMENTS

Benard Ouma Okech of Identity Number 29445528 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 31st 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	N/A	
LINKEDIN PROFILE	NO ADVERSE MENTION FOUND	<a href="https://www.linkedin.com/in/benard-okech-853012144/">HTTPS://WWW.LINKEDIN.COM/IN/BENARD-OKECH-853012144/</a>	
GOOGLE SEARCH	NO ADVERSE MENTION FOUND	N/A	



## **LINKEDINPROFILE Photographic Evidence**

### **LINKEDINPROFILE Comments**

Following a thorough search using names, phone number and email address, Benard Ouma Okech'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, Benard Ouma Okech'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, Benard Ouma Okech appears not to have a Facebook account



## **TWITTER Photographic Evidence**

### **TWITTER Comments**

Following a thorough search using names, phone number and email address, Benard Ouma Okech appears not to have a Twitter account.