


## Reference Check – Hul Hub

Name	Muhammad Muneeb	
Position	Software Engineer	
Current Employer		
Start Date		
Ex- Employment Details		
Position Held	Start Date	End Date
Software Engineer	12/23/2021	03/29/2024
Tenure at Lathran		
Category	Questions	Feedback (To be filled by the Employer)
Responsibilities	What were the duties and responsibilities assigned to him/her	Muneeb's role primarily focused on PHP development within the product development team, where he was expected to contribute to the creation and enhancement of software products. However, his performance in fulfilling these responsibilities was subpar, as evidenced by his frequent absences and failure to meet project deadlines.
Challenges	Do you think he/she had any challenges or shortcomings at work or any areas to be improved?	Muneeb's performance shortcomings indicate areas for improvement, including better time management, enhanced technical skills, and improved teamwork and communication abilities.
Strengths	What according to you are his/her key Strengths?	Muneeb's strengths as a PHP developer were not prominently demonstrated during his time with the company. Further evaluation may be necessary to identify and cultivate his strengths in a more conducive work environment.
Reason for leaving (Resigned/ Terminated)	What according to you was his/her reason for switching	Muneeb's termination was a result of ongoing performance issues and misconduct, which ultimately led to the company's decision to part ways with him. His inability to meet job expectations and adhere to company standards necessitated his termination.
Team Contribution	How was his/her relationship with his/her teammates? Did he/she contribute to the productivity of the team?	Muneeb's presence within the development team may have caused disruptions and negatively impacted team productivity. His inconsistent performance and behavior likely hindered collaboration and teamwork within the department

Rehire	If you had the chance to rehire him/her, would you?	Muneeb's past performance issues and termination make it challenging to justify rehiring him as a valuable resource.
E-Signature		
Name:	Naufil khan	
Designation:	Chief Technology Officer	
Department:	Product Development	
Company:	Lathransoft	