

**Professional Reference Check**

Name of the person for which  
reference is provided:

**Ayemen Behroze**

Organization of Referee:

**IBF Foundation**

Name of Referee: **Simona Comin**

Date of Reference:

01/10/2024

Designation of Referee :

**IBF Foundation Director**

Signature of Referee:

*Simona Comin*

Please complete the sections below and return the filled and signed reference form to the Human Resource Department of CHIP Training and Consulting via email or surface mail ([hr.associate@chipconsulting.org](mailto:hr.associate@chipconsulting.org)) or CTC House 01, Street 09, G.8.2, Islamabad, Pakistan.

Tick the mentioned rating for the recommended person:

Professional/personal qualities	Out- Standing	Above Satisfactory	Satisfactory	Not Satisfactory	Unknown
Quality of work		X			
Ability to work with others		X			
Flexibility/adaptability to change	X				
Punctuality			X		
Communication-oral/written		X			
Attitude		X			
Judgment	X				
Initiative/Leadership		X			
Achievements		X			
<b>Overall Performance</b>		X			

In addition, please provide the requested information below:

1. I have known the applicant
As SUPERVISOR YPD TRAINEESHIP PROGRAMME -----Other (Please specify)-----
2. What was the applicant's position in your organisation? TRAINEE at IBF GREEN UNIT
3. Was there any harassment or unprofessional misconduct conduct (Sexual exploitation, sexual abuse or sexual harassment) complaint lodged against the employees by the public or other employees during the period of employment?
Yes-----No-----
4. If the answer to question 3 is positive, please explain the nature and outcome.
Sexual Exploitation-----Sexual Harassment-----Sexual Abuse-----
5. Was the person engaged in any professional misconduct that may pose a risk to the safety of children and vulnerable groups/adults?
Yes-----No-----
6. If the answer to question 5 is positive, please explain the nature and outcome.
Sexual Exploitation-----Sexual Harassment-----Sexual Abuse-----
7. Has any disciplinary action or investigation been taken against the person
Yes-----No-----
8. Would you re-hire him/her if a vacancy existed in your organisation?
Yes-----No-----
9. Would you recommend the applicant for this position?
Yes-----No-----

*[Signature]*

HR Department  
CHIP Training and Consulting

*[Signature]*

Director/CEO  
CHIP Training and Consulting