

Professional Reference Check

Name of the person for which re provided : Amina Batool		Organization of Referee: Anthro Insights and Digital Solutions Pvt Ltd
Name of Referee:	Waqar Ul Shams	Date of Reference 06/03/2024
Designation of Referee :	Head of Innovations and Technology	Signature of Referee


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) 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		✓			
Ability to work with others		✓			
Flexibility/adaptability to change		✓			
Punctuality		✓			
Communication-oral/written			✓		
Attitude	✓				
Judgment		✓			
Initiative/Leadership		✓			
Achievements		✓			
Overall Performance		✓			

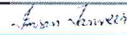
In addition, please provide the requested information below:

1. I have known the applicant
As supervisor-----Other (Please specify)-----
2. What was the applicant's position in your organisation?
Junior Software Engineer
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-----


HR Department
CHIP Training and Consulting.



Professional Reference Check

Name of the person for which reference is provided :	Amina Batool	Organization of Referee:	Fusion Engineering Studio
Name of Referee:	Imran Tanveer	Date of Reference:	7-3-2024
Designation of Referee :	Head of L&D	Signature of Referee	

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Tick the mentioned rating for the recommended person:

Professional/personal qualities	Out-Stan ding	Above Satisfactory	Satisfactory	Not Satisfactory	Unknown
Quality of work	Yes				
Ability to work with others	Yes				
Flexibility/adaptability to change	Yes				
Punctuality	Yes				
Communication-oral/written	Yes				
Attitude	Yes				
Judgment	Yes				
Initiative/Leadership	Yes				
Achievements	Yes				
Overall Performance	Yes				

In addition, please provide the requested information below:

1. I have known the applicant
As supervisor-----Other (Please specify)-----
2. What was the applicant's position in your organisation?
Software Engineering Internee
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?
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