

Professional Reference Check

Name of the person for which reference is provided :	Suman Mughal	Organization of Referee:	ANUZ Financial Advisory LLC – UAE
Name of Referee:	Askar Abbas	Date of Reference	18/10/2023
Designation of Referee :	Marketing Head	Signature of Referee	ASKAR ABBAS

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 1, Street 9, 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: since 2020
As supervisor and monitoring and reporting officer. Other (Please specify) -----
2. What was the applicant's position in your organisation?
Communication Officer
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?
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?
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
No
8. Would you re-hire him/her if a vacancy existed in your organisation?
Strongly Yes
9. Would you recommend the applicant for this position?
Strongly Yes

Professional Reference Check

Name of the person for which reference is provided : Saman Mughal		Organization of Referee: Public Health Association Khyber Pakhtunkhwa	
Name of Referee:	Prof. Dr. Saima Abid	Date of Reference	17/Oct/2023
Designation of Referee : President		Signature of Referee	

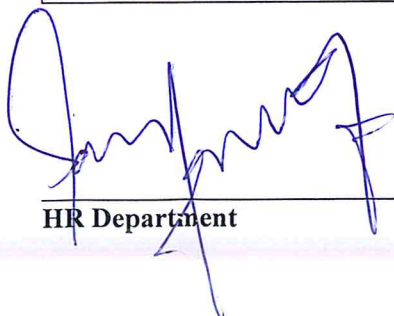
Please complete the sections below and return the filled and signed reference form to the Human Resource Department of CHIP Training and Consulting via email or surface mail (hr.associate@chipconsulting.org) or CTC House 1, Street 9, G.8.2, Islamabad, Pakistan.

Tick the mentioned rating for the recommended person:

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

In addition, please provide the requested information below:

1. I have known the applicant
As supervisor-----Other (Please specify) Staff
2. What was the applicant's position in your organisation?
Manager HR
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?
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?
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
No
8. Would you re-hire him/her if a vacancy existed in your organisation?
Yes
9. Would you recommend the applicant for this position?
Yes


HR Department