

Professional Reference Check

Name of the person for which reference is provided :	Muhammad Zain Ul Abedin	Organization of Referee:	Digital Apparel
Name of Referee: Asad Ali		Date of Reference	11-07-24
Designation of Referee :	HR Assistant Manager	Signature of Referee	

[Signature]

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)-----As a Supervisor I have known the applicant.
2. What was the applicant's position in your organisation?
The position of the applicant is Senior computer operator in my organization.
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----- No Never.
4. If the answer to question 3 is positive, please explain the nature and outcome.
Sexual Exploitation-----Sexual Harassment-----Sexual Abuse----- The Nature of candidate is a normal.
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----- No.
6. If the answer to question 5 is positive, please explain the nature and outcome.
Sexual Exploitation-----Sexual Harassment-----Sexual Abuse----- The candidate was never found involved in all these things.
7. Has any disciplinary action or investigation been taken against the person
Yes-----No----- No Never.
8. Would you re-hire him/her if a vacancy existed in your organisation?
Yes-----No----- Yes.
9. Would you recommend the applicant for this position?
Yes-----No----- Yes.

HR Department
CHIP Training and Consulting



Professional Reference Check

Name of the person for which reference is provided : **Muhammad Zain Ul Abedin**

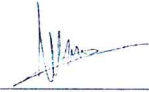
Organization of Referee:
Eastern Garments

Name of Referee: **Naveed Ali**

Date of Reference **12-07-24**

Designation of Referee : **Supervisor**

Signature of
Referee



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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)----- As a supervisor.
2. What was the applicant's position in your organisation?
Applicant Position is Senior Computer Operator.
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----- No
4. If the answer to question 3 is positive, please explain the nature and outcome.
Sexual Exploitation-----Sexual Harassment-----Sexual Abuse----- Applicant behavior is normal and Ok.
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----- NO.
6. If the answer to question 5 is positive, please explain the nature and outcome.
Sexual Exploitation-----Sexual Harassment-----Sexual Abuse----- Applicant was never involved in this type of violation.
7. Has any disciplinary action or investigation been taken against the person
Yes-----No----- No
8. Would you re-hire him/her if a vacancy existed in your organisation?
Yes-----No----- Yes
9. Would you recommend the applicant for this position?
Yes-----No----- Absolutely Yes.

HR Department
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