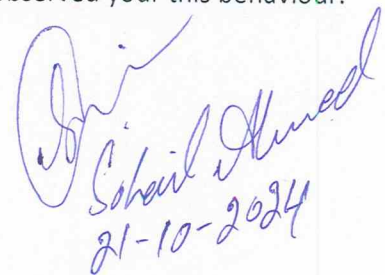


Dear respected concern,

Below are the answers of those questions that were asked by CTC HR team during inquiry on dated 18<sup>th</sup> October 2024,

1. About my previous harassment case the staff were already updated, personally I did not tell to any one,
2. My relationship with all staff (Operation, Commnet, and EPI) was very professional, cooperative, and supportive, and I provided them with a well working platform.
3. My behavior with all staff was very polite and professional.
4. I never told any staff to report everything just to me, but I always encouraged all the staff to follow the hierarchy and special orientation session done regarding CTC/program hierarchy provided by the organisation in the presence of all staff (EPI, Operation, and Communication).
5. All leaves were dealt as per SOP's, which is we cannot hold any application provided by staff.
6. For interviews we always call maximum candidates in order to support HR teams to found suitable candidates for the position and for the betterment of program.
7. Shuffling- related all the decisions were done as per district assigned criteria.
8. No one staff was relieved before official timing but just those who provide short leave requests llwhich share time to time with HR.
9. My favorite staff were CHW Riffat shaheen, and AS Shehla, because of sincerity with program.
10. I did not observe any staff that were creating rumours or corner meetings in official timing.
11. Cluster and area supervision of areas were time to time changed and visited as per monitoring plan. Continuously we can't follow the static or specific area to specific monitor.
12. There is no such group of staff in UC , like where they set in corners separately.
13. Never did late time -messages expect work-related in UC official groups.
14. Yes, during campaigns we were setting in BHU till late time. Always we were late due to , late data providing by specifically the AS Banafsha, who is already reported, as well as make sure from UCCO, UCOO, and BHU Security person.
15. I never pick up and drop off any individual staff.
16. There was no staff who did protests.
17. One staff member, namely CHW Nimra, did attempt to submit resignation due to issues identified in her area by AS, but her counselling was done.
18. After my suspension I did not approach to any single staff/colleague or any area of UC regarding my suspension.
19. Yes, one CHW, namely Naila's husband, approaches me for contract closer due to their personal issue; this issue has already been reported to the district.
20. CHW Shazia Asif and any one EPI did not observe in any informal behavior.
21. CHW Sania, Shazia Asif, Banafsha, Khadija and UCOO Asma Akbar and rest of the all staff were treated equally.
22. In my absence, AS Ayesha Mehroban and Banafsha had arguments with the reason that Ayesha Mehroban told Banafsha why you are not accepting your mistakes of habitually late coming to BHU because of not only madam's (UCOO) observations, we also observed your this behaviour.

  
Sohail Ahmed  
21-10-2024