



Kenya National Highways Authority

Quality Highways. Better Connections

Blue Shield Towers, Hospital Road, Upper Hill P.O. Box 49712 – 00100 Nairobi
Tel 020 – 8013842 Email dg@kenha.co.ke / info@kenha.co.ke Website www.kenha.co.ke

Ref. No: KeNHA/JOBEVALUATION/Vol I

Dated: 21st February 2012

TO WHOM IT MAY CONCERN

Dear Sir/Madam,

RE: RECOMMENDATION OF ELIUD & ASSOCIATES MANAGEMENT
CONSULTANTS (E&A) FOR JOB EVALUATION CONSULTANCY ASSIGNMENTS

Eliud & Associates Management Consultants (E&A) was recently engaged by the Kenya National Highways Authority (KeNHA) to undertake a Job Evaluation consultancy assignment.

The outputs of the consultancy included the following, amongst others;

- a) Job Descriptions and Specifications;
- b) Grading Structure;
- c) Organization Structure;
- d) Optimal Staffing Levels;
- e) Salary and Benefits Structure;

The consultancy firm carried out their work diligently in conformity with the Terms of Reference, within the stipulated time and with high quality technical outputs.

We are satisfied by the firm's performance and would therefore not hesitate to recommend them to any other organization/institution that may require their technical interventions in Job Evaluation Consultancy.

Yours faithfully,



T.M. NGIRA

HEAD OF HUMAN RESOURCES & ADMINISTRATION

For DIRECTOR GENERAL



REPUBLIC OF KENYA
CONSTITUENCIES DEVELOPMENT FUND
BOARD SECRETARIAT

Harambee Plaza

10th Floor
Junction of Haille Sellasie Avenue &
Uhuru Highway
NAIROBI

Visit Our Website
www.cdf.go.ke

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E-mail: cdf@wananchi.com

Ref No. CDF BOARD/H. RESOURCES/JE/45

October 26, 2010

TO WHOM IT MAY CONCERN

Dear Sir/Madam,

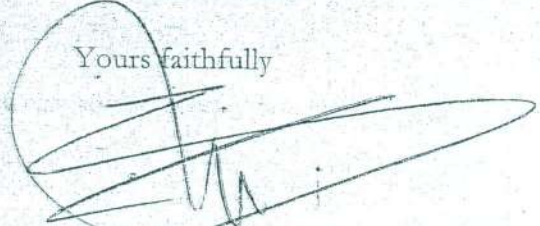
**RE: RECOMMENDATION OF ELIUD & ASSOCIATES MANAGEMENT
CONSULTANTS FOR JOB EVALUATION CONSULTANCY ASSIGNMENTS**

The above named consultancy firm was contracted by the CDF Board to undertake a job Evaluation Exercise in February, 2010

The assignment involved the Development of Job Descriptions, Development of the new grading structure, Review of the organizational structure, Determination of the optimal staffing levels, Job Analysis, Salary and Benefits Survey and Development of a new Salary and Benefits Structure.

The firm carried out the assignment with diligence, Professionalism and adherence to strict deadlines. In view of the foregoing, the CDF Board Secretariat has no hesitation in recommending the firm to any other organization that may require similar services in the foreseeable future.

Yours faithfully


K. A. ODHIAMBO
HEAD OF THE HUMAN RESOURCE
for: CHIEF EXECUTIVE OFFICER

MESPT

11th August 2011.

TO WHOM IT MAY CONCERN

Dear Sir/Madam,

RE: RECOMMENDATION OF ELIUD & ASSOCIATES MANAGEMENT CONSULTANTS(E&A) FOR HUMAN RESOURCE CONSULTANCY ASSIGNMENTS

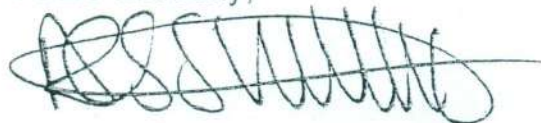
Eliud & Associates Management Consultants (E&A) was engaged by the Micro Enterprises Support Programme Trust (MESPT) in July 2011 to undertake a major HR consultancy assignment, the outputs of which included the following:

- a) Job Evaluation, incorporating Job Descriptions and Specifications; raging Structure; Organization Structure; Optimal Staffing Levels and Salary and Benefits Structure;
- b) Performance Management;
- c) Training Needs Assessment , and
- d) Administration and HR Policies and Procedures Manual.

The consultancy firm carried out their work diligently in conformity with the Terms of Reference (TOR) and within the stipulated time; while exceeding our expectations by way of high quality technical outputs.

We appreciate with great gratitude the firm's performance and therefore highly recommend them to any other organization/institution that may require technical interventions in HR consultancy; particularly in the areas of Job Evaluation, Performance Management, Training Needs Assessment (TNA) and review/development of Administration/HR Policies and Procedures Manual.

Yours faithfully,



Jeff K. Njagi

Chief Executive Officer

Micro Enterprises Support Programme Trust

2nd Floor, Vision Towers (Formerly First Assurance Plaza), Muthithi Road, Westlands
P. O. Box 187 Sarit Centre 00606 Nairobi, Kenya
Tel.3746354, 3749942 020 2067885 Fax 3746764
Cell Phone 0722 207905 or 0728 817315 or 0735 333154
E-mail: info@mespt.org Website: www.microfinancetrust.org



**THE AFRICAN ADVANCED LEVEL
TELECOMMUNICATIONS INSTITUTE (AFRALTI)**

Our Ref: AFR/Admin/078/2012,

21st February 2012,

TO WHOM IT MAY CONCERN

Dear Sir/Madam,

RE: RECOMMENDATION OF ELIUD & ASSOCIATES
MANAGEMENT CONSULTANTS (E&A) FOR HUMAN RESOURCE
CONSULTANCY ASSIGNEMENTS

Eliud & Associates Management Consultants (E&A) was engaged by the African Advanced Level Telecommunications Institute (AFRALTI) in May 2011 to undertake a major HR consultancy assignment, the outputs of which included the following:

- a) Job Evaluation, incorporating Job Descriptions and Specifications; Grading Structure; Organization Structure; Optimal Staffing Levels and Salary and Benefits Structure;
- b) Performance Management; and
- c) Administration and HR Policies and Procedures Manual.

The consultancy firm exceeded our expectations by undertaking the assignment diligently in conformity to the Terms of Reference (TOR) and within the stipulated time; while ensuring high quality outputs.

We appreciate with great gratitude the firm's performance and therefore highly recommend them to any other organization/institution that may require technical interventions in HR consultancy; particularly in the areas of Job Evaluation, Performance Management, Training Needs Assessment (TNA) and review/development of Administration/HR Policies and Procedures Manual.

Yours faithfully,

Dennis Legamoi
Admin. & Finance Officer

Member States: Angola, Kenya, Malawi, Mozambique, Swaziland, Tanzania, Uganda and Zimbabwe

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P. O. Box 20412
00200, Nairobi
KENYA

Ref: KEFRI/31:05/Vol.V/49

Date: 18th August 2011

TO WHOM IT MAY CONCERN

RE: RECOMMENDATION OF ELIUD AND ASSOCIATES MANAGEMENT CONSULTANTS (E&A) FOR HR CONSULTANCY ASSIGNMENTS IN THE AREAS OF SCHEMES OF SERVICE, JOB DESCRIPTIONS AND SPECIFICATIONS AND TERMS AND CONDITIONS OF SERVICE/EMPLOYMENT

Eliud & Associates Management Consultants (E&A) was engaged by the Kenya Forestry Research Institute (KEFRI) in November 2010 to offer technical support in the following areas:

- Review of Schemes of Service
- Job Descriptions and Specifications
- Review of Terms and Conditions of Service/Employment

The Consultant was able to come up with the required quality reports within the time schedule.

We therefore have no reservations in highly recommending them to any Organization/Institution that may require technical interventions in Human Resource Consultancy particularly in the areas of Schemes of Service, Job Description and Specifications and Terms & Conditions of Service/Employment.

R.W. Macharia (Miss)
For: Director, KEFRI

REPUBLIC OF KENYA



MINISTRY OF AGRICULTURE, LIVESTOCK & FISHERIES
STATE DEPARTMENT OF AGRICULTURE

Telegraphic Address "MINAG" NAIROBI
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When replying please quote

Kilimo House
Cathedral Road
P O Box 30028
NAIROBI

REF: MOA/HRD/TNA VOL.II/47

22nd January 2014

TO WHOM IT MAY CONCERN

RECOMMENDATION FOR ELIUD AND ASSOCIATES MANAGEMENT CONSULTANTS

This is to commend Eliud and Associates Consultants for the job well done when they were engaged by the Ministry of Agriculture in January, 2012 to conduct a Training Needs Assessment Consultancy Services.

We are happy to report that the recommendations given in the report are already being implemented. The firm exhibited high standards of professionalism and diligence in their work.

As a client, we would, thus wish to encourage any other corporate body wishing to undertake similar exercises to engage Eliud and Associates Management Consultants in executing the same.

Yours faithfully,

A handwritten signature in black ink, appearing to be 'Corina B. K.', written over a circular stamp.

CORINA B. K
Ag.D/HR DEVELOPMENT



REPUBLIC OF KENYA

MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGY

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When Replying please quote

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Kenyatta Avenue
P.O. Box 9583-00200
Nairobi

Date: 11th September 2013

Ref. No. MST/DTE/6/20

TO WHOM IT MAY CONCERN

COMPLETION CERTIFICATE AND RECOMMENDATION OF ELIUD & ASSOCIATES MANAGEMENT CONSULTANTS IN RELATION TO TRAINING NEEDS ASSESSMENT AND SKILLS INVENTORY CONSULTANCY

This is to confirm that Eliud & Associates Management Consultants satisfactorily undertook Training Needs Assessment and Skills Inventory Consultancy for the Ministry of Education, Science and Technology.

Arising from their technical competence and satisfactory performance in the same, I have no hesitation in recommending them to any other organization/institution that may be intent on undertaking similar assignments.

OGWATE N. WAMBAYI, OGW
DIRECTOR, TVET