



ድሬዳዋ ዩኒቨርሲቲ
DIRE DAWA UNIVERSITY

Tel: +251-251127862
P.O.Box: 1362 , Dire Dawa, Ethiopia

Photo



TEMPORARY CERTIFICATE OF GRADUATION

This is to certify that

BERHAN HAILE MENGESHA

graduated from Dire Dawa University with

Bachelor of Science Degree in Computer Science (Extension)

with CGPA of 2.82

on September 07, 2021.

The certificate of graduation has been given pending the printing and issuance of the actual diploma.


መርሃዊት ቤርካን ተክሉ (Ph.D)
Merhawit Berhane Teklu (Ph.D)

Scientific Director, Institute of
Technology


አሙር አበደላ
Ahmed Abdella

Director, Enrollment, Academic Record
and Alumni Directorate



በደራጃ ስተት

መላክ ዜናዊ መታሰቢያ ቴክኒክና ሙያ ኮሌጅ



MELES ZENAWI MEMORIAL TECHNICAL & VOCATIONAL COLLEGE

የሰልጠና ማጠናቀቂያ ማስረጃ

ሰልጠኝ ብርሃን ሐይሌ መንገሻ በኤሌክትሮኒክስ ኤንጅ
ኮሚኒኬሽን ቴክኖሎጂ ማኔጅመንት ለደረጃ 5 ሊያብቃ
የሚያስችለውን ሥልጠና ከህዳር ወር 2008 ዓ.ም
እስከ ታህሳስ ወር 2009 ዓ.ም ድረስ በማታወ-
የሰልጠና ፕሮግራም በመከታተል አጠናቋል

(ቃላት)::

የኮሌጁ ሬጅስትራር
Registrar of the College

Training Completion Certificate

Trainee **BERHAN HAILE MENGESHA** has
accomplished an **EXTENSION** training program in
the occupational area **ELECTRONICS &**
COMMUNICATIONS TECHNOLOGY MANAGEMENT
which can qualify him/her to **Level 5** from
November 2015 to December 2016 G.C.

NOTE:-This certificate is a Training Completion
Certificate **NOT** a Competency Certification. Competency
Certificate can only be acquired through passing COC's
Occupational Assessment.



This Certificate is awarded to

BERHAN HAILE MENGESHA

On successfully completing the AutoCAD 2020 training held at Addis Ababa City by
ATRONUS INTERNATIONAL ICT SOLUTIONS, for 5 days 40 Hours from 28/06/2021 to
02/07/2021.

The training was organized by Ethio Telecom Human Resource Division and provided
by Atronus International ICT Solutions.



Henok Abiy

Managing Director

Atronus International ICT Solutions

CERTIFICATE OF COMPLETION

This is to certify that

Berhan Haile Mengesha

Successfully completed the digital training program on

Digital Transformation

conducted by Telecom Excellence Academy.

July 28, 2021



Chief Officer
TExA



CERTIFICATE OF COMPLETION

This is to certify that

Berhan Haile Mengesha

Successfully completed the digital training program on
Cultivating Collaborative Culture (3C)
conducted by Telecom Excellence Academy.

February 18, 2022



Chief Officer
TExA



Training Code	Type	Name	Provider	Start Date	End Date	Duration In Days	Total Hours	Location
Resource Management System(RMS) and Service Management System(SMS)	Classroom and Lab	Resource Management System(RMS) and Service Management System(SMS)	Ethiotelecom	2-May-17	9-May-17	5	35	Jijiga-Training Center
Risk and Business Continuity Awareness	Classroom	Risk and Business Continuity Awareness	Ethiotelecom	22-May-18	22-May-18	1	7	Jijiga-Training Center
Embracing Our Shared Leadership Culture/2019/	Classroom	Embracing Our Shared Leadership Culture/2019/	Ethiotelecom	15-Aug-19	16-Aug-19	2	14	Jijiga
Resource Management System	Classroom and Lab	Resource Management System	Ethiotelecom	24-Oct-16	28-Oct-16	5	35	Ethio Telecom Training Center
Employees Performance Management in line with BSC and Quality Circle	Classroom	Employees Performance Management in line with BSC and Quality Circle	Ethiotelecom	7-May-15	8-May-15	2	14	ER-Training Center
Kaizen principles and methodologies/2014-2/	Classroom	Kaizen principles and methodologies/2014-2/	Ethiotelecom	25-Aug-14	26-Aug-14	2	14	ER training center
Work Ethics Training	Classroom	Work Ethics Training	Ethiopian Youth Federation	23-Jul-18	24-Jul-18	2	14	Telecom Excellence Academy
Copper Access Network and MSAG	Classroom and Lab	Copper Access Network and MSAG	Ethiotelecom	13-Aug-15	24-Aug-15	10	70	ER-Training Center
Quality Circle Management System Training	Classroom and Lab	Quality Circle Management System Training	Ethio Telecom	5-Jul-18	5-Jul-18	1	7	ER
Basic Planning and Design Training	Classroom	Basic Planning and Design Training	Ethio Telecom	25-Jun-18	6-Jul-18	10	70	CAAZ
Basic IP Training	Classroom and Lab	Basic IP Training	Ethio Telecom	12-Nov-18	16-Nov-18	5	35	Telecom Excellence Academy
AutoCAD Training	Classroom and Lab	AutoCAD Training	Ethio Telecom	17-Sep-18	21-Sep-18	5	35	Telecom Excellence Academy
Fixed Network Bridge	Classroom and Lab	Fixed Network Bridge	Ethio telecom trainers	1-Mar-21	5-Mar-21	4	28	Telecom Excellence Academy
Ethical Behavior and revised corruption laws/2018-19/	Classroom	Ethical Behavior and revised corruption laws/2018-19/	Ethio telecom	18-Apr-19	19-Apr-19	4	28	Jijiga
Supervisory Tools to Achieve Real Success I-STARS I	Classroom	Supervisory Tools to Achieve Real Success I-STARS I	Ethio Telecom	23-Dec-21	24-Dec-21	2	14	Telecom Excellence Academy
AutoCAD	Classroom and Lab	AutoCAD	Atronus International ICT Sol	28-Jun-21	2-Jul-21	5	35	Telecom Excellence Academy

PAY SLIP FOR THE MONTH OF NOVEMBER, 2021

Employee Name: Berhan Haile Mengesha					
Employer Name: ethio telecom	SSN 1823143		Job Title Planning and Design Supervisor		Employee No 11347
Date Hired 06-MAY-14	Pay slip No 11/13299/2150323	Tax Period NOV-2021	TIN 0058560295	Location Nifas Silk	Pay Date 30-NOV-21

Net Pay	24168.22
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EARNINGS	Amount
Basic Salary	19706.00
Transport Allowance	2523.00
Supervisory Allowance	4200.00
House Allowance	3628.00
ET Birthday Gift	769.00
Over Time	6568.67
Hardship Allowance	1379.42
Total Earnings	38774.09

DEDUCTIONS	Amount
Income Tax	11860.90
Pension Contribution	1379.42
Insurance Contribution	98.53
Holiday Advance	287.96
Labor Union Mem Contribution	197.06
Union Credit Purchases	750.00
Red Cross Contribution	2.00
ET Edir Contribution	30.00
Total Deductions	14605.87

Payment Method Details

Pay Method	Bank Details	Account Number	Amount
Bank Transfer	Commercial Bank of Ethiopia-Jijiga	1000078078913	24168.22

Messages

Holiday Advance :-Advance Amount :16095 Outstanding Amount:863.78 Monthly Repayment:287.96 Union Credit Purchase :-Purchase Amount :18000 Outstanding Amount:15000 Monthly Repayment:750

CHANGE OF PAYROLL HUMAN RESOURCES DIVISION

To:	Name	Berhan Haile Mengesha			Ref No.	et/SAAZ/HR/033/2021	
					Effective Date	11-May-2021	
	ID No	11347	Sex	Male	Actual Transfer Date:	12-Jun-2021	
New Assignment Job Information					Compensation Information		
Division	Fixed Network			Band	5		
Department	NA			Sub Band	SB53		
Section	SAAZ- Fixed Network Operation & Maintenance			Basic Salary	13,579 Birr		
Group	Planning & Design Supervisor			Management Allowance	NA		
Job Field	Network			House allowance	1,661 Birr		
Job Family	Network Engineering & Design			Supervisory Allowance	2,100 Birr		
Job Sub Family	Engineering Planning & Technical Design			Transport Allowance	1,850 Birr		
Job Role	Supervisor			Benefits Information			
Job Code	NED2138			Medical	100% local and 25,000 USD for abroad treatment		
Sub Band	SB53				70% for family local treatment		
Job Title	Planning & Design Supervisor			Insurance	2% of Basic Salary		
Location	SAAZ			Car+200 ltr	NA		
Specific Location	Nifas Silk			Mobile Data	15 GB		
Previous Assignment				Mobile	1000 Min		
Division	Fixed Network			Local SMS	500 SMS		
Job Title	Planning & Design Supervisor			Local Fixed Telephone	700 Pulse		
Band	5			3G Data	15 GB		
Sub Band	SB53			ADSL/FBB/	1MB/S		
Location	EER- Jijiga						
Date	3-Mar-2020						
Deductions				Termination Due to:			
Income Tax	As per Ethiopia taxation law			Disappearance	/		
Insurance Contribution	0.5% of basic Salary			Death			
Pension contribution	7 % of basic Salary			Resignation			
Placement Due to:				Discipline measure			
Hire	/			Retirement			
Assignment	/			Other			
Leave Entitlement:							
Natural Promotion				___ Days, ___ Year	___ Days, ___ Year		
Small Promotion				___ Days, ___ Year	___ Days, ___ Year		
Change of Title				___ Days, ___ Year	___ Days, ___ Year		
Transfer	Yes			___ Days, ___ Year	___ Days, ___ Year		
Remark	Issue to notify staff Transfer from Planning & Design Supervisor / EER- Jijiga / to Planning & Design Supervisor /SAAZ-Nifas Silk/. This Cancels Internal Vacancy No IVA-FN-SAAZ-002-2021.						
Approved by				Signature			
Name	Tewabe Alemayehu						
Job title	Regional HR Manager/SAAZ/						
Approval Date	12-May-2021						
CC:							
	• Personnel Manag. Dept./Zonal/Regional HR Off.						
	• Compensation and Benefit Department						



ethio telecom™
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Certificate Of Recognition



Thank You

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ስ: ብርሃን ሃይሌ መንገሻ

በ2013 በጀት ዓመት ምስረቀ

ምስረቀ ረጅን በፊክስድ ኒትዎርክ

በፕላንና እና ዲዛይን ዲፓርትመንት

ክፍል ለበረከተዉ የላቀ አስተዋፅኦ

ከፊክስድ ኒትዎርክ ዲቪዥን ተሠጥቷል።

In recognition of your outstanding
contribution under EER fixed network

Planning & Design section of

2020/21 EFY performance

ቀን ነሐሴ 05/2013 ዓ.ም

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Signature

የገዢው ስም
ሆስቴስ ኒ. አክሄ
Yehualashel N. Amare

EER Fixed Network



በኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ የአዲስ አበባ ከተማ አስተዳደር የቴክኒክና ሙያ ትምህርት ስልጠና ኤጀንሲ



ዘ-ስፕሪንት ቴክኖሎጂ ኢንስቲትዩት Zsprint Technology Institute

የባለሙያ የምስክር ወረቀት

Advanced Level Training Certificate

ለ ገርሀን ሠላኤ መንገድ

This Certificate is awarded to

በአዲስ አበባ ከተማ አስተዳደር በአሜሪካ የቴ/ሙ/ት/ስ መርሐ-ግብር በዘ-ስፕሪንት ቴክኖሎጂ ኢንስቲትዩት

Berhan Haile Mengesha

በ ዌብ ሳይት ዲቪዥን ሙያ

Who successfully completed a short term training program in

ከ 20/08/2021 እስከ 20/10/2021 ዓ.ም

website Development

ለ ገራ/2 ወር የተሰጠውን ስልጠና በማጠናቀቅ

From 28/04/2021 To 29/06/2021 G.C.

ይህ የምስክር ወረቀት ተሰጥቶታል/ቷታል::

For Two(2) months at Zsprint Technology Institute

ዋና ሥራ አስኪያጅ / GENERAL MANAGER



ሬጅስትራር / REGISTRAR