

NYERI WATER AND SEWERAGE COMPANY LIMITED



PROVISION OF MEDICAL INSURANCE COVER FOR BOARD OF DIRECTORS & STAFF

**TENDER REF NO: NWSC/OT/17/2019/2021
(Two Years)**

(Underwriters Only)

Managing Director,

Nyeri Water and Sewerage Company Ltd

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Nyeri

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SECTION ONE:

INVITATION TO TENDER

TENDER NAME: PROVISION OF MEDICAL INSURANCE COVER FOR BOARD OF DIRECTORS & STAFF

- 1.1 The Nyeri Water and Sewerage Company Limited (NYEWASCO) invites sealed bids from interested Underwriters Only for the provision of the medical insurance cover for board of directors & staff
- 1.2 Completed tender documents are to be enclosed in plain sealed envelopes marked with tender reference number and be deposited in the Tender Box located at the cash office reception situated off Kenyatta Road Behind Nyeri county fire offices Town, P. O. Box 1520-10100 NYERI or be addressed to

The Managing Director

Nyeri Water and Sewerage Co. Ltd.

P. O. Box 1520-10100

Nyeri

So as to be received on or before Monday **29th April 2019 at 11.00 a.m.**

- 1.3 Prices quoted in financial bid should be inclusive of all necessary taxes and delivery must be in Kenya Shillings and shall remain valid for a period of **90 days** from the closing date of the tender.
- 1.4 Tenders will be opened on the closing date at 11.00 A.M in the presence of the bidders or their representatives who choose to attend tender opening at our main office situated along off Kenyatta Road Behind Nyeri county fire offices

SECTION TWO

INSTRUCTIONS TO TENDERERS

2.1 Eligible Tenderers

- 2.1.1 This Invitation for Tenders is open to all tenderers eligible as described in the Invitation to Tender. Successful tenderers shall complete the provision of the service by the intended completion date specified in the Terms of Reference.
- 2.1.2 The procuring entity's employees, committee members, board members and their relatives (spouse and children) are not eligible to participate in the tender.
- 2.1.3 Tenderers shall provide the qualification information statement that the tenderer (including all members of a joint venture and subcontractors) is not associated, or have been associated in the past, directly or indirectly, with a firm or any of its affiliates which have been engaged by the Procuring entity to provide consulting services for the preparation of the design, specifications, and other documents to be used for the procurement of the goods under this Invitation for tenders.
- 2.1.4 Tenderers shall not be under a declaration of ineligibility for corrupt and fraudulent practices.

2.2 Evaluation criteria

Evaluation criteria will be based on financial bid and fulfilment of the following conditions

2.2.1 STAGE 1: PRELIMINARY EVALUATION – Medical Insurance

(A)	ALL APPLICANTS MUST HAVE THE FOLLOWING MANDATORY (PRELIMINARY) REQUIREMENTS	Compliance	
1.	Must be registered with Insurance Regulatory Authority for the current year and copy of the license to be availed.	Yes/No	
2.	Must provide a list of any five reputable clients and total clients premiums for the last 2 years.	Yes/No	
3.	Should have handled Medical Insurance Services for the last five years (Provide Evidence)	Yes/No	
4.	Must provide copies of the following:		
	(a) PIN Certificate	Yes/No	
	(b) Tax Compliance Certificate	Yes/No	
	(c) Certificate of Registration/Incorporation	Yes/No	
5.	Physical location of business premises – Dully Filled Business Questionnaire	Yes/No	
6.	Certified Audited Financial statements for the previous 2 years	Yes/No	
7.	Company/Business profile: Disclosure of directors/partners/sole proprietor	Yes/No	
8.	Must have done annual gross premiums in the last 5 years of Kshs. 500 Million	Yes/No	
9.	Must be a registered and a current member of the Association of Kenya Insurance (AKI)	Yes/No	
<i>For a bidder to proceed to the next stage one MUST meet all the mandatory requirements</i>			

2.2.2 STAGE 2: TECHNICAL EVALUATION

		Temporary / Contract staff	Rest of staff	Lower Management	Mid Management	Top Management	Directors	marks	Remarks
	Features								
1	Bed limits (net of NHIF rebate) (full marks if it provides for standard private room up to ksh. 12,500)							7	
2	Hospitalization expenses for all Accident and Acute illnesses including surgeon, physician, theatre, ICU & HDU fees, specialized radiotherapy, laboratory investigations, doctors fee, road & air evacuation in case of emergency (AMREF/Flying Doctor's, St. Johns Ambulance and Avenue Rescue services) home nursing care, inpatient therapy, day care surgery, MRI scans, radiotherapy and chemotherapy etc (full marks if covered to the full limits)							10	
3	Diagnostics and physiotherapists fees, prescribed drugs, dressings, surgical appliances. (full marks if covered to the full limits)							2	
4	Lodger fee for parent/guardian accompanying child (Full marks if covering up to 12 years of age)	Covered to the full limit	Covered to the full limit	Covered to the full limit	Covered to the full limit	Covered to the full limit	Covered to the full limit	2	
5	Pre-existing, chronic & HIV/AIDS related conditions full marks if covered at the highest sub- limits)	150,000.00	150,000.00	150,000.00	150,000.00	150,000.00	150,000.00	2	
6	Congenital conditions & Neo-Natal expenses full marks if covered at the highest sub-limits)							2	
7	Gynecological surgery.							2	

	(full marks if covered to the full limits)								
8	Psychiatry and psychotherapy full marks if covered at the highest sub-limits							2	
9	Illness related reconstruction /plastic surgery full marks if covered to the full limits)							2	
10	Internal and external surgical implants, appliances, joint placements and prostheses full marks if covered to the full limits)							2	
11	Non accident related maxillofacial surgery full marks if covered to the full limits)							2	
12	Organ transplantation (may not include cost of donor or securing the organ) (Full marks if covered within pre-existing and chronic illness highest limits)							2	
13	Post-hospitalization condition (Full marks if covered at the highest rates and longer period)							2	
14	Psychiatry and psychotherapy. full marks if covered at the highest sub-limits							2	
15	Internal prostheses full marks if covered to the full limits)							2	
16	Newly diagnosed chronic conditions. full marks if covered to the full limits)							2	
17	Pre-existing chronic conditions on full disclosure at the time of joining.							2	

	(full marks if covered at the highest sub-limits)								
18	Cancer treatment (full marks if covered to the full limits)							2	
19	Maternity (full marks if covered to the full limits)							7	
20	Overseas evacuation for conditions whose treatment is not locally available (full marks if covered to the full limits)							2	
21	Inpatient expenses of eye, ear, and dental testing and treatment arising out of sickness or accidents (full marks if covered to the full limits)							2	
22	Outpatient cover scope: These caters for routine outpatient services subject to policy terms including routine outpatient consultation, diagnostic laboratory and radiology services, prescribed physiotherapy, prescribed drugs and dressing vaccine options (KEPI & Baby friendly vaccines chronic, preexisting conditions & HIV/AIDS including cost of ARVs ambulance services , routine antenatal & postnatal care (at least 1 U/S exam) annual checkup options (once a year for specific conditions including pap smear, PSA test and mammogram etc							10	
23	Optical Cover : The benefits should cater for routine optical procedures and expenses related to eye treatment which include correction of refractive errors and							7	

	cost of glasses and frames to the full limits. Antiglare and photochromatic lenses if the lenses are medicinal / corrective and (full marks if covered to the full limits)								
24	Dental Cover: This benefit should cater for root canal, scaling necessitated by a medical condition, cost of dental consultation resulting in treatment inclusive of anesthetist's fee, hospital and operating theatre cost, covering extractions, fillings crowns and caps etc. full marks if covered to the full limits							7	
25	Last expense (Full marks to the highest limit)							1	
26	Dependent children These include spouse, own children, legally adopted and foster children aged from birth to 18 years. Children over the age of 18 but below 25 years if proof of schooling is provided should be members							2	
27	Fund management Inpatient cases There shall be no exclusions of hospitals to certain categories of the scheme beneficiaries seeking for medical services from the panel of service providers (provide a comprehensive list of these) so long as they do not exceed their limits. Outpatient cases The scheme shall be managed on credit facilities for all categories of scheme beneficiaries' i.e. categories A-F.							7	
28	Eligibility							2	

	The scheme should provide entry for persons from birth to 64 years. Existing members should remain in the scheme up to the age of 70 years.								
29	Waiting periods (Full marks if all waiting periods are waived)							2	
30	Other information to be provided by the service provider <ul style="list-style-type: none"> • Premium payments • Referral conditions • Scheme Administration and identification • Consultation fee limits GP / Specialists • etc 							2	
TOTAL								100	

Pass Mark :30%

No	Item	Firm Score	Total Score
1	Financial bid – Total inclusive of VAT		30
<u>Summary Score</u>			
1	Technical		70
2	Financial		30
3	Total		100

2.3 Cost of Tendering

2.3.1 The Tenderer shall bear all costs associated with the preparation and submission of its tender, and the procuring entity, will in no case be responsible or liable for those costs, regardless of the conduct or outcome of the tendering process.

2.3.2 No fee shall be charged to obtain this tender document.

2.4 Contents of the Tender Document

The tender document comprises the documents listed below and addenda issued in accordance with clause 2.6 of these instructions to Tenderers

- (i) Invitation to Tender
- (ii) Instructions to tenderers
- (iii) General Conditions of Contract
- (iv) Special Conditions of Contract
- (v) Scope of cover
- (vi) Schedule of requirements
- (vii) Tender Form and Price Schedules
- (viii) Contract Form (Issued if awarded the tender)
- (ix) Bank Guarantee for Advance Payment Form
- (x) Confidential Business Questionnaire

2.4.1 The Tenderer is expected to examine all instructions, forms, terms, and specifications in the tender documents. Failure to furnish all information required by the tender documents or to submit a tender not substantially responsive to the tender documents in every respect will be at the tenderers risk and may result in the rejection of its tender.

2.5 Clarification of Documents

2.5.1 A prospective tenderer requiring any clarification of the tender document may notify the Procuring entity in writing or by post at the entity's address indicated in the Invitation to Tender. The Procuring entity will respond in writing to any request for clarification of the tender documents, which it receives not later than seven (7) days prior to the deadline for the submission of tenders, prescribed by the procuring entity. Written copies of the Procuring entities response (including an explanation of the query but without identifying the source of inquiry) will be sent to all prospective tenderers that have received the tender document.

2.5.1 The procuring entity shall reply to any clarifications sought by the tenderer within 3 days of receiving the request to enable the tenderer to make timely submission of its tender.

2.6 Amendment of Documents

- 2.6.1 At any time prior to the deadline for submission of tenders, the Procuring entity, for any reason, whether at its own initiative or in response to a clarification requested by a prospective tenderer, may modify the tender documents by amendment.
- 2.6.2 All prospective candidates that have received the tender documents will be notified of the amendment in writing or by post and will be binding on them.
- 2.6.3 In order to allow prospective tenderers reasonable time in which to take the amendment into account in preparing their tenders, the Procuring entity, at its discretion, may extend the deadline for the submission of tenders.

2.7 Language of Tender

- 2.7.1 The tender prepared by the tenderer, as well as all correspondence and documents relating to the tender exchange by the tenderer and the Procuring entity, shall be written in English language, provided that any printed literature furnished by the tenderer may be written in another language provided they are accompanied by an accurate English translation of the relevant passages in which case, for purposes of interpretation of the tender, the English translation shall govern.

2.8 Documents Comprising of Tender

- 2.8.1 The tender prepared by the tenderers shall comprise the following components
- (a) a Tender Form and a Price Schedule completed in accordance with paragraph 2.9, 2.10 and 2.11 below
 - (b) documentary evidence established in accordance with paragraph 2.1.2 that the tenderer is eligible to tender and is qualified to perform the contract if its tender is accepted;
 - (c) documentary evidence established in accordance with paragraph 2.2.1 that the goods and ancillary services to be supplied by the tenderer are eligible goods and services and conform to the tender documents; and
 - (d) tender security furnished in accordance with paragraph 2.14

2.9 Tender Forms

The tenderer shall complete the Tender Form and the appropriate Price Schedule furnished in the tender documents, indicating the goods to be supplied, a brief description of the goods, their country of origin, quantity, and prices.

2.10 Tender Prices

- 2.10.1 The tenderer shall indicate on the appropriate Price Schedule the unit prices and total tender price of the goods it proposes to supply under the contract.
- 2.10.2 Prices indicated on the Price Schedule shall include all costs including taxes, insurances and delivery to the premises of the procuring entity.
- 2.10.3 Prices quoted by the tender shall be fixed during the Tender's performance of the contract and not subject to variation on any account. A tender submitted with an adjustable price quotation will be treated as non-responsive and will be rejected, pursuant to paragraph 2.22.
- 2.10.4 The validity period of the tender shall be 90 days from the date of opening of the tender.

2.11 Tender Currencies

Prices shall be quoted in Kenya Shillings unless otherwise specified in the Appendix to Instructions to Tenderers.

2.12 Tenderers Eligibility and Qualifications

- 2.12.1 Pursuant to paragraph 2.1 the tenderer shall furnish, as part of its tender, documents establishing the tenderers eligibility to tender and its qualifications to perform the contract if its tender is accepted.
- 2.12.2 The documentary evidence of the tenderers eligibility to tender shall establish to the Procuring entity's satisfaction that the tenderer, at the time of submission of its tender, is from an eligible source country as defined under paragraph 2.1.

2.12.3 The documentary evidence of the tenderers qualifications to perform the contract if its tender is accepted shall be established to the Procuring entity's satisfaction;

- (a) that, in the case of a tenderer offering to supply goods under the contract which the tenderer did not manufacture or otherwise produce, the tenderer has been duly authorized by the goods' Manufacturer or producer to supply the goods.
- (b) that the tenderer has the financial, technical, and production capability necessary to perform the contract;
- (c) that, in the case of a tenderer not doing business within Kenya, the tenderer is or will be (if awarded the contract) represented by an Agent in Kenya equipped, and able to carry out the Tenderer's maintenance, repair, and spare parts-stocking obligations prescribed in the Conditions of Contract and/or Technical Specifications.

2.13 Goods Eligibility and Conformity to Tender Documents

2.13.1 The documentary evidence of the eligibility of the goods shall consist of a statement in the Price Schedule of the country of origin of the goods and services offered which shall be confirmed by a certificate of origin issued at the time of shipment.

2.13.2 The documentary evidence of conformity of the goods to the tender documents may be in the form of literature, drawings, and data, and shall consist of:

- (a) a detailed description of the essential technical and performance characteristic of the goods;
- (b) a list giving full particulars, including available source and current prices of spare parts, special tools, etc., necessary for the proper and

2.13.3 Workmanship, material, and equipment, as well as references to brand names.

2.14 Tender Security (Kindly ignore)

The tenderer shall furnish, as part of its tender, a tender security for the amount specified in the Appendix to Invitation to Tenderers.

2.14.1 The tender security shall be in the amount of 0.5 – 2 per cent of the tender price.

- 2.14.2 The tender security is required to protect the Procuring entity against the risk of Tenderer's conduct which would warrant the security's forfeiture, pursuant to paragraph 2.14.7
- 2.14.3 The tender security shall be denominated in Kenya Shillings or in another freely convertible currency, and shall be in the form of a bank guarantee or a bank draft issued by a reputable bank located in Kenya or abroad, or a guarantee issued by a reputable insurance company in the form provided in the tender documents or another form acceptable to the Procuring entity and valid for thirty (30) days beyond the validity of the tender.
- 2.14.4 Any tender not secured in accordance with paragraph 2.14.1 and 2.14.3 will be rejected by the Procuring entity as non responsive, pursuant to paragraph 2.22
- 2.14.5 Unsuccessful Tenderer's tender security will be discharged or returned as promptly as possible as but not later than thirty (30) days after the expiration of the period of tender validity prescribed by the Procuring entity.
- 2.14.6 The successful Tenderer's tender security will be discharged upon the tenderer signing the contract, pursuant to paragraph 2.27 and furnishing the performance security, pursuant to paragraph 2.28
- 2.14.7 The tender security may be forfeited:
- (a) if a tenderer withdraws its tender during the period of tender validity specified by the procuring entity on the Tender Form; or
 - (b) in the case of a successful tenderer, if the tenderer fails:
 - (i) to sign the contract in accordance with paragraph 2.27; or
 - (ii) to furnish performance security in accordance with paragraph 2.28

2.15 Validity of Tenders

- 2.15.1 Tenders shall remain valid for 90 days or as specified in the Invitation to tender after the date of tender opening prescribed by the Procuring entity, pursuant to paragraph 2.18. A tender valid for a shorter period shall be rejected by the Procuring entity as non-responsive.
- 2.15.2 In exceptional circumstances, the Procuring entity may solicit the Tenderer's consent to an extension of the period of validity. The request and the responses thereto shall be made in writing. The tender security provided under paragraph 2.14 shall also be

suitably extended. A tenderer may refuse the request without forfeiting its tender security. A tenderer granting the request will not be required nor permitted to modify its tender.

2.15.3 Persons signing the tender.

2.16 Deadline for Submission of Tenders

2.16.1 Tenders must be received by the Procuring entity at the address specified not later than Monday 29th April 2019 at 11.00a.m.

2.17 The Procuring entity may, at its discretion, extend this deadline for the submission of tenders by amending the tender documents in accordance with paragraph 2.6, in which case all rights and obligations of the Procuring entity and candidates previously subject to the deadline will therefore be subject to the deadline as extended.

2.17.1 Modification and Withdrawal of Tenders

2.17.2 The tenderer may modify or withdraw its tender after the tender's submission, provided that written notice of the modification, including substitution or withdrawal of the tenders, is received by the Procuring entity prior to the deadline prescribed for submission of tenders.

2.17.3 The Tenderer's modification or withdrawal notice shall be prepared, sealed, marked, and dispatched. A withdrawal notice may also be sent by email (info@nyewasco.co.ke) not later than the deadline for submission of tenders.

2.17.4 No tender may be modified after the deadline for submission of tenders.

2.17.5 No tender may be withdrawn in the interval between the deadline for submission of tenders and the expiration of the period of tender validity specified by the tenderer on the Tender Form. Withdrawal of a tender during this interval may result in the Tenderer's forfeiture of its tender security, pursuant to paragraph

2.17.6 The procuring entity may at any time terminate procurement proceedings before contract award and shall not be liable to any person for the termination.

2.18 The procuring entity shall give prompt notice of the termination to the tenderers and on request give its reasons for termination within 14 days of receiving the request from any tenderer.

COPY OF TENDER

2.19 Opening of Tenders

2.19.1 The Procuring entity will open all tenders in the presence of tenderers' representatives who choose to attend, on Monday 29th April 2019 at 11.00a.m. and in the location specified in the Invitation to tender at the Company Conference Hall.

The tenderers' representatives who are present shall sign a register evidencing their attendance.

2.19.2 The tenderers' names, tender modifications or withdrawals, tender prices, discounts and the presence or absence of requisite tender security and such other details as the Procuring entity, at its discretion, may consider appropriate, will be announced at the opening.

2.19.3 The Procuring entity will prepare minutes of the tender opening.

2.20 Clarification of Tenders

2.20.1 To assist in the examination, evaluation and comparison of tenders the Procuring entity may, at its discretion, ask the tenderer for a clarification of its tender. The request for clarification and the response shall be in writing, and no change in the prices or substance of the tender shall be sought, offered, or permitted.

2.20.2 Any effort by the tenderer to influence the Procuring entity in the Procuring entity's tender evaluation, tender comparison or contract award decisions may result in the rejection of the tenderers' tender.

2.21 Preliminary Examination

2.21.1 The Procuring entity will examine the tenders to determine whether they are complete, whether any computational errors have been made, whether required sureties have been furnished, whether the documents have been properly signed, and whether the tenders are generally in order.

2.21.2 Arithmetical errors will be rectified on the following basis. If there is a discrepancy between the unit price and the total price that is obtained by multiplying the unit price

and quantity, the unit price shall prevail, and the total price shall be corrected. If the candidate does not accept the correction of the errors, its tender will be rejected, and its tender security forfeited. If there is a discrepancy between words and figures the amount in words will prevail.

- 2.21.3 The Procuring entity may waive any minor informality or non-conformity or irregularity in a tender which does not constitute a material deviation, provided such waiver does not prejudice or affect the relative ranking of any tenderer.
- 2.21.4 Prior to the detailed evaluation, pursuant to paragraph 2.23 the Procuring entity will determine the substantial responsiveness of each tender to the tender documents. For purposes of these paragraphs, a substantially responsive tender is one, which conforms to all the terms and conditions of the tender documents without material deviations. The Procuring entity's determination of a tender's responsiveness is to be based on the contents of the tender itself without recourse to extrinsic evidence.
- 2.21.5 If a tender is not substantially responsive, it will be rejected by the Procuring entity and may not subsequently be made responsive by the tenderer by correction of the non-conformity.

2.22 Conversion to Single Currency

- 2.22.1 Where other currencies are used, the procuring entity will convert these currencies to Kenya Shillings using the selling exchange rate on the date of tender closing provided by the Central Bank of Kenya.

2.23 Evaluation and Comparison of Tenders

- 2.23.1 The Procuring entity will evaluate and compare the tenders which have been determined to be substantially responsive, pursuant to paragraph 2.20
- 2.23.2 The tender evaluation committee shall evaluate the tender within 30 days of the validity period from the date of opening the tender.
- 2.23.3 A tenderer who gives false information in the tender document about its qualification or who refuses to enter into a contract after notification of contract award shall be considered for debarment from participating in future public procurement.

2.24 Preference

2.24.1 Preference where allowed in the evaluation of tenders shall not exceed 15%.

2.25 Contacting the Procuring entity

2.25.1 Subject to paragraph 2.21 no tenderer shall contact the Procuring entity on any matter related to its tender, from the time of the tender opening to the time the contract is awarded.

2.25.2 Any effort by a tenderer to influence the Procuring entity in its decisions on tender, evaluation, tender comparison, or contract award may result in the rejection of the Tenderer's tender.

2.25 Award of Contract

(a) Post-qualification

2.25.1 In the absence of pre-qualification, the Procuring entity will determine to its satisfaction whether the tenderer that is selected as having submitted the lowest evaluated responsive tender is qualified to perform the contract satisfactorily.

2.25.2 The determination will take into account the tenderer's financial, technical, and production capabilities. It will be based upon an examination of the documentary evidence of the tenderer's qualifications submitted by the tenderer, pursuant to paragraph 2.12.3 as well as such other information as the Procuring entity deems necessary and appropriate.

2.25.3 An affirmative determination will be a prerequisite for award of the contract to the tenderer. A negative determination will result in rejection of the Tenderer's tender, in which event the Procuring entity will proceed to the next lowest evaluated tender to make a similar determination of that Tenderer's capabilities to perform satisfactorily.

(b) Award Criteria

2.25.4 The Procuring entity will award the contract to the successful tenderer(s) whose tender has been determined to be substantially responsive and has been determined to be the lowest evaluated tender, provided further that the tenderer is determined to be qualified to perform the contract satisfactorily.

(c) Procuring entity's Right to Vary quantities

2.25.5 The Procuring entity reserves the right at the time of contract award to increase or decrease the quantity of goods originally specified in the Schedule of requirements without any change in unit price or other terms and conditions.

d) Procuring Entity's Right To Accept Or Reject Any Or All Tenders

2.25.6 The Procuring entity reserves the right to accept or reject any tender, and to annul the tendering process and reject all tenders at any time prior to contract award, without thereby incurring any liability to the affected tenderer or tenderers or any obligation to inform the affected tenderer or tenderers of the grounds for the Procuring entity's action.

2.26 Notification of Award

2.26.1 Prior to the expiration of the period of tender validity, the Procuring entity will notify the successful tenderer in writing that its tender has been accepted.

2.26.2 The notification of award will constitute the formation of the Contract but will have to wait until the contract is finally signed by both parties.

2.26.3 Upon the successful Tenderer's furnishing of the performance security pursuant to paragraph 2.28, the Procuring entity will promptly notify each unsuccessful Tenderer and will discharge its tender security, pursuant to paragraph 2.14

2.27 Signing of Contract

2.27.1 At the same time as the Procuring entity notifies the successful tenderer that its tender has been accepted, the Procuring entity will send the tenderer the Contract Form provided in the tender documents, incorporating all agreements between the parties.

2.27.2 The parties to the contract shall have it signed within 14 days from the date of notification of contract award unless there is an administrative review request.

2.27.3 Within thirty (30) days of receipt of the Contract Form, the successful tenderer shall sign and date the contract and return it to the Procuring entity.

2.28 Performance Security

2.28.1 Within Fourteen (14) days of the receipt of notification of award from the Procuring entity, the successful tenderer shall furnish the performance security in accordance with the Conditions of Contract, in the Performance Security Form provided in the tender documents, or in another form acceptable to the Procuring entity.

2.28.2 Failure of the successful tenderer to comply with the requirements of paragraph 2.27 or paragraph 2.28 shall constitute sufficient grounds for the annulment of the award and forfeiture of the tender security, in which event the Procuring entity may make the award to the next lowest evaluated Candidate or call for new tenders.

2.29 Corrupt or Fraudulent Practices

2.29.1 The Procuring entity requires that tenderers observe the highest standard of ethics during the procurement process and execution of contracts. When used in the present regulations, the following terms are defined as follows;

- (i) “corrupt practice” means the offering, giving, receiving, or soliciting of any thing of value to influence the action of a public official in the procurement process or in contract execution; and
- (ii) “fraudulent practice” means a misrepresentation of facts in order to influence a procurement process or the execution of a contract to the detriment of the Procuring entity, and includes collusive practice among tenderer (prior to or after tender submission) designed to establish tender prices at artificial non-competitive levels and to deprive the Procuring entity of the benefits of free and open competition;

2.29.2 The procuring entity will reject a proposal for award if it determines that the tenderer recommended for award has engaged in corrupt or fraudulent practices in competing for the contract in question.

2.29.3 Further a tenderer who is found to have indulged in corrupt or fraudulent practices risks being debarred from participating in public procurement in Kenya.

Appendix to Instructions to Tenderers

The following information regarding the particulars of the tender shall complement supplement or amend the provisions of the instructions to tenderers. Wherever there is a conflict between the provision of the instructions to tenderers and the provisions of the appendix, the provisions of the appendix herein shall prevail over those of the instructions to tenderers

INSTRUCTIONS TO TENDERERS REFERENCE	PARTICULARS OF APPENDIX TO INSTRUCTIONS TO TENDERS
2.1.3	Ignore
2.4.1 (x)	Ignore
2.4.1 (xi)	Added advantage
2.14.1(xi) (xii)	Ignore Added advantage
2.12.3(a)	Added advantage
2.13.2	Not mandatory
2.13.3 (b)	Ignore
2.15.1	60 days
2.29.1	Ignore
2.27.3	Delete..... thirty (30)..... and insertfourteen(14).....
1.3	Ignore
2.15.2	Applies only up to end of 2 nd sentence
2.23	Do not apply ignore

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3.1 Definitions

3.1.1 In this Contract, the following terms shall be interpreted as indicated:-

- (a) "The Contract" means the agreement entered into between the Procuring entity and the tenderer, as recorded in the Contract Form signed by the parties, including all attachments and appendices thereto and all documents incorporated by reference therein.
- (b) "The Contract Price" means the price payable to the tenderer under the Contract for the full and proper performance of its contractual obligations
- (c) "The Goods" means all of the equipment, machinery, and/or other materials, which the tenderer is required to supply to the Procuring entity under the Contract.
- (d) "The Procuring entity" means the organization purchasing the Goods under this Contract.
- (e) "The Tenderer" means the individual or firm supplying the Goods under this Contract.

3.2 Application

3.2.1 These General Conditions shall apply in all Contracts made by the Procuring entity for the procurement installation and commissioning of equipment

3.3 Country of Origin

3.3.1 For purposes of this clause, "Origin" means the place where the Goods were mined, grown or produced.

3.3.2 The origin of Goods and Services is distinct from the nationality of the tenderer

3.4 Standards

3.4.1 The Goods supplied under this Contract shall conform to the standards mentioned in the Technical Specifications.

3.5 Use of Contract Documents and Information

- 3.5.1 The tenderer shall not, without the Procuring entity's prior written consent, disclose the Contract, or any provision therefore, or any specification, plan, drawing, pattern, sample, or information furnished by or on behalf of the Procuring entity in connection therewith, to any person other than a person employed by the tenderer in the performance of the Contract.
- 3.5.2 The tenderer shall not, without the Procuring entity's prior written consent, make use of any document or information enumerated in paragraph 3.5.1 above
- 3.5.3 Any document, other than the Contract itself, enumerated in paragraph 3.5.1 shall remain the property of the Procuring entity and shall be returned (all copies) to the Procuring entity on completion of the Tenderer's performance under the Contract if so required by the Procuring entity

3.6 Patent Rights

- 3.6.1 The tenderer shall indemnify the Procuring entity against all third-party claims of infringement of patent, trademark, or industrial design rights arising from use of the Goods or any part thereof in the Procuring entity's country

3.7 Performance Security

- 3.7.1 Within thirty (30) days of receipt of the notification of Contract award, the successful tenderer shall furnish to the Procuring entity the performance security in the amount specified in Special Conditions of Contract.
- 3.7.2 The proceeds of the performance security shall be payable to the Procuring entity as compensation for any loss resulting from the Tenderer's failure to complete its obligations under the Contract.
- 3.7.3 The performance security shall be denominated in the currency of the Contract, or in a freely convertible currency acceptable to the Procuring entity and shall be in the form of a bank guarantee or an irrevocable letter of credit issued by a reputable bank located in Kenya or abroad, acceptable to the Procuring entity, in the form provided in the tender documents.

- 3.7.4 The performance security will be discharged by the Procuring entity and returned to the Candidate not later than thirty (30) days following the date of completion of the Tenderer's performance obligations under the Contract, including any warranty obligations, under the Contract

3.8 Inspection and Tests

- 3.8.1 The Procuring entity or its representative shall have the right to inspect and/or to test the goods to confirm their conformity to the Contract specifications. The Procuring entity shall notify the tenderer in writing in a timely manner, of the identity of any representatives retained for these purposes.
- 3.8.2 The inspections and tests may be conducted in the premises of the tenderer or its subcontractor(s), at point of delivery, and/or at the Goods' final destination. If conducted on the premises of the tenderer or its subcontractor(s), all reasonable facilities and assistance, including access to drawings and production data, shall be furnished to the inspectors at no charge to the Procuring entity.
- 3.8.3 Should any inspected or tested goods fail to conform to the Specifications, the Procuring entity may reject the equipment, and the tenderer shall either replace the rejected equipment or make alternations necessary to make specification requirements free of costs to the Procuring entity.
- 3.8.4 The Procuring entity's right to inspect, test and where necessary, reject the goods after the Goods' arrival shall in no way be limited or waived by reason of the equipment having previously been inspected, tested and passed by the Procuring entity or its representative prior to the equipment delivery.
- 3.8.5 Nothing in paragraph 3.8 shall in any way release the tenderer from any warranty or other obligations under this Contract.

3.9 Packing

- 3.9.1 The tenderer shall provide such packing of the Goods as is required to prevent their damage or deterioration during transit to their final destination, as indicated in the Contract.

3.9.2 The packing, marking, and documentation within and outside the packages shall comply strictly with such special requirements as shall be expressly provided for in the Contract

3.10 Delivery and Documents

3.10.1 Delivery of the Goods shall be made by the tenderer in accordance with the terms specified by Procuring entity in its Schedule of Requirements and the Special Conditions of Contract

3.11 Insurance

3.11.1 The Goods supplied under the Contract shall be fully insured against loss or damage incidental to manufacturer or acquisition, transportation, storage, and delivery in the manner specified in the Special conditions of contract.

3.12 Payment

3.12.1 The method and conditions of payment to be made to the tenderer under this Contract shall be specified in Special Conditions of Contract

3.12.2 Payments shall be made promptly by the Procuring entity as specified in the contract

3.13 Prices

3.13.1 Prices charged by the tenderer for goods delivered and services performed under the Contract shall not, with the exception of any price adjustments authorized in Special Conditions of Contract, vary from the prices by the tenderer in its tender.

3.13.2 Contract price variations shall not be allowed for contracts not exceeding one year (12 months)

3.13.3 Where contract price variation is allowed, the variation shall not exceed 10% of the original contract price.

3.13.4 Price variation request shall be processed by the procuring entity within 30 days of receiving the request.

3.14. Assignment

3.14.1 The tenderer shall not assign, in whole or in part, its obligations to perform under this Contract, except with the Procuring entity's prior written consent

3.15 Subcontracts

3.15.1 The tenderer shall notify the Procuring entity in writing of all subcontracts awarded under this Contract if not already specified in the tender. Such notification, in the original tender or later, shall not relieve the tenderer from any liability or obligation under the Contract

3.16 Termination for default

3.16.1 The Procuring entity may, without prejudice to any other remedy for breach of Contract, by written notice of default sent to the tenderer, terminate this Contract in whole or in part

(a) if the tenderer fails to deliver any or all of the goods within the periods specified in the Contract, or within any extension thereof granted by the Procuring entity

(b) if the tenderer fails to perform any other obligation(s) under the Contract

(c) if the tenderer, in the judgment of the Procuring entity has engaged in corrupt or fraudulent practices in competing for or in executing the Contract

3.16.2 In the event the Procuring entity terminates the Contract in whole or in part, it may procure, upon such terms and in such manner as it deems appropriate, equipment similar to those undelivered, and the tenderer shall be liable to the Procuring entity for any excess costs for such similar goods.

3.17 Liquidated Damages

- 3.17.1. If the tenderer fails to deliver any or all of the goods within the period(s) specified in the contract, the procuring entity shall, without prejudice to its other remedies under the contract, deduct from the contract prices liquidated damages sum equivalent to 0.5% of the delivered price of the delayed items up to a maximum deduction of 10% of the delayed goods. After this the tenderer may consider termination of the contract.

3.18 Resolution of Disputes

- 3.18.1 The procuring entity and the tenderer shall make every effort to resolve amicably by direct informal negotiation any disagreement or dispute arising between them under or in connection with the contract
- 3.18.2 If, after thirty (30) days from the commencement of such informal negotiations both parties have been unable to resolve amicably a contract dispute, either party may require adjudication in an agreed national or international forum, and/or international arbitration.

3.19 Language and Law

- 3.19.1 The language of the contract and the law governing the contract shall be English language and the Laws of Kenya respectively unless otherwise stated.

3.20 Force Majeure

- 3.20.1 The tenderer shall not be liable for forfeiture of its performance security or termination for default if and to the extent that it's delay in performance or other failure to perform its obligations under the Contract is the result of an event of Force Majeure.

SECTION FOUR

SPECIAL CONDITIONS OF CONTRACT (SCC)

4.1. Special Conditions of Contract shall supplement the General Conditions of Contract. Whenever there is a conflict, between the GCC and the SCC, the provisions of the SCC herein shall prevail over those in the GCC.

4.2. Special conditions of contract as relates to the GCC

REFERENCE OF GCC	SPECIAL CONDITIONS OF CONTRACT
3.7.1 to 3.7.4	Ignore
3.8.3	Delete 'equipment' and insert 'goods'
3.8.4	Delete 'equipment' and insert 'goods'
3.12.1	The payment will be made within 30 days of receipt of the goods or the invoice whichever is the latter
3.13.2	Ignore
3.16.2	Delete 'equipment' and insert 'goods'
3.17.1	The liquidated damages will be charged at 0.5% per day
3.13.3	Ignore
3.13.4	Ignore

SECTION FIVE

Nyeri Water and Sewerage Company

The Nyeri Water & Sewerage Company Limited (NYEWASCO) was incorporated on 23rd September 1997 under the Kenyan Companies Act, Cap 486 and became operational in July 1998. The company's broad mandate is to provide water and sewerage services to the residents of the Nyeri Sub-County and its environs. NYEWASCO operated as an agent of the Nyeri Municipal Council until 4th October 2005, when the company signed a service provision agreement (SPA) with Tana Water Services Board as provided for by the Water Act 2002.

Mandate

NYEWASCO's specific Mandate is stated as:

- Carry on the business of water and sanitation within the area of jurisdiction of Nyeri town Sub County.
- Exercise overall control over the source and supply of water in the service area
- Provide and distribute a constant supply of water for commercial, industrial and domestic purposes.
- To be responsible for the provision, control, and maintenance of sewerage system both for domestic and industrial purposes.
- To construct weirs and support any other water conservation and reticulation works for the provision of water for domestic and industrial purposes.
- To acquire for its own use and distribution by sale to the public water pumps, pipes, and any other equipment and chemicals that might be deemed necessary for and connected to the carrying out of the said business of the company.
- To be responsible for the treatment and disposal of the sewerage within the service area
- To obtain water for the purposes of distribution and supply from all appropriate sources.
- To undertake laboratory analysis to ensure that acceptable water and effluent quality standards are maintained.
- To levy to the consumer charges in respect of the services which the company provides.

The company's performance parameters are set out and integrated in government policy which includes the National Water Service Strategy, Millennium Development Goals and Targets, license issued by WASREB as well as the performance contracts signed between Tana Water Services Board and itself. Six objectives are contained in the performance contract. These are:

- (i) to strengthen the institution and build capacity of NYEWASCO;
- (ii) to provide water and sanitation services in an efficient, effective affordable and sustainable manner;
- (iii) to increase access and availability of water and sanitation services within the Board's area of jurisdiction;
- (iv) to enhance financial sustainability of NYEWASCO;
- (v) to strengthen NYEWASCO's communication with stakeholders;
- (vi) to mainstream good corporate governance, gender, and HIV/AIDS awareness campaign in all NYEWASCO's core activities.

Vision

"A World Class Water and Sewerage Services Provider"

Mission

"To provide quality water, sewerage and allied services at commercially and environmentally sustainable levels through application of outstanding processes and technology to the delight of our customers and other stakeholders"

SCOPE OF MEDICAL COVER

5.0 HUMAN RESOURCE IN GENERAL

The Company structure is headed by a board of 9no. Directors, it has a Corporate Management Team (CMT) of 5No staff, 13No senior management staff, 33No lower management staff and 47No rest of staff. Temporary staffs are 26No in Number.

5.1 **IN PATIENT**

5.1.1 Premium cover – The cover will be based on payment of premium for the specified insured benefit as per the options in ***Schedule*** (annual limits per family).

5.1.2 Give premium cover that includes the following:

- Pre-existing and Chronic Ailment i.e. Diabetes, Hypertension, Asthma, Heart Disease, Renal Failure, Osteoarthritis, Liver Disease, Eczema, Cancers and HIV/Aids. (Enhanced cover)
- Accident Cover

5.1.3 Other details of the cover are:

- Ward limits as specified in ***Schedule I***
- Accident and illness Hospitalization
- Home nursing and hospice
- Maternity –C-section and normal delivery (includes Pre natal and Post natal care)
- Gynecological Treatment
- Give the age bracket for members to be covered
- Physiotherapy
- Drugs and Dressings (includes chronic and acute medication) Radiology and Pathology (includes CT scans, MRI scans and Bone Densitometry Scans).
- Internal prosthesis
- External appliances such as wheelchairs, crutches, beguiler, glucometer etc.
- Local Evacuation
- Cancer treatment including Chemotherapy and Radiotherapy
- Neurology
- Surgical Operations and procedures
- Psychiatric treatment
- Treatment by neurosurgeons and radiotherapists

5.1.4 Cover for HIV/AIDS inclusive with or without sub limits

5.1.5 Provide Service Performance levels for both outpatients and inpatient schemes stating

- (i) Time frame for settlement of approved claims to providers
- (ii) Time frame for registration of newborn babies and new members

- (iii) Time frame for informing members/Board of inpatient cases with excluded conditions.
- 5.1.6 Confirm that Cover for members in areas outside the Scheme administrator network will be at the nearest hospital provided the scheme manager is informed within the stipulated time set by the administrator accordingly.
- 5.1.7 Confirm that there shall be no exclusions of hospitals to certain categories of the scheme beneficiaries seeking for medical services. All beneficiary categories A-F should be allowed to seek for medical services in any of the listed panel of services providers so as they do not exceed their limits. However, the insurance company must confirm availability of credit entitlement before the services are offered.
- 5.1.8 Provide list of all excluded conditions.

5.2 OUT PATIENT COVER

5.2.1 SCOPE OF COVER

At the inception of the scheme the employer will advise on any further rules of the cover.

- 5.2.2 However, the outpatient scheme will cover the following ailments: -
- Consultation
 - Prescribed laboratory tests, x-rays and other diagnostic procedures
 - Prescribed drugs, dressing and other diagnostic procedures
 - Management of HIV/AIDS
- 5.2.3 Provide Premium based outpatient cover rates with limits per person.
- 5.2.4 Confirm that you will adapt the Outpatient rules appended here below
- 5.2.5 Confirm that for Pediatric and Gynecological cases, members will be at Liberty to visit the approved doctors directly without referral from general Practitioners.
- 5.2.6 Confirm that, for members with families residing in areas outside the network, treatment will be at the nearest ***hospital***.
- 5.2.7 Confirm that the scheme shall be managed on credit facilities basis for all categories of the scheme beneficiaries i.e. – categories A-F

5.3 OUT PATIENT MEDICAL SCHEME RULES

5.3.1 Definition

“Employee” means a person employed by the founder who is employed and confirmed on permanent or temporary terms of service.

“Dependant” means one legal wife/husband of an employee (but not including those legally separated) or the person living with an employee in a recognized husband and wife relationship, who is registered as such in the company records. Evidence to this effect may be required.

“Age limit of children” means between from birth to 18 years. Children up to 24 years must be full time students at any accredited school, college or university. Evidence to this effect to be provided.

“The number of dependents per employee is one spouse and children from birth and 18 years and Children up to 24 years who must be full time students at any accredited college or university.

“Scheme Administrator” means the person or company appointed under an instrument by the founder to manage the administrative affairs of the scheme.

“**Founder**” means Nyeri water and sewerage company limited

“Member” means any person, who is a member of the medical scheme pursuant to the rules,

“Rules” means the rules governing NYEWASCO Medical cover and any other amendments that may be made from time to time.

“Benefit limits” means the annual limits and sub limits as spelt out in the medical circular.

5.4 Enrollment

5.4.1 To become a member, an employee has to complete an application form, after which identified document is issued by the Scheme administrator. These documents are recognized throughout the scheme administrator network of providers.

5.4.2 The scheme administrator will further issue all members with a Health pass book. This will contain the photographs and member details and will be used during all visits to hospital by

the members or dependants. This will serve as a member reference point on **in & out patient** benefit utilization.

5.4.3 General procedures of receiving treatment

5.4.4 When an employee falls sick he/she must obtain a sick sheet from his/her supervisor (except when on leave or rest days) which the employee will present to the doctor (on identification with Scheme administrator card). The doctor will complete the sick sheet appropriately, and return to employee. This will enable the supervisor to know whether the employee is fit to follow his/her occupation.

5.4.5 When a dependant falls sick he /she will be required to visit the appointed provider directly on identifying with Scheme administrator card.

5.4.6 Chronic conditions and medication are covered in this scheme. However, all members/dependants with chronic conditions will be required to register themselves on the chronic Medication. The treatment of chronic conditions is treated as an ongoing therapy. The doctor will therefore make a running prescription for medicine once to be used throughout for 12 months, as such members will walk straight to the appointed chemists to collect their prescribed medicine once every month, without necessarily having to go through the Doctor.

5.4.7 For pediatrics and gynecological cases, members will be at liberty to visit the approved doctors directly without referral from general practitioners. The MD and Senior Management will further be at liberty to visit any of the providers directly.

5.4.8 Brokers must declare their principal underwriter, and in case of tie in the financial bid, the principal underwriter will be awarded

5.5 SCHEDULE I

5.5.1 Price Schedule I: Annual Limits Per Family for Inpatient (Severally & Jointly) and Per Person for the Outpatient Cover

1. DETAILS OF INSURANCE COVERS

No.	Particulars of Insurance	Value to be insured in Kshs
1.	Directors members (4.No.)	Per director
	Inpatient	1,000,000.00 per director
	Outpatient	100,000.00 per director
2.	Top management (4 No.)	Per staff

	Inpatient	1,000,000.00 per family
	Outpatient	100,000.00 per person
3.	Mid/mgt members (9 No.)	Per staff
	Inpatient	1,000,000.00 per family
	Outpatient	50,000.00 per person
4.	lower/mgt members (30 No.)	Per staff
	Inpatient	750,000.00 per family
	Outpatient	30,000.00 per person
5.	Rest of staff members (39 No.)	Per staff
	Inpatient	500,000.00 per family
	Outpatient	25, 000.00 per person
6.	Temporary staff members (28. No.)	Per staff
	Inpatient	300,000.00 per family
	Outpatient	25,000.00 per person
7.	Extensions for all	
	Maternity (114 families)	100,000.00 per family
8.	Dental (114 families)	50,000.00 per family
9.	Optical (114 families)	50,000.00 per family

NB: The Company will decline to give an offer to bidders who introduce co-pay to the outpatient cover.

Signature of tenderer _____ Date __ day of April 2019



Official Rubber stamp

Note: In case of discrepancy between unit price and total, the unit price shall prevail.

5.5 SCHEDULE II

5.6.1 Categorization of Membership

Category	Principle Member	Spouse	Children	Total Family Pop.
1. Top Management	4	3	10	17
2. Mid/ Management.	9	8	16	33
3. lower management	30	29	65	124
4. Rest of staff	39	28	79	146
5. Temporary Staff	28	22	40	90
6. Board of Directors	4	-	-	4

Nb: in case of an additional member to the scheme, the company will pay extra premium to cater for the addition.

5.7 SCHEDULE III.

5.7.1 Analysis of Membership

FAMILY SIZE	NO. OF FAMILIES	TOTAL POPULATION
1	12	12
2	15	30
3	27	81
4	28	112
5	21	105
6	8	48
7	0	0
8	1	8
9	2	18
TOTAL		414

(The attached table gives the breakdown for all cadres)

COPY OF TENDER

6.1 SECTION SEVEN

6.1.1 Standard Forms

Notes on the sample Forms

Form of TENDER

The form of tender must be completed by the tenderer and submitted with the tender documents. It must also be duly signed by duly authorized representatives of the tenderer.

Confidential Business Questionnaire Form

This form must be completed by the tenderer and submitted with the tender documents.

FORM OF TENDER

Date _____

Tender No. _____

To: _____

[name and address of procuring entity]

Gentlemen and/or Ladies:

1. Having examined the tender documents Nos. *[insert numbers]*.the receipt of which is hereby duly acknowledged, we, the undersigned, offer to supply and deliver: (..... *(insert Tender Number)* in conformity with the said tender documents for the sum of *(total tender amount in words and figures)* or such other sums as may be ascertained in accordance with the Schedule of Prices attached herewith and made part of this Tender.

2. We undertake, if our Tender is accepted, to deliver materials in accordance with the indicated prices during the years 2019/2020 and 2020/2021.

3. We agree to abide by this Tender for a period of ninety (90) *[number]* days from the date fixed for tender opening of the Instructions to tenderers, and it shall remain binding upon us and may be accepted at any time before the expiration of that period.

4. This Tender, together with your written acceptance thereof and your notification of award, shall constitute a Contract, between us. Subject to signing of the Contract by the parties.

5. We understand that you are not bound to accept the lowest or any tender you may receive.

Dated this _____ day of _____ 20 _____

[signature]

[in the capacity of]

Duly authorized to sign tender for an on behalf of _____

CONFIDENTIAL BUSINESS QUESTIONNAIRE FORM

You are requested to give the particulars indicated in Part 1 and either Part 2(a), 2(b) or 2 (c) whichever applied to your type of business

You are advised that it is a serious offence to give false information on this form

Part 1 – General:

Business Name

Location of business premises.

Plot No..... Street/Road

Postal Address Tel No. Fax E mail

Nature of Business

Registration Certificate No.....

Maximum value of business which you can handle at any one time – Kshs.
.....

Name of your bankersBranch

Part 2 (a) – Sole Proprietor

Your name in full Age

Nationality.....Country of origin

Citizenship details

Part 2 (b) Partnership

Give details of partners as follows:

Name	Nationality	Citizenship Details	Shares
1.			
2.			

3.
4.

Part 2 (c) – Registered Company

Private or Public

State the nominal and issued capital of company-

Nominal Kshs.

Issued Kshs.

Given details of all directors as follows

Name	Nationality	Citizenship Details	Shares
1.....			
2.			
3.			
4.			
5			

- If a Kenya Citizen, indicate under “Citizenship Details” whether by Birth, Naturalization or Registration.

COPY OF TENDER

CONTRACT FOR PROVISION OF MEDICAL INSURANCE COVER. : TENDER NO. NWSC/OT/17/2019/2021

	Surname	First name	Relationship	Family size	DOB	Gender	Member Start Date	Inpatient	Out patient	Optical	Dental	Remarks
	DIRECTORS											
1	WACHIURI	JOSEPH MWANGI	MEMBER	M	19/03/1957	M	1/7/2019	1,000,000	100,000	50,000	50,000	
2	KANYINGI	JACKSON GITHIGI	MEMBER	M	28/09/1953	M	1/7/2019	1,000,000	100,000	50,000	50,000	
3	NGUNJIRI	PURITY GATHONI	MEMBER	M	1/1/1957	F	1/7/2019	1,000,000	100,000	50,000	50,000	
4	WANJAU	ROBERT GITAH	MEMBER	M	22/02/1962	M	1/7/2019	1,000,000	100,000	50,000	50,000	
	TOP MANAGEMENT											
5	GICHAAGA	PETER MWANGI	MEMBER	M+4	14/03/1977	M	1/7/2019	1,000,000	100,000	50,000	50,000	
6		RAHAB MURINGI	WIFE		19/03/1980	F	1/7/2019	"	100,000			
7	MWANGI	MARK KIRAGU	SON		30/07/2010	M	1/7/2019	"	100,000			
8	MWANGI	CLARE SANDRA WANGARI	DAUGHTER		4/7/2013	F	1/7/2019	"	100,000			
9	MWANGI	PHILIP GICHERU	SON		27/04/2005	M	1/7/2019	"	100,000			
10	MUNIRA	JOYCE WAIRIMU	MEMBER	M+1	1/9/1974	F	1/7/2019	1,000,000	100,000	50,000	50,000	
11	WAIRIMU	IAN MUNIRA	SON		21/03/2012	M	1/7/2019	"	100,000			
12	NGUNJIRI	JAMES NGAGI	MEMBER	M+4	10/5/1978	M	1/7/2019	1,000,000	100,000	50,000	50,000	
13		ROSELYN KIVEU	WIFE		10/9/1979	F	1/7/2019	"	100,000			
14	NJAGI	RYAN	SON		24/08/2004	M	1/7/2019	"	100,000			
15	NJAGI	MERRY	DAUGHTER		1/7/2007	F	1/7/2019	"	100,000			
16	NJAGI	APRIEL KIVEU	SON		18/06/2018	M	1/7/2019	"	100,000			
17	KAHUTHU	PETER GITHINJI	MEMBER	M+4	12/4/1976	M	1/7/2019	1,000,000	100,000	50,000	50,000	

18	KAMANGU	ALICE NYAGUTHII	WIFE		18/05/1980	F	1/7/2019	"	100,000			
19	GITHINJI	FRED KAHUTHU	SON		24/03/2008	M	1/7/2019	"	100,000			
20	GITHINJI	COLLINS KAMANGU	SON		3/5/2013	M	1/7/2019	"	100,000			
21	GITHINJI	ALLAN G	SON		18/12/2015	M	1/7/2019	"	100,000			
MIDDLE MANAGEMENT												
22	MURIITHI	WINROSE NYANGUTHII	MEMBER	M+1	1/1/1964	F	1/7/2019	1,000,000	50,000	50,000	50,000	
23	WAMUTEGI	ALFRED MURIITHI	HUSBAND		1/1/1962	M	1/7/2019	-	50,000			
24	MUCHURA	CHARLES KIIRU	MEMBER	M+2	2/2/1968	M	1/7/2019	1,000,000	50,000	50,000	50,000	
25	WANJIRU	BEATRICE WAITIMA	WIFE		22/06/1970	F	1/7/2019	-	50,000			
26	KIIRU	PIUS MWANGI	SON		11/2/2001	M	1/7/2019	-	50,000			
27	KARURI	JAMES KAHARA	MEMBER	M+4	6/1/1971	M	1/7/2019	1,000,000	50,000	50,000	50,000	
28	MUCHUNGI	JOYCE WANGARI	WIFE		3/8/1978	F	1/7/2019	-	50,000			
29	KAHARA	MARGARET MWIHAKI	DAUGHTER		3/10/1999	F	1/7/2019	-	50,000			
30	KAHARA	KELVIN KARURI	SON		24/09/2003	M	1/7/2019	-	50,000			
31	KAHARA	GLORIA FLORENCE WAIRIMU	DAUGHTER		12/3/2014	F	1/7/2019	-	50,000			
32	ALI	MOHAMED YUNIS	MEMBER	M+4	15/12/1963	M	1/7/2019	1,000,000	50,000	50,000	50,000	
33	YUNIS	ARAFI MOHAMED	WIFE		23/11/1979	F	1/7/2019	-	50,000			
34	YUNIS	YUNIS MOHAMED	SON		14/05/1997	M	1/7/2019	-	50,000			
35	YUNIS	SAAD MOHAMED	SON		1/3/2005	M	1/7/2019	-	50,000			
36	YUNIS	ZUBEDA FATNA MOHAMED	DAUGHTER		6/1/2011	F	1/7/2019	-	50,000			

37	WANDETO	NANCY NJOKI	MEMBER	M	31/03/1963	F	1/7/2019	1,000,000	50,000	50,000	50,000	
38	KIBAKI	STEPHEN THAIRU	MEMBER	M+1	13/06/1976	M	1/7/2019	1,000,000	50,000	50,000	50,000	
39	WAMAI	MERCY NYAMBURA	WIFE		28/08/1979	F	1/7/2019	-	50,000			
40	MURIITHI	CHARLES GITAH	MEMBER	M+3	23/03/1974	M	1/7/2019	1,000,000	50,000	50,000	50,000	
41	MBUTHIA	JANE WANJIKU	WIFE		25/07/1980	F	1/7/2019	-	50,000			
42	GITAH	MARYRISPER MUMBI	DAUGHTER		28/01/2007	F	1/7/2019	-	50,000			
43	GITAH	JOY MUTHONI	DAUGHTER		15/02/2012	F	1/7/2019	-	50,000			
44	KARANI	ANDREW WAWERU	MEMBER	M+4	25/04/1974	M	1/7/2019	1,000,000	50,000	50,000	50,000	
45	MIRINGU	ELIZABETH WAMBUI	WIFE		3/7/1976	F	1/7/2019	-	50,000			
46	WAWERU	MARK KARANI	SON		5/11/2006	M	1/7/2019	-	50,000			
47	WAWERU	EMMANUEL MIRINGU	SON		26/04/2010	M	1/7/2019	-	50,000			
48	WAWERU	ALLAN MBURIA	SON		26/6/2013	M	1/7/2019	-	50,000			
49	MWANGI	LYDIA WAMBUI	MEMBER	M+5	4/1/1975	F	1/7/2019	1,000,000	50,000	50,000	50,000	
50	KIBUU	ANTHONY MWANGI	HUSBAND		1/1/1962	M	1/7/2019	-	50,000			
51	MWANGI	MAUREEN NJOKI	DAUGHTER		11/1/2000	F	1/7/2019	-	50,000			
52	MWANGI	KELVIN WAWERU	SON		10/7/2003	M	1/7/2019	-	50,000			
53	MWANGI	SHARON WANJA	DAUGHTER		30/09/2006	F	1/7/2019	-	50,000			
54	WAMBUI	IVY WAMBUI	DAUGHTER		25/11/2014	F	1/7/2019	-	50,000			
LOWER MANAGEMENT												
55	KARINGITHI	PETERSON KARIGE	MEMBER	M+4	5/5/1974	M	1/7/2019	750,000	30,000	50,000	50,000	

56	NDUNGU	ESTHER NYACHOMBA	WIFE		31/07/1982	F	1/7/2019	-	30,000			
57	KARIGE	JAMES KARINGITHI	SON		3/5/2010	M	1/7/2019	-	30,000			
58	KARIGE	LEWIS MWAURA	SON		3/10/2013	M	1/7/2019	-	30,000			
59	KARIGE	KAYLA NJERI	DAUGHTER		13/04/2018	F	1/7/2019					
60	WAIBAKI	JOSEPH TUMUTI	MEMBER	M+2	22/02/1962	M	1/7/2019	750,000	30,000	50,000	50,000	
61	TUMUTI	GRACE WAMBUI	WIFE		1/1/1967	F	1/7/2019	-	30,000			
62	TUMUTI	LILIAN WAIRIMU	DAUGHTER		1/1/1998	F	1/7/2019	-	30,000			
63	KAMUNYA	GEORGE THUITA	MEMBER	M+2	26/01/1967	M	1/7/2019	750,000	30,000	50,000	50,000	
64	THUITA	MARY WAMBUI	WIFE		1/1/1968	F	1/7/2019	-	30,000			
65	THUITA	KELVIN MAINA	SON		1/1/1999	M	1/7/2019	-	30,000			
66	WAIGERA	CHARLES MWANGI	MEMBER	M+2	7/4/1962	M	1/7/2019	750,000	30,000	50,000	50,000	
67	MWANGI	ANNROSE WANJIKU	WIFE		1/10/1965	F	1/7/2019	-	30,000			
68	MWANGI	JOAN WANGUI	DAUGHTER		29/09/2001	F	1/7/2019	-	30,000			
69	NGIRUBIU	JOSEPH NDEGWA	MEMBER	M+2	1/1/1959	M	1/7/2019	750,000	30,000	50,000	50,000	
70	NDEGWA	NAOMI WANGUI	WIFE		1/1/1970	F	1/7/2019	-	30,000			
71	NDEGWA	GRACE WAMBUI	DAUGHTER		10/10/1996	F	1/7/2019	-	30,000			
72	KARANJA	SAMUEL MUIGAI	MEMBER	M+1	12/10/1961	M	1/7/2019	750,000	30,000	50,000	50,000	
73	MUIGAI	NANCY NJOKI	WIFE		27/11/1968	F	1/7/2019	-	30,000			
74	WAITHAKA	JOHNSON GITAHU	MEMBER	M+4	1/1/1965	M	1/7/2019	750,000	30,000	50,000	50,000	
75	GICHOGO	ALICE WATETU	WIFE		1/1/1968	F	1/7/2019	-	30,000			

76	GITAH	PIUS JOSPHAT WAITHAKA	SON		27/06/1996	M	1/7/2019	-	30,000			
77	GITAH	ELVIS GICHOGO	SON		11/4/2000	M	1/7/2019	-	30,000			
78	GITAH	STACY RUTH NYAGURA	DAUGHTER		12/5/2006	F	1/7/2019	-	30,000			
79	MUTAH	MARY MUMBI	MEMBER	M+4	1/1/1968	F	1/7/2019	750,000	30,000	50,000	50,000	
80	KARUGA	JOSHUA MUTAH	HUSBAND		14/01/1969	M	1/7/2019	-	30,000			
81	MUTAH	PAUL KARUGA	SON		23/01/1996	M	1/7/2019	-	30,000			
82	MUTAH	LEAH WANJIRU	DAUGHTER		14/06/2000	F	1/7/2019	-	30,000			
83	MUTAH	VIRGINIA WAMUCHI	DAUGHTER		27/10/2008	F	1/7/2019	-	30,000			
84	GITONGA	MARTHA WACHINGA	MEMBER	M+4	1/9/1969	F	1/7/2019	750,000	30,000	50,000	50,000	
85	NGATIA	PETER MAINA	HUSBAND		1/1/1968	M	1/7/2019	-	30,000			
86	MAINA	STELLA NJERI	DAUGHTER		24/04/1997	F	1/7/2019	-	30,000			
87	MAINA	EVALTA GATHONI	DAUGHTER		3/11/2001	F	1/7/2019	-	30,000			
88	MAINA	JOSEPH NGATIA	SON		7/11/2002	M	1/7/2019	-	30,000			
89	GATUGUTA	JAMES GITONGA	MEMBER	M+5	26/12/1976	M	1/7/2019	750,000	30,000	50,000	50,000	
90	MAREGWA	ANN WANGUI	WIFE		12/10/1977	F	1/7/2019	-	30,000			
91	GITONGA	KELLY GATUGUTA	SON		27/09/2008	M	1/7/2019	-	30,000			
92	GITONGA	ELVIN MAREGWA	SON		1/1/2013	M	1/7/2019	-	30,000			
93	GITONGA	EDNA WANJIKU	DAUGHTER		1/1/2013	F	1/7/2019	-	30,000			
94	GITONGA	ERIC KAHUGU	SON		1/1/2013	M	1/7/2019	-	30,000			
95	MACHARIA	SIMON MWAI	MEMBER	M+5	1/1/1968	M	1/7/2019	750,000	30,000	50,000	50,000	
96	KINGORI	BEATRICE NJERI	WIFE		11/3/1972	F	1/7/2019	-	30,000			

97	MWAI	ANN GATHONI	DAUGHTER		9/10/1998	F	1/7/2019	-	30,000			
98	MWAI	CHRISTINE WARUGURU	DAUGHTER		1/11/2001	F	1/7/2019	-	30,000			
99	MWAI	JACKLINE WANJIRU	DAUGHTER		3/11/2003	F	1/7/2019	-	30,000			
100	MWAI	EDITH WAIRIMU	DAUGHTER		23/09/2010	F	1/7/2019	-	30,000			
101	KARONG'O	ELIZABETH WAIGUMO	MEMBER	M+5	27/10/1975	F	1/7/2019	750,000	30,000	50,000	50,000	
102	NJITHI	WASHINGTON NGINGA	HUSBAND		21/01/1974	M	1/7/2019	-	30,000			
103	NGINGA	CHARLES LYON NJITHI	SON		24/05/2001	M	1/7/2019	-	30,000			
104	NGINGA	IAN KARONG'O	SON		3/9/2004	M	1/7/2019	-	30,000			
105	NGINGA	ABIGAL MUTHONI	DAUGHTER		19/02/2007	F	1/7/2019	-	30,000			
106	NGINGA	SARAH WANGECHI	DAUGHTER		17/02/2013	F	1/7/2019	-	30,000			
107	NDIRITU	JOHN MUTHEE	MEMBER	M+7	3/3/1969	M	1/7/2019	750,000	30,000	50,000	50,000	
108	NDEGWA	ESTHER WANGARI	WIFE		24/02/1983	F	1/7/2019	-	30,000			
109	MUTHEE	EVALYNE WANJIKU	DAUGHTER		1/1/1995	F	1/7/2019	-	30,000			
110	MUTHEE	KELVIN NDIRITU	SON		1/1/1996	M	1/7/2019	-	30,000			
111	MUTHEE	ABIGAIL WANJIKU	DAUGHTER		22/12/2004	F	1/7/2019	-	30,000			
112	MUTHEE	SAMUEL NDIRITU	SON		9/10/2008	M	1/7/2019	-	30,000			
113	MUTHEE	RITAH WANJIRU	DAUGHTER		25/07/2010	F	1/7/2019	-	30,000			
114	MUTHEE	LEVIN NDEGWA	SON		12/4/2017	M	1/7/2019		30,000			
115	NJOKI	ALEX MWAURA	MEMBER	M+3	24/09/1976	M	1/7/2019	750,000	30,000	50,000	50,000	
116	KI HORO	EUNICE WAMBUI	WIFE			F	1/7/2019		30,000			
117	MWAURA	TERESIAH GATHONI	DAUGHTER		2/1/2010	F	1/7/2019	-	30,000			

118	MWAURA	ALVIN WAHOME	SON		9/5/2018	M	1/7/2019					
119	GATHOGO	MERCY WANJIRU	MEMBER	M+3	25/10/1984	F	1/7/2019	750,000	30,000	50,000	50,000	
120	WANGARI	EVAN GATHOGO	HUSBAND		1/1/1980	M	1/7/2019	-	30,000			
121	GATHOGO	SANDRA MUGURE	DAUGHTER		11/8/2014	F	1/7/2019	-	30,000			
122	GATHOGO	SOPHIE WANGARI	DAUGHTER		9/10/2018	F	1/7/2019					
123	GITUKU	FELISTA WANDIA	MEMBER	M+2	15/01/1973	F	1/7/2019	750,000	30,000	50,000	50,000	
124	NJOGU	EUSTACE MURAGURI	SON		29/01/1995	M	1/7/2019	-	30,000			
125	NJOGU	MARY WAGAKI	DAUGHTER		5/9/2004	F	1/7/2019	-	30,000			
126	WAGAMBA	MICHAEL MURAYA	MEMBER	M+2	1/1/1961	M	1/7/2019	750,000	30,000	50,000	50,000	
127	MURAYA	LUCY WAMUYU	WIFE		17/01/1968	F	1/7/2019	-	30,000			
128	MURAYA	BRIAN MAINA	SON		23/08/1998	M	1/7/2019	-	30,000			
129	NGARUIYA	HILLARY MWANGI	MEMBER	M+2	1/1/1962	M	1/7/2019	750,000	30,000	50,000	50,000	
130	MWANGI	ALICE MUTHONI	WIFE		1/1/1965	F	1/7/2019	-	30,000			
131	MWANGI	TIMOTHY MACHARIA	SON		24/02/1996	M	1/7/2019	-	30,000			
132	KANYARI	STEPHEN WANJOHI	MEMBER	M+3	23/11/1971	M	1/7/2019	750,000	30,000	50,000	50,000	
133	KINGATA	LUCY WANGUI	WIFE		14/09/1981	F	1/7/2019	-	30,000			
134	WANJOHI	LEWIS KANYARI	SON		27/09/2004	M	1/7/2019	-	30,000			
135	WANJOHI	JOHN KING'ATA	SON		1/7/2017		1/7/2019		30,000			
136	NDIRANGU	RONALD GIKONYO	MEMBER	M+2	6/11/1959	M	1/7/2019	750,000	30,000	50,000	50,000	
137	GIKONYO	LUCY NYOKABI	WIFE		19/06/1964	F	1/7/2019	-	30,000			

138	GIKONYO	ANNE NYAKINYUA	DAUGHTER		9/3/1996	F	1/7/2019	-	30,000			
139	KIHARA	JOHN GITURI	MEMBER	M+3	20/11/1980	M	1/7/2019	750,000	30,000	50,000	50,000	
140	KARIUKI	SALOME MBUCHI	WIFE		1/1/1982	F	1/7/2019	-	30,000			
141	GITURI	CLINTON KIHARA	SON		7/11/2010	M	1/7/2019	-	30,000			
142	GITURI	ANGELA MUTHONI	DAUGHTER		1/7/2015	F	1/7/2019	-	30,000			
143	MUCHOKI	PETER MURIGI	MEMBER	M+2	20/10/1981	M	1/7/2019	750,000	30,000	50,000	50,000	
144	NDEGWA	REBECCA WAMBUI	WIFE		12/8/1986	F	1/7/2019	-	30,000			
145	MURIGI	DERRICK MUCHOKI	SON		1/7/2012	M	1/7/2019	-	30,000			
146	WACHIRA	ANTHONY MWANGI	MEMBER	M+4	24/03/1975	M	1/7/2019	750,000	30,000	50,000	50,000	
147	YASMIN	HANIFA ALI	WIFE		9/11/1979	F	1/7/2019	-	30,000			
148	MWANGI	IMAAAN NJERI	DAUGHTER		19/12/2005	F	1/7/2019	-	30,000			
149	MWANGI	SUDEIS WAMUYA	SON		23/12/2008	M	1/7/2019	-	30,000			
150	MWANGI	JUNAID MUSA	SON		13/12/2014	M	1/7/2019	-	30,000			
151	WAHOME	CHARLES MWANGI	MEMBER	M+3	19/04/1974	M	1/7/2019	750,000	30,000	50,000	50,000	
152	NDUMIA	IRENE IMMACULATE MUT	WIFE		28/12/1980	F	1/7/2019	-	30,000			
153	MWANGI	YVONNE MUKAMI	DAUGHTER		11/12/2006	F	1/7/2019	-	30,000			
154	MWANGI	ALVIN WAHOME	SON		21/09/2009	M	1/7/2019	-	30,000			
155	NDERITU	JAMES ITEGI	MEMBER	M+3	29/04/1972	M	1/7/2019	750,000	30,000	50,000	50,000	
156	ITEGI	MIRIAM WANJA	WIFE		7/6/1972	F	1/7/2019	-	30,000			
157	ITEGI	CYNTHIA WANJIKU	DAUGHTER		22/01/2005	F	1/7/2019	-	30,000			

158	ITEGI	VINCENT NDERITU	SON		19/03/2010	M	1/7/2019	-	30,000			
159	NDIANG'UI	JOSEPH WAMBUGU	MEMBER	M+3	22/08/1960	M	1/7/2019	750,000	30,000	50,000	50,000	
160	WAMBUGU	MILKA WAIRIMU	WIFE		3/4/1969	F	1/7/2019	-	30,000			
161	WAMBUGU	DANIEL GICHOHI	SON		22/04/1997	M	1/7/2019	-	30,000			
162	WAMBUGU	ERASTUS GATHII	SON		2/6/2001	M	1/7/2019	-	30,000			
163	MUGO	MICHAEL MAINA	MEMBER	M+4	11/4/1975	M	1/7/2019	750,000	30,000	50,000	50,000	
164	AMAYI	LILIAN IRENE	WIFE		14/09/1981	F	1/7/2019	-	30,000			
165	MAINA	ANGELA NJERI	DAUGHTER		5/3/2008	F	1/7/2019	-	30,000			
166	MAINA	ADREA MUTHONI	DAUGHTER		14/04/2011	M	1/7/2019	-	30,000			
167	MAINA	ARTHUR MUGO	SON		15/04/2017	M	1/7/2019		30,000			
168	MURAGE	JESSEE KAMAU	MEMBER	M+4	18/03/1973	M	1/7/2019	750,000	30,000	50,000	50,000	
169	KAMAU	NANCY NYANJUGU	WIFE		30/03/1975	F	1/7/2019	-	30,000			
170	KAMAU	SUSAN NYAGUTHII	DAUGHTER		7/8/1999	F	1/7/2019	-	30,000			
171	KAMAU	SAMUEL MURAGE	SON		8/2/2006	M	1/7/2019	-	30,000			
172	KAMAU	MALCOM KINUTHIA	SON		15/11/2012	M	1/7/2019	-	30,000			
173	MICHUKI	PAUL NJAGI	MEMBER	M+1	12/12/1965	M	1/7/2019	750,000	30,000	50,000	50,000	
174	NJAGI	NANCY WACHERA	WIFE		1/4/1966	F	1/7/2019	-	30,000			
175	NDIRITU	STANLEY MATHENGE	MEMBER	M+3	1/1/1962	M	1/7/2019	500,000	30,000	50,000	50,000	
176	MATHENGE	IRENE WAMUCHI	WIFE		1/1/1967	F	1/7/2019	-	30,000			
177	MATHENGE	EVANS NDIRITU	SON		1/1/1996	M	1/7/2019	-	30,000			

178	MATHENGE	STELLA WANJIRU	DAUGHTER		1/1/1996	F	1/7/2019	-	30,000			
REST OF STAFF												
179	GICHOHI	SIMON WAWERU	MEMBER	M+4	1/1/1970	M	1/7/2019	500,000	25,000	50,000	50,000	
180	WAWERU	CONSOLATA WAIHUINI	WIFE		1/1/1977	F	1/7/2019	-	25,000			
181	WAWERU	CAROLINE WATHIRA	DAUGHTER		10/7/1996	F	1/7/2019	-	25,000			
182	WAWERU	STEPHEN GICHOHI	SON		7/5/1998	M	1/7/2019	-	25,000			
183	WAWERU	LUCY WANJIRU	DAUGHTER		24/09/2006	F	1/7/2019	-	25,000			
184	GEORGE	MAITHA KARIUKI	MEMBER	M+5	8/8/1969	M	1/7/2019	500,000	25,000	50,000	50,000	
185	GATHABA	LUCY MUTHONI	WIFE		22/11/1978	F	1/7/2019	-	25,000			
186	KARIUKI	MORINE WANJIKU	DAUGHTER		9/6/1996	F	1/7/2019	-	25,000			
187	KARIUKI	ISAAC MIRICHO	SON		21/07/2002	M	1/7/2019	-	25,000			
188	KARIUKI	ALAN GATHABA	SON		21/08/2004	M	1/7/2019	-	25,000			
189	KARIUKI	IRENE WANGECHI	DAUGHTER		8/12/2009	F	1/7/2019	-	25,000			
190	MWANIKI	JANE NJOKI	MEMBER	M+3	1/1/1962	F	1/7/2019	500,000	25,000	50,000	50,000	
191	NJOKI	CATHERINE WANGECHI	DAUGHTER		27/07/1995	F	1/7/2019	-	25,000			
192	NJOKI	MAUREEN WANJIRU	DAUGHTER		11/4/2000	F	1/7/2019	-	25,000			
193	NJOKI	YVONNE WANGARI	DAUGHTER		28/11/2002	F	1/7/2019	-	25,000			
194	MWANGI	DAVID MAINA	MEMBER	M+5	13/03/1973	M	1/7/2019	500,000	25,000	50,000	50,000	
195	MUCHIRI	ALICE WAGUTHI	WIFE		8/5/1978	F	1/7/2019	-	25,000			
196	MAINA	CYNTHIA WANGARE	DAUGHTER		15/12/2001	F	1/7/2019	-	25,000			
197	MAINA	VICTOR WAMBUGU	SON		14/09/2003	M	1/7/2019	-	25,000			

198	MAINA	BRIAN MUCHIRI	SON		8/8/2008	M	1/7/2019	-	25,000			
199	MAINA	SHANTEL MUTHONI	DAUGHTER		19/01/2013	F	1/7/2019	-	25,000			
200	RUKWARO	SAMUEL MAINA	MEMBER	M+8	18/05/1972	M	1/7/2019	500,000	25,000	50,000	50,000	
201	KINGORI	EUNICE WANGECHI	WIFE		15/12/1978	F	1/7/2019	-	25,000			
202	MAINA	ESTHER TERESA MUTHON	DAUGHTER		4/3/2004	F	1/7/2019	-	25,000			
203	MAINA	MARY WANJIRA	DAUGHTER		1/1/2005	F	1/7/2019	-	25,000			
204	MAINA	PHILBERT NDERITU	SON		1/1/2006	M	1/7/2019	-	25,000			
205	MAINA	MARY ROSE WANJIRA	DAUGHTER		9/4/2006	F	1/7/2019	-	25,000			
206	MAINA	PETER CLEMENT RUKWAR	SON		28/12/2011	M	1/7/2019	-	25,000			
207	MAINA	JOSEPH ALBERT KINGORI	SON		18/04/2016	M	1/7/2019		25,000			
208	MAINA	MARY GORETTI WANJIKU	DAUGHTER		18/04/2016	F	1/7/2019		25,000			
209	OGOGO	BENSON OBUNGA	MEMBER	M+3	16/08/1960	M	1/7/2019	500,000	25,000	50,000	50,000	
210	OBUNGA	DORCAS AKINYI	WIFE		30/04/1969	F	1/7/2019	-	25,000			
211	OBUNGA	ASKAH AKOTH	DAUGHTER		28/06/1996	F	1/7/2019	-	25,000			
212	OBUNGA	LOISE ADOYO	DAUGHTER		14/02/1999	F	1/7/2019	-	25,000			
213	MARIGA	PETER MAINA	MEMBER	M+8	4/4/1960	M	1/7/2019	500,000	25,000	50,000	50,000	
214	MAINA	JOYCE MUTHONI	WIFE		24/02/1973	F	1/7/2019	-	25,000			
215	MAINA	BONIFACE KINYUA	SON		3/4/1997	M	1/7/2019	-	25,000			
216	MAINA	IRENE WARUGURU	DAUGHTER		9/6/1997	F	1/7/2019	-	25,000			
217	MAINA	ERASTUS MARIGA	SON		6/12/2002	M	1/7/2019	-	25,000			
218	MAINA	FAITH WAITHIEGENI	DAUGHTER		4/12/2007	F	1/7/2019	-	25,000			

219	MAINA	BEATRICE GATHONI	DAUGHTER		22/12/2011	F	1/7/2019	-	25,000			
220	MAINA	BLESSING WANJUGU	SON		22/12/2011	M	1/7/2019	-	25,000			
221	MAINA	PRECIOUS WAMBUI	DAUGHTER				1/7/2019					
222	MATHENGE	GLADYS WANJIRA	MEMBER	M	31/12/1962	F	1/7/2019	500,000	25,000	50,000	50,000	
223	PATRASIA	GICHARU WANGUI	MEMBER	M	22/01/1968	M	1/7/2019	500,000	25,000	50,000	50,000	
224	GACHUNGI	RUTHU WANJIRA	MEMBER	M	1/1/1964	F	1/7/2019	500,000	25,000	50,000	50,000	
225	KARINGITHI	HEZEKIAH NGUYO	MEMBER	M	1/7/1972	M	1/7/2019	500,000	25,000	50,000	50,000	
226	DAN	ESTHER NYAMBURA	MEMBER	M	1/1/1959	F	1/7/2019	500,000	25,000	50,000	50,000	
227	RAINGO	MARGARET NYAMBURA	MEMBER	M	2/11/1969	F	1/7/2019	500,000	25,000	50,000	50,000	
228	MUGAMBI	JOSEPH KIOME	MEMBER	M+1	1/1/1962	M	1/7/2019	500,000	25,000	50,000	50,000	
229	KIOME	TABITHA NTUTI	WIFE		1/1/1980	F	1/7/2019	-	25,000			
230	GITHIAKA	JOHN WAITHAKA	MEMBER	M+1	9/9/1961	M	1/7/2019	500,000	25,000	50,000	50,000	
231	WAITHAKA	GRACE WANJIKU	WIFE		13/07/1968	F	1/7/2019	-	25,000			
232	THIONGO	MARGARET WAMBUI	MEMBER	M+1	29/10/1968	F	1/7/2019	500,000	25,000	50,000	50,000	
233	NDERITU	SAMUEL MWANGI	SON		27/07/2000	M	1/7/2019	-	25,000			
234	WAMAE	SIMON MURIITHI	MEMBER	M+2	1/1/1960	M	1/7/2019	500,000	25,000	50,000	50,000	
235	MURIITHI	MARGARET WANJIRU	WIFE		1/1/1964	F	1/7/2019	-	25,000			
236	MURIITHI	PITTY WANJIKU	DAUGHTER		6/3/1995	F	1/7/2019	-	25,000			

237	KABIRI	GLADYS WAMUYU	MEMBER	M+1	21/12/1962	F	1/7/2019	500,000	25,000	50,000	50,000	
238	KABIRI	COLLINS MUGO	SON		3/7/1996	M	1/7/2019	-	25,000			
239	RUKWARO	JOHN MATHENGE	MEMBER	M+2	18/02/1971	M	1/7/2019	500,000	25,000	50,000	50,000	
240	MATHENGE	ALLAN MUCHEMI	SON		14/06/1999	M	1/7/2019	-	25,000			
241	MATHENGE	TESS WANJIRA	DAUGHTER		27/05/2006	F	1/7/2019	-	25,000			
242	MATHU	CYRUS MUTHAMI	MEMBER	M+2	14/02/1959	M	1/7/2019	500,000	25,000	50,000	50,000	
243	MUTHAMI	ESTHER WANGARI	WIFE		6/7/1966	F	1/7/2019	-	25,000			
244	MUTHAMI	SAMUEL MURIITHI	SON		2/5/1996	M	1/7/2019	-	25,000			
245	GITERO	SIMON WARUI	MEMBER	M+2	1/1/1964	M	1/7/2019	500,000	25,000	50,000	50,000	
246	WARUI	JANE WANJIRU	WIFE		1/1/1968	F	1/7/2019	-	25,000			
247	WARUI	DOROCASI WAMBUI	DAUGHTER		1/1/1999	F	1/7/2019	-	25,000			
248	KAGIRI	SIMON NDIRITU	MEMBER	M+2	1/1/1960	M	1/7/2019	500,000	25,000	50,000	50,000	
249	NDIRITU	NANCY WANJIRU	WIFE		1/1/1963	F	1/7/2019	-	25,000			
250	NDIRITU	WINFRED MUTHONI	DAUGHTER		1/1/1996	F	1/7/2019	-	25,000			
251	NDERITU	PETERSON MATHENGE	MEMBER	M+3	22/01/1984	M	1/7/2019	500,000	25,000	50,000	50,000	
252	GICHUKI	JOAN WAIRIMU	WIFE		26/03/1993	F	1/7/2019	-	25,000			
253	MATHENGE	TREVON NDIRITU	SON		9/12/2012	M	1/7/2019	-	25,000			
254	MATHENGE	ZHARA WANGECHI	DAUGHTER		12/1/2018	F	1/7/2019		25,000			
255	KAGO	JANE MUTHONI	MEMBER	M+2	17/07/1978	F	1/7/2019	500,000	25,000	50,000	50,000	

256	MWANGI	LLYOD NDIBUI	SON		5/11/2011	M	1/7/2019	-	25,000			
257	MWANGI	LIAM KAGO	SON		26/09/2013	M	1/7/2019	-	25,000			
258	NDEGWA	REBECCA WAMBUI	MEMBER	M+2	12/8/1986	F	1/7/2019	500,000	25,000	50,000	50,000	
259	MUCHOKI	PETER MURIGI	HUSBAND		20/10/1981	M	1/7/2019	-	25,000			
260	MURIGI	DERRICK MUCHOKI	SON		1/7/2012	M	1/7/2019	-	25,000			
261	WACHIRA	SAMSON KARURI	MEMBER	M+5	1/1/1972	M	1/7/2019	500,000	25,000	50,000	50,000	
262	KINOBU	PAULINE WANJIKU	WIFE		21/08/1978	F	1/7/2019	-	25,000			
263	WANJIKU	CECILIA NYAGUTHII	DAUGHTER		22/03/1998	F	1/7/2019	-	25,000			
264	KARURI	SAMUEL WACHIRA	SON		2/9/2001	M	1/7/2019	-	25,000			
265	KARURI	FELIX WACHIRA	SON		3/5/2013	M	1/7/2019	-	25,000			
266	KARURI	VINCENT MATHENGE	SON		30/08/2017	M	1/7/2019		25,000			
267	KANJA	JOSEPH GITONGA	MEMBER	M+3	1/1/1965	M	1/7/2019	500,000	25,000	50,000	50,000	
268	GITONGA	HELEN MUMBI	WIFE		1/1/1967	F	1/7/2019	-	25,000			
269	GITONGA	HILDAR WANJIKU	DAUGHTER		1/1/1999	F	1/7/2019	-	25,000			
270	GITONGA	RENSON MUTAHI	SON		1/1/2005	M	1/7/2019	-	25,000			
271	NDIRITU	PAUL MWANGI	MEMBER	M+3	1/1/1967	F	1/7/2019	500,000	25,000	50,000	50,000	
272	NJOROGE	ANASTASIA WANJIKU	WIFE		2/1/1975	F	1/7/2019	-	25,000			
273	MWANGI	DENNIS MBURU	SON		9/2/2002	M	1/7/2019	-	25,000			
274	MWANGI	DUNCAN KAMAU	SON		8/2/2004	M	1/7/2019	-	25,000			
275	MACHARIA	STEPHEN WAMBUGU	MEMBER	M+3	3/3/1961	M	1/7/2019	500,000	25,000	50,000	50,000	

276	WAMBUGU	EUNICE NJOKI	WIFE		7/2/1967	F	1/7/2019	-	25,000			
277	WAMBUGU	FAITH WANGECHI	DAUGHTER		3/3/1996	F	1/7/2019	-	25,000			
278	WAMBUGU	JOHN MACHARIA	SON		1/1/2000	M	1/7/2019	-	25,000			
279	MWANGI	ROSEMARY MUTHONI	MEMBER	M+3	12/9/1962	F	1/7/2019	500,000	25,000	50,000	50,000	
280	THUKU	MUTUNGA MWANGI	HUSBAND		1/10/1960	M	1/7/2019	-	25,000			
281	MWANGI	STEPHEN KIONI	SON		14/06/2000	M	1/7/2019	-	25,000			
282	MWANGI	ANTHONY KIMONDO	SON		15/09/2003	M	1/7/2019	-	25,000			
283	MUTHONI	EUSTACE GITONGA	MEMBER	M+4	3/6/1981	M	1/7/2019	500,000	25,000	50,000	50,000	
284	MUTHAMI	MARY NYAKWEA	WIFE		19/03/1982	F	1/7/2019	-	25,000			
285	GITONGA	CYRUS THIMBA	SON		26/01/2003	M	1/7/2019	-	25,000			
286	GITONGA	SHEILA MUTHONI	DAUGHTER		7/11/2010	F	1/7/2019	-	25,000			
287	GITONGA	MARK KARIUKI	SON		8/1/2014	M	1/7/2019	-	25,000			
288	NGUBIRU	PHILIP MUTURI	MEMBER	M+3	21/09/1978	M	1/7/2019	500,000	25,000	50,000	50,000	
289	MUTURI	LUCY KAGENDO	WIFE		25/02/1982	F	1/7/2019	-	25,000			
290	MUTURI	LEON NGUBIRU	SON		31/12/2004	M	1/7/2019	-	25,000			
291	MUTURI	LEONORA AMANI	SON		2/9/2012	M	1/7/2019	-	25,000			
292	KAHINGA	DAVID MUCHEMI	MEMBER	M+4	1/1/1962	M	1/7/2019	500,000	25,000	50,000	50,000	
293	KARIUKI	MIRIAM WAMBUI	WIFE		1/1/1979	F	1/7/2019	-	25,000			
294	MUCHEMI	NELIUS WANJIRU	SON		29/03/1999	M	1/7/2019	-	25,000			
295	MUCHEMI	DENNIS KAHINGA	SON		6/4/2006	M	1/7/2019	-	25,000			
296	MUCHEMI	DOREEN WANJIRA	DAUGHTER		6/6/2015	F	1/7/2019	-	25,000			

297	MAMO	PHILIP GATUMIA	MEMBER	M+3	1/1/1960	M	1/7/2019	500,000	25,000	50,000	50,000	
298	MARITE	RAHAB MUTHONI	WIFE		1/1/1964	F	1/7/2019	-	25,000			
299	GATUMIA	DANIEL MARITE	SON		6/1/1996	M	1/7/2019	-	25,000			
300	GATUMIA	ROSEMARY NYAWIRA	DAUGHTER		22/07/1999	F	1/7/2019	-	25,000			
301	MWANGI	JAMES MAINA	MEMBER	M+3	27/12/1960	M	1/7/2019	500,000	25,000	50,000	50,000	
302	MAINA	JANE WAIRIMU	WIFE		1/1/1966	F	1/7/2019	-	25,000			
303	MAINA	MOURINE NJERI	DAUGHTER		1/1/1997	F	1/7/2019	-	25,000			
304	MAINA	JACKLINE WANJIRU	DAUGHTER		1/1/2000	F	1/7/2019	-	25,000			
305	WAMAE	SIMON WACHIRA	MEMBER	M+4	27/11/1963	M	1/7/2019	500,000	25,000	50,000	50,000	
306	MUGI	ROSE MUTHONI	WIFE		1/1/1970	F	1/7/2019	-	25,000			
307	WACHIRA	JOEL MUGI	SON		15/07/1999	M	1/7/2019	-	25,000			
308	WACHIRA	PAUL GICHURE	SON		16/09/2001	M	1/7/2019	-	25,000			
309	WACHIRA	FRED MOSES WAHOME	SON		8/1/2004	M	1/7/2019	-	25,000			
310	VASI	NICHOLAS MUNYWOKI	MEMBER	M+4	1/1/1969	M	1/7/2019	500,000	25,000	50,000	50,000	
311	MUNYWOKI	ALICES NGUHI	WIFE		8/8/1968	F	1/7/2019	-	25,000			
312	MUNYWOKI	ISAAC VASI	SON		15/01/1999	M	1/7/2019	-	25,000			
313	MUNYWOKI	EUNICE MUTONGOI	DAUGHTER		29/08/2000	F	1/7/2019	-	25,000			
314	MUNYWOKI	PETER KIBECHU	SON		19/11/2004	M	1/7/2019	-	25,000			
315	KARUGA	JOSHUA MUTAHI	MEMBER	M+4	14/01/1969	M	1/7/2019	500,000	25,000	50,000	50,000	
316	KARUGA	MARY MUMBI	WIFE		1/1/1968	M	1/7/2019	-	25,000			

317	MUTAH	PAUL KARUGA	SON		23/01/1996	M	1/7/2019	-	25,000			
318	MUTAH	LEAH WANJIRU	DAUGHTER		14/06/2000	F	1/7/2019	-	25,000			
319	MUTAH	VIRGINIA WAMUCHI	DAUGHTER		27/10/2008	F	1/7/2019	-	25,000			
320	RUHENI	RAPHAEL MWANIKI	MEMBER	M+4	1/1/1974	M	1/7/2019	500,000	25,000	50,000	50,000	
321	KARIUKI	LEAH WANJIKU	WIFE		2/10/1977	F	1/7/2019	-	25,000			
322	MWANIKI	VERONICA MWIHAKI	DAUGHTER		15/02/2000	F	1/7/2019	-	25,000			
323	MWANIKI	ESTHER GATHONI	DAUGHTER		22/01/2006	F	1/7/2019	-	25,000			
324	MWANIKI	FAITH WAMBUI	DAUGHTER		25/10/2010	F	1/7/2019	-	25,000			
	CONTRACT STAFF											
325	WANJIRU	PATRICK MAINA	MEMBER	M+2	24/05/1988	M	1/7/2019	300,000	25,000	50,000	50,000	
326	NDURIRI	ALICE WANGARI	WIFE		17/06/1993	F	1/7/2019		25,000			
327	MAINA	VIRGI KINSLAY WANJIRU	DAUGHTER		29/04/2014	F	1/7/2019	-	25,000			
328	GITHEI	JONAH NDUNGU	MEMBER	M+3	24/11/1980	M	1/7/2019	300,000	25,000	50,000	50,000	
329	KURIA	GRACE WANGUI	WIFE		17/10/1987	F	1/7/2019	-	25,000			
330	WAIRIMU	TANISHA ANNYLYNE	DAUGHTER		27/11/2010	F	1/7/2019	-	25,000			
331	NDUNGU	TANIEL GATHONI	DAUGHTER		14/11/2014	F	1/7/2019	-	25,000			
332	MUTURI	TEDDY MUTAH	MEMBER	M+2	1/1/1983	M	1/7/2019	300,000	25,000	50,000	50,000	
333	KAMAU	CAROLINE WANJIKU	WIFE			F	1/7/2019		25,000			
334	MUTAH	ALICIA AMANI NYOKABI	DAUGHTER		8/11/2016	F	1/7/2019		25,000			
335	GAKUNYI	JACQUELINE WANGARI	MEMBER	M+1	29/04/1989	F	1/7/2019	300,000	25,000	50,000	50,000	

336	KARANJA	ALVIN NDIRANGU	SON		31/12/2016	M	1/7/2019		25,000			
337	GAKUI	AGNES WANINI	MEMBER	M	1/10/1966	F	1/7/2019	300,000	25,000	50,000	50,000	
338	MWANGI	EDWIN MAINA	MEMBER	M+1	21/01/1986	M	1/7/2019	300,000	25,000	50,000	50,000	
339	WAWERU	ANGELINE WANGUI	WIFE		25/03/1996	F	1/7/2019		25,000			
340	KAMAU	MICHAEL MARIKIO	MEMBER	M+2	8/8/1986	M	1/7/2019	300,000	25,000	50,000	50,000	
341	WANJIKU	MARY MUTHONI	WIFE		20/03/1992	F	1/7/2019	-	25,000			
342	MARIKIO	SHAREEN WAIRIMU	DAUGHTER		17/06/2016	F	1/7/2019		25,000			
343	KURIA	GRACE WANGUI	MEMBER	M+3	17/10/1987	F	1/7/2019	300,000	25,000	50,000	50,000	
344	GATHEI	JONAH NDUNGU	HUSBAND		24/11/1980	M	1/7/2019	-	25,000			
345	WAIRIMU	TANISHA ANNALYNNE	DAUGHTER		27/11/2010	F	1/7/2019	-	25,000			
346	NDUNGU	TANIEL GATHONI	DAUGHTER		14/11/2014	F	1/7/2019	-	25,000			
347	KINGORI	PAUL KAMUNYA	MEMBER	M+1	15/01/1983	M	1/7/2019	300,000	25,000	50,000	50,000	
348	NGIGI	CAROLINE WANJIKU	WIFE		18/03/1987	F	1/7/2019	-	25,000			
349	WANGOMBE	JOSEPH NDONGA	MEMBER	M+1	1/1/1966	M	1/7/2019	300,000	25,000	50,000	50,000	
350	NDONGA	PHERIS MUTHONI	WIFE		1/1/1970	F	1/7/2019	-	25,000			
351	THEURI	MARY WANJIRU	MEMBER	M+3	9/8/1980	F	1/7/2019	300,000	25,000	50,000	50,000	
352	IRUNGU	MELISSA MUKUHI	DAUGHTER		11/11/2006	F	1/7/2019	-	25,000			
353		MAINA THEURI	SON		12/12/2016		1/7/2019		25,000			
354		VICTOR NGUNJIRI	SON		6/12/2017		1/7/2019		25,000			

355	MWANGI	EVANGELINE KABURA	MEMBER	M+2	3/4/1982	F	1/7/2019	300,000	25,000	50,000	50,000	
356	KABURA	IVY NYAMBURA	DAUGHTER		13/07/2002	F	1/7/2019	-	25,000			
357	KABURA	APRIL TANIA WANJIRU	DAUGHTER		21/04/2018	F	1/7/2019		25,000			
358	MWANGI	ISAAC KARIUKI	MEMBER	M+2	5/4/1969	M	1/7/2019	300,000	25,000	50,000	50,000	
359	MAINA	AGNES WANJIKU	WIFE		1/1/1977	F	1/7/2019	-	25,000			
360	KARIUKI	TOMAS GITHINJI	SON		9/5/1997	M	1/7/2019	-	25,000			
361	NDUNGU	JOSEPH MWAURA	MEMBER	M+2	9/6/1986	M	1/7/2019	300,000	25,000	50,000	50,000	
362	MWIRIGI	PURITY KENDI	WIFE		1/1/1992	F	1/7/2019	-	25,000			
363	MWAURA	JOSEPHAT NDUNGU	SON		29/07/2011	M	1/7/2019	-	25,000			
364	CHOMBA	TIMOTHY NJOKA	MEMBER	M+3	5/9/1978	M	1/7/2019	300,000	25,000	50,000	50,000	
365	NYAGA	GLADYS NJERI	WIFE		4/4/1983	F	1/7/2019	-	25,000			
366	NJOKA	CLIFF CHOMBA	SON		8/12/2004	M	1/7/2019	-	25,000			
367	NJOKA	COLLINS NYAGA	SON		14/07/2014	M	1/7/2019	-	25,000			
368	NJERU	WILSON THEURI	MEMBER	M+3	1/1/1973	M	1/7/2019	300,000	25,000	50,000	50,000	
369	THEURI	IRENE WANGARI	WIFE		27/07/1980	F	1/7/2019	-	25,000			
370	THEURI	CONSOLATA NJOKI	DAUGHTER		28/04/2004	F	1/7/2019	-	25,000			
371	THEURI	MARY WAGAKI	DAUGHTER		28/10/2008	F	1/7/2019	-	25,000			
372	WANYOIKE	ALBERT MAINA	MEMBER	M+3	22/03/1978	M	1/7/2019	300,000	25,000	50,000	50,000	
373	WANGARI	CAROLINE WANGECHI	WIFE		17/06/1985	F	1/7/2019	-	25,000			
374	MAINA	HENRY WANYOIKE	SON		10/10/2007	M	1/7/2019	-	25,000			

375	MAINA	TERRYANNE NJOKI	DAUGHTER		18/12/2012	F	1/7/2019	-	25,000			
376	KIURA	JAMES KARIGUA	MEMBER	M+3	1/1/1964	M	1/7/2019	300,000	25,000	50,000	50,000	
377	KARIGUA	JANE MUTHONI	WIFE		1/1/1970	F	1/7/2019	-	25,000			
378	KARIGUA	ANN NYAWIRA	DAUGHTER		1/1/2002	F	1/7/2019	-	25,000			
379	KARIGUA	FLASIA WANGARI	DAUGHTER		1/1/2002	F	1/7/2019	-	25,000			
380	MUCHIRI	JOSEPH WACHIENI	MEMBER	M+5	1/1/1961	M	1/7/2019	300,000	25,000	50,000	50,000	
381	GIKUNJU	EUNICE WANGECHI	WIFE		14/06/1980	F	1/7/2019	-	25,000			
382	WACHIENI	SCHOLERSTICA WAIRIMU	DAUGHTER		25/11/1996	F	1/7/2019	-	25,000			
383	WACHIENI	ANNET NJERI	DAUGHTER		12/12/2000	F	1/7/2019	-	25,000			
384	WACHIENI	VINCENT MUCHIRI	SON		22/10/2005	M	1/7/2019	-	25,000			
385	WACHIENI	GERALD WAWERU	SON		17/07/2011	M	1/7/2019	-	25,000			
386	NGUGI	ESTHER KABOO	MEMBER	M+2	30/08/1990	F	1/7/2019	300,000	25,000	50,000	50,000	
387	KIARIE	PATRICK MUCHAI	HUSBAND		22/08/1978	M	1/7/2019		25,000			
388	MUCHAI	SHANELLE NYAMBURA	DAUGHTER		14/03/2017	F	1/7/2019		25,000			
389	MACHARIA	GEOFFREY MURIU	MEMBER	M+2	16/11/1987	M	1/7/2019	300,000	25,000	50,000	50,000	
390	MUKIIRI	NANCY KANJA	WIFE				1/7/2019		25,000			
391	MURIU	BRYAN MACHARIA	SON				1/7/2019		25,000			
392	GAKENYE	GRACE WAMUYU	MEMBER	M+1	5/3/1988	F	1/7/2019	300,000	25,000	50,000	50,000	
393	WAMUYU	COLLETA NYAMBURA	DAUGHTER		20/05/2009	F	1/7/2019	-	25,000			
394	WAMBUGU	PATRICK MWANGI	MEMBER	M+3	22/02/1981	M	1/7/2019	300,000	25,000	50,000	50,000	

395	KINYUA	BETH MAKENA	WIFE		20/09/1988	F	1/7/2019	-	25,000			
396	MWANGI	GLORY MUMBI	DAUGHTER		7/7/2008	F	1/7/2019	-	25,000			
397	MWANGI	GREGORY WAMBUGU	SON		23/06/2016	M	1/7/2019		25,000			
398	NGORONGO	ALICE NYAGUTHII	MEMBER	M+2	20/06/1990	F	1/7/2019	300,000	25,000	50,000	50,000	
399	MWAKULOMBA	PETER MGHANGA	HUSBAND		24/12/1982		1/7/2019		25,000			
400	MGHANGA	ANDRIAN MWAKULOMBA	SON		17/10/2010		1/7/2019		25,000			
401	MURIITHI	KIMONDO	MEMBER	M+2			1/7/2019	300,000	25,000	50,000	50,000	
402	WANJIKU	WANGECHI	WIFE				1/7/2019		25,000			
403	KIMONDO	NGIMA	DAUGHTER				1/7/2019		25,000			
404	KIGWA	ANTHONY MWANIKI	MEMBER	M+3	22/07/1990	M	1/7/2019	300,000	25,000	50,000	50,000	
405	WANGARI	RAHAB WAMBUI	WIFE		20/04/1989	F	1/7/2019		25,000			
406	MWANIKI	EDGER KIGWA	SON		5/8/2012	M	1/7/2019		25,000			
407	MWANIKI	LUCY GATHONI	DAUGHTER		20/11/2016	F	1/7/2019		25,000			
408	GITHUGU	MICHAEL NDEGWA	MEMBER	M+4	14/01/1980	M	1/7/2019	300,000	25,000	50,000	50,000	
409	WAITHIRA	PAULINE WAMBUI	WIFE		14/06/1981	F	1/7/2019		25,000			
410	NDEGWA	CHRISTIAN TIMOTHY GITHUGU	SON		16/05/2006	M	1/7/2019		25,000			
411	NDEGWA	BLESSING WANGUI MARY	DAUGHTER		21/09/2011	F	1/7/2019		25,000			
412	NDEGWA	JOHN GIFT IRUNGU	SON		8/6/2016	M	1/7/2019		25,000			
413	MURIUKI	JOHN MURAGURI	MEMBER	M+1	21/05/1968	M	1/7/2019	300,000	25,000			
414	MURAGURI	PAUL M	SON		23/05/2006	M	1/7/2019		25,000			

	KEY											
	Category A (Directors)	M=4	Category C (middle mgt)	M=1	Category D (Lower Mgt)	M=0	Category E (Rest of staff))	M=6	Category F (Contract staff))			M=1
	Category B (Top management)	M=0		M+1=2		M+1=2		M+1=4				M+1=6
		M+1=1		M+2=1		M+2=9		M+2=7				M+2=10
		M+2=0		M+3=1		M+3=8		M+3=10				M+3=9
		M+3=0		M+4=3		M+4=7		M+4=7				M+4=1
		M+4=3		M+5=1		M+5=3		M+5=3				M+5=1
			TOTAL	9		M+6=0		M+6=0	TOTAL			28
	TOTAL	4				M+7=1		M+7=0				
					TOTAL	30		M+8=2				
							TOTAL	39				
		Family size	No. of Families	Total Population								
		1	12	12								
		2	15	30								
		3	27	81								
		4	28	112								
		5	21	105								

		6	8	48								
		7	0	0								
		8	1	8								
		9	2	18								
		GRAND TOTAL		414								

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