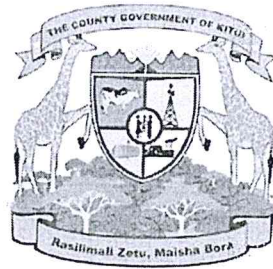


REPUBLIC OF KENYA



COUNTY GOVERNMENT OF KITUI

THE COUNTY ASSEMBLY

SECOND ASSEMBLY- FIFTH SESSION (2021)

COMMITTEE ON LABOUR AND SOCIAL WELFARE

**REPORT ON THE ASSESSMENT OF THE WELFARE
AND ENGAGEMENT OF WORKERS AT THE KITUI
COUNTY TEXTILE CENTRE (KICOTEC)**

The Clerk's Chamber,
County Assembly of Kitui,
Assembly Buildings,
Kitui, Kenya

FEBRUARY, 2021

TABLE OF CONTENTS

ABBREVIATIONS 3

1.0 PREFACE

1.0.1 Background 4

1.0.2 Mandate the Committee 4

1.0.3 Membership of the Committee 5

1.0.4 Terms of Reference 5

1.0.5 Methodology 6

1.0.6 Committee proceedings 6

1.0.7 Acknowledgement 6

2.0 VISIT TO KICOTEC 7

2.1 MEETING WITH WORKERS 8

2.2 MEETING WITH THE CEO AND HR 9

3.0 GENERAL FINDINGS AND OBSERVATIONS 10

4.0 RECOMMENDATIONS 14

5.0 CONCLUSION 15

ABBREVIATIONS

CEO	Chief Executive Officer
CGA	County Governments Act
KICOTEC	Kitui County Textile Centre
HR(M)	Human Resource (Management)
NHIF	National Hospital Insurance Fund
NSSF	National Social Security Fund
PAYE	Pay As You Earn
SRC	Salaries and Remuneration Commission.

ANNEXURES

Annex 1-	Signed Members' list adopting the Report
Annex 2-	Letter on KICOTEC employees grievances leading to strike
Annex 3-	Distribution of workers at KICOTEC as at December, 2020
Annex 4-	Sample contract document of KICOTEC workers engagement contract
Annex 5-	No. of workers engaged at KICOTEC as at 24 th February, 2020, workers and length per shift
Annex 6-	Evidence of remittance of statutory deductions
Annex 7-	Up to date list of Debtors and Creditors

1.0 PREFACE

Mr. Speaker,

It is my pleasure to present the Report by the Committee on Labour and Social Welfare on the Assessment of the Welfare and Engagement of Workers at the Kitui County Textile Centre (KICOTEC).

1.0.1 Background

Mr. Speaker,

On 23rd November 2020 KICOTEC workers went on strike for the second time with the first strike having occurred on 18th August 2020, alleging that they had not been paid their wages for the months of June and July and no reasonable explanation was given for this non-payment. They further alleged that they had not signed contracts of engagement, with no explanation offered for this. Further, their salaries are usually paid late most of the time causing them to secure loans so as to be able to pay their bills, amongst other workers welfare issues discussed later in this report.

The Committee on Labour and Social Welfare had also received a complaint dated 19th November, 2020 on *KICOTEC employees grievances leading to strike (Annex 2)* outlining the workers grievances.

In view of the above, the Committee, in exercise of the County Assembly's oversight role decided to conduct an inquiry into the matter to determine the root cause of the strike and assess the workers welfare among other relevant issues with a view of making appropriate recommendations for consideration and adoption by the House.

1.0.2 Mandate the Committee

Mr. Speaker,

Sectoral Committees mandate, functions and roles are as stipulated in the County Assembly Standing Orders No. 190(5) and as contained in the second schedule that outlines the subject areas for consideration by sectoral committees. The limitation of the committee mandate is as outlined in Standing Order No. 192 (1).

Standing Order No. 190(5) outlines the functions of the Sectoral Committee as:

- i) To make reports and recommendations to the County Assembly as often as possible, including recommendation of proposed legislation.

- ii) To investigate, inquire into, and report on all matters relating to the mandate, management, activities, administration, operations and estimates of the assigned departments;
- iii) To investigate and inquire into all matters relating to the assigned departments as they may deem necessary, and as may be referred to them by the County Assembly;
- iv) To study and review all county legislation referred to it;
- v) To study, assess and analyze the relative success of the departments as measured by the results obtained as compared with their stated objectives.

1.0.3 Membership of the Committee

Mr. Speaker,

The Committee comprises of the following members:

- | | |
|--------------------------------|------------------|
| 1. Hon. Munyoki Mwinzi | Chairperson |
| 2. Hon. Charles Muthui Maema | Vice Chairperson |
| 3. Hon. Elizabeth Ndunge Peter | Member |
| 4. Hon. David Masaku | Member |
| 5. Hon. Nicholus Mwalali | Member |
| 6. Hon. Josephine Kavivi Mutie | Member |
| 7. Hon Boniface Kasina | Member |
| 8. Hon. David Thuvi | Member |
| 9. Hon. Anne M. Mumo | Member |
| 10. Hon. Fredrick Nthuri | Member |
| 11. Hon. Dejys Mukala | Member |

1.0.4 Terms of Reference

Mr. Speaker,

The Committee's terms of reference were to:

- 1. Determine the reasons as to why KICOTEC workers had not been paid their dues for the months in contention;
- 2. Assess the general welfare of the workers and challenges, if any, faced in execution of their duties;
- 3. Assess the distribution of workers engaged at KICOTEC per Sub County, Ward and determine if there is equitable distribution;
- 4. Inquire into any other relevant matter;
- 5. Compile a report with recommendations for tabling and consideration by the Assembly.

1.0.5 Methodology

Mr. Speaker,

The Committee adopted the following methodology:

1. Site visit to KICOTEC;
2. Invitations and interrogation of stakeholders;
3. Requests for information.

1.0.6 Committee proceedings

Mr. Speaker,

The Committee met the Chief Executive Officer (CEO) KICOTEC and the Acting Human Resource Manager to gather information on the matter under consideration and retreated to Pride Inn Azure- Nairobi as from 11th to 14th February, 2021 to compile this report. The outcome of the Committee proceedings is as outlined in this Report.

1.0.7 Acknowledgement

Mr. Speaker,

On behalf of the Committee on Labour and Social Welfare, I extend my gratitude to the Speaker, Members of the Committee, Office of the Clerk and the staff attached to the Committee for their continuous support, assistance, and commitment in executing their duties.

It is therefore my pleasant duty, on behalf of the Committee Labour and Social Welfare to present this Report and recommend it for consideration and adoption by the House.

SIGNATURE:  DATE: 02/03/2021

**HON. MUNYOKI MWINZI- M.C.A.,
CHAIRPERSON, COMMITTEE ON LABOUR AND SOCIAL
WELFARE,
COUNTY ASSEMBLY OF KITUI.**

2.0 VISIT TO KITUI COUNTY TEXTILE CENTRE (KICOTEC)

Mr Speaker,

The Committee visited KICOTEC on Friday 27th November, 2020 and met with M/s. Georgina Musembi the Acting Chief Executive Officer. She informed the Committee that:

1. KICOTEC has approximately four hundred and fifty (450) employees, with 95% being casuals and 5% seconded from the County Government of Kitui.
2. Since July 2020, the entity has been operating on its own revenue with no funding from the County Government of Kitui.
3. In its operations, it faces some challenges, particularly delays in receipt of funds owed to it by various entities. Its clients are majorly government entities and as at the date of the Committee's visit, it was owed about Kshs. 70 Million based on tenders/ orders awarded to the entity. (Annex 6).
4. Wages for August, September and October, 2020 have already been paid. However, June and July salaries were affected by transition of the payroll from the parent Ministry to an independent corporation. Kshs. 10 Million being salaries accrued for June was to be paid by the County Executive. As at the date of the Committee's visit, they had already resolved and settled Kshs. 2.5 Million remaining with a balance of Kshs. 7.5 Million.
5. For the June payments, the payment voucher had already been processed and was following up on the payments.
6. No workers have been dismissed, but due to the COVID-19 outbreak, two (2) week work shifts were introduced. Further, the entity is operating on an "Export Processing Zone (EPZ) model whereby the staff work based on orders (work available) and specific skills needed at any given time. Therefore, if there is work to be done, the employees are called upon to report to work.
7. The entity is not in a position to keep all the workers engaged on a full-time basis when there is no work due to the cost involved. There is also no retainer as the entity cannot afford it, noting that the entity relies on business (orders) to survive.
8. The wage bill ranges between Kshs. 8 Million monthly when working on two (2) week shifts to Kshs. 10 Million monthly when working on full time basis.

9. Currently, there is no provision for workers injury benefits payment as the entity cannot afford to pay, but there is a clinic within the institution.
10. She requested that the County Assembly should re-consider the requirement that the entity should get funding for three (3) years as it was pre-mature noting that the entity has been a corporation for one (1) year. In the alternative, the Assembly should consider establishing a conditional grant in the short term as the entity seeks business in the long-term.

The Committee also met two (2) workers who stated that:

1. They acknowledge that salary delays are normal but the only issue that arises is failure to inform them of future delays and the reasons for this.
2. Lack of orders affects the workers such that sometimes they don't work or work based on the skills that they possess, that is work in shifts.
3. Though half of June and July salaries have not yet been paid, they acknowledge that the wages will be paid.
4. In addition, most of them are paid about Kshs. 15,000 but from December, 2020 they will be paid Kshs. 19,900.
5. They have been able to achieve a lot since being employed at KICOTEC including ability to comfortably handle their expense including paying school fees, rent etc.

2.1 MEETING AND SUBMISSION BY KICOTEC EMPLOYEES

Mr Speaker,

Two (2) complainants appeared before the Committee on 3rd December, 2020 regarding their complaint dated 19th November, 2020 on *KICOTEC employees Grievances Leading to Strike. (Annex 2)*.

Their grievances were as follows:

1. Salary

They demanded payment of their July salary in full and June half salary which had been delayed for almost five (5) months as at the date of the complaint.

2. Contracts

Since July, the workers had not renewed their contracts and therefore the terms of engagement were not clearly outlined or known to them.

3. Working conditions

Employees have been working for two (2) weeks only in a month and the earnings are minimal and cannot sustain their monthly expenditure like rent, fees, food, etc. Therefore they would like to be working the whole month to be able to earn sufficient funds to sustain them.

4. Remittance of statutory deductions

Statutory deduction like NHIF, NSSF, PAYE are usually deducted from salaries and not remitted to the relevant institutions. As a result, the workers have to pay hospital bills by cash which is unfair. KICOTEC should therefore remit the relevant statutory deductions.

5. Overtime, weekend and targets

While employees sometimes work over the weekends, they are not paid overtime allowances, unlike employees in the County Ministries. KICOTEC should therefore normalize the practice of paying them for any overtime work done. Further, the entity usually sets targets, some of which are abnormal targets and therefore cannot be achieved on time.

6. Job IDs and Payslips

The Centre has taken abnormally long to issue job IDs despite photos being taken. In addition, the workers should be issued with payslips to enable them know their earnings and deduction made.

2.2 MEETING WITH KICOTEC OFFICIALS

Mr Speaker,

The Committee met the following KICOTEC officials on 3rd December, 2020 to deliberate on various issues touching on KICOTEC employees:

1. M/s Georgina Musembi Chief Executive Officer- KICOTEC;
2. Mr. Benjamin Musembi Acting Human Resource Manager –
KICOTEC.

They responded to the various issues raised as follows:

1. Salaries

Salaries for the month of June, 2020 had already been paid while the salary for the month of July, 2020 would be paid once the supplementary budget is

approved or after receipt of money/ payment from debtors after dispatch of the orders placed.

2. Employees' contracts

The Human Resource Office – KICOTEC had already sorted out the issue of contract renewal for the months of November, December and January in accordance to the Salary and Remuneration Commission (SRC) guidelines (Annex 4).

3. Remittance of Statutory Deductions

All the statutory deduction, that is NSSF, NHIF and PAYE had already been remitted to the concerned institutions and the payments have been to date.

4. Overtime & Weekends

All KICOTEC orders are processed within a time frame in order for the Centre to break even. The Centre has to set targets in order to make profits for sustainability and the workers are only recalled when the company has an order to process.

5. Job identification Cards and pay slips

It is difficult to issue pay slips since they are system generated and work at KICOTEC is done on piecemeal. However, all the members of staff have been issued with the job identification cards.

6. Payment of overtime and motivation plan

The workers are paid for eight (8) hours per day and any extra hours are accumulated to compensate for the time they were not at work to pay per month.

3.0 FINDINGS AND OBSERVATIONS

Mr. Speaker,

The Committee made the following findings and observations:

1. As at 3rd December, 2020 KICOTEC had engaged a total of four hundred and seventy three (473) casuals (Annex 3), while as at 31st January 2021, the entity had engaged 337 casuals (Annex 5).

The distribution of the casuals per Sub County and Ward as at 3rd December, 2020 is as below:

No.	Sub County and Ward	Number of workers	Percentage share (%)
I)	Kitui South	46	9.7%
1.	Athi	5	1.1%
2.	Ikanga/ Kyatune	6	1.3%
3.	Ikutha/ Kasaala	5	1.1%
4.	Kanziko/ Simisi	7	1.5%
5.	Mutha	11	2.3%
6.	Mutomo/Kibwea	12	2.5%
II)	Kitui East	54	11.4%
1.	Chuluni	14	3%
2.	Endau/ Malalani	8	1.7%
3.	Mutito/ Kaliku	5	1.1%
4.	Nzambani	9	1.9%
5.	Voo Kyamatu	8	1.7%
6.	Zombe Mwitika	10	2.1%
III)	Kitui Rural	50	10.6%
1.	Kanyangi	9	1.9%
2.	Kisasi	13	2.7%
3.	Mbitini	8	1.7%
4.	Yatta Kwa Vonza	20	4.2%
IV)	Kitui West	62	13%
1.	Kauwi	13	2.7%
2.	Kithumula/ Kwa Mutonga	9	1.9%
3.	Matinyani	32	6.8%
4.	Mutonguni	8	1.7%
V)	Mwingi West	38	8%
1.	Kiomo/ Kyethani	12	2.5%
2.	Kyome Thaana	9	1.9%
3.	Migwani	7	1.5%
4.	Nguutani	10	2.1%
VI)	Mwingi Central	45	9.5%
1.	Kivou	6	1.3%
2.	Mui	6	1.3%

3.	Nguni	5	1.1%
4.	Nuu	7	1.5%
5.	Waita	5	1.1%
6.	Mwingi Central	16	3.4%
VII)	Kitui Central	146	30%
1.	Kyangwithya East	24	5.1%
2.	Kyangwithya West	32	6.8%
3.	Miambani	10	2.1%
4.	Mulango	28	5.9%
6.	Kitui Central	52	11%
VIII)	Mwingi North	32	6.8%
1.	Kyuso	11	2.3%
2.	Mumoni	7	1.5%
3.	Ngomeni	6	1.3%
4.	Tharaka	2	0.4%
5.	Tseikuru	6	1.3%
TOTAL		473	100%

It is evident that there is no equity and balancing in the distribution of KICOTEC workers among the Sub Counties and Wards. At 30%, Kitui Central Sub County had the highest number of workers while Mwingi North Sub County had the lowest number at 6.8%.

Tharaka Ward had the lowest number of workers engaged at 0.4%, compared to Kitui Central Ward with the highest number at 11%.

3. Article 56(b) of the Constitution requires the state to put in place affirmative action programmes designed to ensure that minorities and marginalized communities are provided special opportunities for access to employment. However, this legal provision has not been adhered to in the engagement of workers at KICOTEC noting that Tharaka Ward had the lowest number of workers engaged, despite its residents being considered part of the minorities and marginalized communities in Kitui County.
4. KICOTEC does not have a retainer (fee paid for service needed) to ensure that workers are paid on a full- time basis, whether working part time or full time, with the excuse that the entity cannot afford it. As a result, workers engaged on two (2) week shifts are poorly paid, disadvantaged and cannot afford to lead a decent and comfortable life.

5. The Work Injury Benefits Act requires every employer to provide insurance cover for all the employees against bodily injury, disease or death sustained and arising in the course of employment. The Corporation does not have workers compensation insurance or funds to cover any injuries that may occur in the course of duty.
6. As at 31st January, 2021, KICOTEC workers were engaged in one shift of eight (8) hours running from 8:00 AM to 5:00 PM (Annex 5).
Previously, two-week work shifts were introduced because of the COVID 19 pandemic and also depending on the availability of business (tenders given to the entity). While the entity has a marketing department, insufficient business to keep the workers engaged on full time basis indicates lack of aggressive marketing campaigns to source for business.
7. While it may not be possible to issue the workers with pay slips, the entity can reduce the workers payments into formal documents to be issued every month showing earnings and deductions for each worker and this will reduce complaints.
8. Despite the fact that the corporation has a human resource office, the numerous complaints ranging from non- remittance of statutory deductions, non- payment of overtime to lack of statutory insurance indicates that there is a gap in the management of the human resource function and calls for a better management to avoid litigation in future.
9. As at 24th February, 2021, the salaries for the months in contention had been paid and statutory deductions like NHIF, NSSF and PAYE had been remitted to the relevant institutions (Annex 6).
This notwithstanding, the statutory deductions are rarely remitted on time, despite being deducted every month. Particularly regarding NHIF, workers often have to offset medical bills out of pocket which is unfair to them as they make monthly contributions.
10. While the CEO requested the Assembly to re-consider the requirement that a County corporation should get funding for three (3) years as the decision to stop funding was premature, noting that KICOTEC has been a corporation for one (1) year, or consider establishing a conditional grant in the short term, no formal request for this has been made to the County Assembly, neither has a comprehensive report on financial standing of the entity has been submitted for consideration to enable the House make appropriate recommendations.

11. As at 24th February, 2021, KICOTEC had current creditors amounting to Kshs. 66,964,332.80 and current debtors amounting to Kshs. 106,548,399.00 (Annex 7). Therefore, the net current assets are negative indicating that the entity will have liquidity challenges in the short term.

4.0 RECOMMENDATIONS

Mr. Speaker,

Based on the above findings and observations, the Committee makes the following recommendations:

1. Going forward, KICOTEC should ensure that there is equal and fair distribution of workers among the Sub Counties and Wards, while giving special consideration to minorities and marginalized communities. This will ensure that there is equity and fairness among the Sub Counties and Wards as far as engagement of workers is concerned, as well as advance the provisions of Article 56(b) of the Constitution which calls for affirmative action programmes to ensure that minorities and marginalized communities are provided with special opportunities for access to employment.
2. KICOTEC should engage workers on a monthly retainer of at least Kshs. 15,000 per month which will ensure that whether they work in shifts or not, they can lead decent and comfortable lives.
3. In adherence to the requirements of the Work Injury Benefits Act, the Corporation provide insurance cover for all the employees against bodily injury, disease or death sustained and arising in the course of employment. Further, it should put in place any other necessary measures to ensure a safe and healthy work place.
4. The Corporation's marketing department should be more robust in conducting aggressive marketing campaigns which will be vital in attracting business for the entity. This will ensure that there is sufficient work to ensure that workers can be engaged on a full- time basis and improve the financial standing of the entity.
5. The KICOTEC human resource office should be more vibrant and ensure that HR matters are handled professionally and expeditiously to avoid staff unrest, strikes, unfair labour practices and litigation. The entity can also consider engaging the County Public Service Board to assist them in execution of this function.

6. Going forward, the Corporation should normalize timely payment of salaries and remittance of statutory deductions to the relevant entities, or informing the workers of any impending delays. It should also issue workers with official documents showing their earnings and deductions each month. This will play a role in reducing staff unrest and lead to increased staff morale.
7. KICOTEC should formalize its request for issuance of either a conditional grant or re-consideration of three years funding to the entity and submit a comprehensive report on the financial standing of the entity which will enable the House to consider its request and make appropriate recommendations on the matter.
8. The County Corporation will need to put in place alternative financing options failure to which the debtors may make a run on the corporation and irredeemably disrupt operations.

5.0 CONCLUSION

Mr. Speaker,

In conclusion, the Committee notes that addressing the issues raised in this report and the challenges faced by workers engaged at KICOTEC will lead to improved and effective service delivery at the the County Corporation.

We, the members of the Committee on Labour and Social Welfare, hereby affix our signatures to confirm our approval and authenticity of this report:

<u>NAME</u>	<u>DESIGNATION</u>	<u>SIGNATURE</u>
1. Hon Munyoki Mwinzi	Chairperson	
2. Hon Charles Maema	Vice Chairperson	
3. Hon Nicholas Mwalali	Member
4. Hon David Masaku	"
5. Hon Elizabeth Ndunge Peter	"
6. Hon. Fredrick Nthuri	"	
7. Hon. David Thuvi	"	
8. Hon. Anne M. Mumo	"	
9. Hon. Deiys Mukaia	"	
10. Hon Josephine Mutie	"	
11. Hon Boniface Kilaa	"	





Date: 19/11/2015

PROTEC EMPLOYEES GRIEVANCES LEADING TO STRIKE

① ~~THE~~ SALARY.

→ We demand our June and July salary which has been delayed for almost five month now.

→ We the employees in ~~one~~ unity we will keep our tools down until when we get the payments of half June and full month of July.

→ Whoever decided to pay us August, September and October without paying our fifteen days of June and our full salary of July must know that we demand it now.

→ We request to know our payment date in order to programme ourselves well.

Date.

No.

② CONTRACTS:

→ Since July we have not signed any contract might this be one of the reason why our July salaries have been delayed?

→ We demand our contracts which we will not agree to sign one copy they must be either two or three copies.

→ We have agreed never to work again before signing a contract which states our agreements with the employer so before one contract expires the next must be ready.

→ We will not resume to work until we sign the July contract, August - October contract and November 2020 - October 2021.

③ FAIRNESS.

→ The management of the company must exercise fairness to all employees
i.e. (i) Issue a notice before sending some employees home.

(ii) Employees to be let to work equal days.

④ WORKING CONDITION

→ The act of employees working two weeks in a month is not good so it must be change since what the employees earn in those two weeks can't sustain them for a month because they pay rent, fees want to eat. and also support their entire family members.

Date.

No.

③ FAIRNESS.

→ The management of the company must exercise fairness to all employees
i.e. (i) Issue a notice before sending some employees home.

(ii) Employees to be let to work equal days.

④ WORKING CONDITION

→ The act of employees working two weeks in a month is not good so it must be change since what the employees earn in those two weeks can't sustain them for a month because they pay rent, fees want to eat. and also support their entire family members.

Date.

No.

⑤ NHIF / ~~AND~~ NSSF / MADSON AND POSTBANK.

→ We demand our money which has already been deducted from our salaries to either for NHIF or NSSF or Madson or Postbank to be deposited in ~~an~~ those respective accounts immediately.

→ We are tired of paying hospital bills yet we pay NHIF.

⑥ OVERTIMES AND WEEKENDS AND TARGETS

→ We need a clarification on what we will be working for overtime like the other employees in other offices and companies.

→ On weekend saturday usually has five working days so we demand to go back to that routine and any extra hour from there must be counted as overtime.

Date.

No.

→ While setting targets they must be smart s-specific

M - Measurable

A - Attainable

R - Realistic

T - Timable.

→ We stand together to say no to abnormal targets and we assure you if you give smart targets we will fulfill your desires by achieving them in time.

⑦ JOB IDS AND PAYS LIPS.

→ It has been long time after we were taken photos for Job Id's now we are asking how did that end or when are we to get them.

→ We request the management to be giving us payslips ~~for~~ so that we be able to see our money particulars well.

KITUI COUNTY TEXTILE CENTRE

Cell Phone: 0798151515,
0707444111, 0207846779

Email: kicotec@kitui.go.ke



KICOTEC BUILDINGS
P.O BOX 72 -90200
KITUI

KITUI COUNTY ASSEMBLY REPORT ON KICOTEC PAYROLL SUMMARY AND CASUALS BIO DATA PER WARD

INTRODUCTION

Kitui County Textile Centre is a Corporation under County Corporations Act, 2019 (Kenya Gazette Supplement No. 7 Kitui County Acts No. 4) and subsequent KICOTEC Regulations, 2019 (No. 4 of 2019). KICOTEC is managed by Board of Management (Table 1) gazetted on 12th February, 2020.

Table 1 - Kicotec Board of Management

S/NO	NAMES	POSITION
1	Patrick Wambua King'ole	Chairman
2	Caroline Musango	Member
	Ann Mutave Peter	Member
4	Isaa Maluki	Member
5	Brian Wambua	Member
6	Justus Kalii Makau (Dr)	Member
7	Enock Kimanzi Nguthu	Member

A). Kicotec Payroll Summary for the Last Six Months:

KICOTEC has engaged 0.8% Employees seconded from the County Government, 2.05% skilled labor and 97.13% unskilled labor.

The following table shows KICOTEC Payroll Summary for the last six (6) months i. e May, Jun, July, August, September and October, 2020. During the start of 2020/2021 Financial year, there were additional (147) one hundred and forty seven who were trained for three (3) months at KICOTEC and engaged.

During the month of September and October, 2020 KICOTEC Management introduced two weeks shifts for the Casuals following the directives from the ministry of Health. The shifts led to enhanced safety health measures by the factory administration to curb the spread of COVID-19 and further ensured that Employees are safe at work.

Table 2.

KICOTEC PAYROLL SUMMARY FOR THE LAST SIX MONTHS	
MONTH	GROSS SALARY
May-2020	5,674,082.50
Jun-2020	5,477,086.30
Jul-2020	8,062,570.58
Aug-2020	8,288,481.94
Sep-2020	5,008,112.15
Oct-2020	5,474,019.42
TOTAL	37,984,352.89

B). KICOTEC Casuals Bio Data per Ward;

Currently KICOTEC has engaged (473) four hundred and seventy three Casuals on three months renewable contracts based on the employees' individual performance. Attached is the Casuals distribution per Ward.

KICOTEC CASUALS BIO DATA PER WARD

S/N O	NAME	SUB COUNTY	WARD
1	CAROLYN WAVINYA MWANIA	KITUI SOUTH	ATHI
2	MERCY MWENDE MICHAEL	KITUI SOUTH	ATHI
3	NTHUKA KYUNGU	KITUI SOUTH	ATHI
4	VELESI MUMBE JOB	KITUI SOUTH	ATHI
5	CATHERINE NDUKU MUTIO	KITUI SOUTH	ATHI
6	DAMARIS KATUNGI JOHN	KITUI EAST	CHULUNI
7	MARY KAMBUA	KITUI EAST	CHULUNI
8	MUTANU PAUL	KITUI EAST	CHULUNI
9	REBECCA KAVESA NYAMAI	KITUI EAST	CHULUNI
10	DAMARIS MUKAI	KITUI EAST	CHULUNI
11	FELISTUS MUSANGI THOMAS	KITUI EAST	CHULUNI
12	FLORENCE MUSANGI MUEKE	KITUI EAST	CHULUNI
13	FRANCISCAH KANINI NGAU	KITUI EAST	CHULUNI
14	MARY NZENGULA NYAMAI	KITUI EAST	CHULUNI
15	VERONICAH MUTIO MUTHEMBWA	KITUI EAST	CHULUNI
16	WAMBUA KIEMA	KITUI EAST	CHULUNI
17	SERAH MUKAI SAMUEL	KITUI EAST	CHULUNI
18	ROSE MUMBUA KILUNDA	KITUI EAST	CHULUNI
19	PROMINA NGINA MUTHOKA	KITUI EAST	CHULUNI
20	SHADRACK KISOVI MBATHI	KITUI EAST	ENDAU /MALALANI
21	PATRICIA LENA MWENDWA	KITUI EAST	ENDAU /MALALANI
22	FELISTUS KAMENE KIOKO	KITUI EAST	ENDAU /MALALANI
23	ZIPPORA MUNYWA PETER	KITUI EAST	ENDAU /MALALANI
24	BRIAN MULONZYA	KITUI EAST	ENDAU/ MALALANI
25	MUSENYA KANYWA	KITUI EAST	ENDAU/MALALANI
26	MERCY MUMBE	KITUI EAST	ENDAU/MALALANI
27	PAULINE MUENI MUJO	KITUI EAST	ENDAU/MALALANI
28	ESTHER KILONZO	KITUI SOUTH	IKANGA /KYATUNE
29	JANE KALENGA	KITUI SOUTH	IKANGA/ KYATUNE
30	ANNASTICIA APHIA KIMWELE	KITUI SOUTH	IKANGA/KYATUNE
31	NAOMI MUTHEU MUNDA	KITUI SOUTH	IKANGA/KYATUNE
32	RAHERI WANZA	KITUI SOUTH	IKANGA/KYATUNE
33	GRACE MWKALI NZOMO	KITUI SOUTH	IKANGA/KYATUNE

34	FAITH KATANU MWANZA	KITUI SOUTH	IKUTHA /KASAALA
35	JANET WANZA KILI	KITUI SOUTH	IKUTHA/KASAALA
36	MARY MALIA KILONZO	KITUI SOUTH	IKUTHA/KASAALA
37	STELLAMARIS KALUMU MUSAU	KITUI SOUTH	IKUTHA/KASAALA
38	ZIPPORAH NDINDA MUASYA	KITUI SOUTH	IKUTHA/KASAALA
39	NZULA NDUME	KITUI RURAL	KANYANGI
40	EMILY NTHAMBI NGOVI	KITUI RURAL	KANYANGI
41	FRIDAH MUMBUA MUASYA	KITUI RURAL	KANYANGI
42	JANET NDUKU KASINGA	KITUI RURAL	KANYANGI
43	SERAH MUENI MUTHUSI	KITUI RURAL	KANYANGI
44	SIZZLA MUTUA	KITUI RURAL	KANYANGI
45	ELIZABETH VELELA	KITUI RURAL	KANYANGI
46	JACKLINE KITHOME	KITUI RURAL	KANYANGI
47	EVERLYN W WAMBUA	KITUI RURAL	KANYANGI
48	JANE SYENGO	KITUI SOUTH	KANZIKO/SIMISI
49	NANCY NDUKU MUTHAMI	KITUI SOUTH	KANZIKO/SIMISI
50	DORCAS NDINDA	KITUI SOUTH	KANZIKO/SIMISI
51	JUDY MWENDE PHILIP	KITUI SOUTH	KANZIKO/SIMISI
52	SARAH KATHEI KIOKO	KITUI SOUTH	KANZIKO/SIMISI
53	FAITH NDAU	KITUI SOUTH	KANZIKO/SIMISI
54	MARY MUSYA	KITUI SOUTH	KANZIKU/SIMISI
55	COSMAS MUEMA MWANDIKWA	KITUI WEST	KAUWI
56	NICODEMUS MUMO RAEI	KITUI WEST	KAUWI
57	ONESMUS MALUKI.	KITUI WEST	KAUWI
58	DORCUS MUTONGOI SAMMY	KITUI WEST	KAUWI
59	ERICK NGUTHU KATHUKYA	KITUI WEST	KAUWI
60	GEORGE KITHUKU KAUNDU	KITUI WEST	KAUWI
61	MARY MUMBUA YULA	KITUI WEST	KAUWI
62	ZIPPORAH KANYAA SAMMY	KITUI WEST	KAUWI
63	CHARITY MWENDE KITAVI	KITUI WEST	KAUWI
64	IRENE MWATHA JIMMY	KITUI WEST	KAUWI
65	AMBROSE KILONZO KIANGA	KITUI WEST	KAUWI
66	PETRONILA HELLEN KILONZI	KITUI WEST	KAUWI
67	PURITY BELITA	KITUI WEST	KAUWI
68	ROSE KATANGWA MUTISYA	MWINGI WEST	KIOMO KYATHANI

69	BEATRICE KASYOKA	MWINGI WEST	KIOMO KYETHANI
70	GRACE MUTHUI MARTHA	MWINGI WEST	KIOMO KYETHANI
71	JACINTA WANJIKU MUSYIMI	MWINGI WEST	KIOMO KYETHANI
72	HELLEN MUE WANZA	MWINGI WEST	KIOMO/ KYETHANI
73	RISPER MWENDE NZUNZA	MWINGI WEST	KIOMO/KYETHANI
74	SABINA NDANU	MWINGI WEST	KIOMO/KYETHANI
75	FELISTUS MWENDE	MWINGI WEST	KIOMO/KYETHANI
76	LUCY MULU	MWINGI WEST	KIOMO/KYETHANI
77	WINROSE KIVINDA KASAANI	MWINGI WEST	KIOMO/KYETHANI
78	JANET KIMANZI KANINI	MWINGI WEST	KIOMO/KYETHANI
79	LILIAN MWIKALI	MWINGI WEST	KIOMO/KYETHANI
80	BENSON KILONZO	KITUI RURAL	KISASI
81	GLORIA MUTHINI NYAMAI	KITUI RURAL	KISASI
82	MUTIO MWIKALI	KITUI RURAL	KISASI
83	ALEXANDER MUSYOKA	KITUI RURAL	KISASI
84	CHARLES VUNDI SAMMY	KITUI RURAL	KISASI
85	FLORENCE KALUKI MULI	KITUI RURAL	KISASI
86	RABECAH MWENDE MUTUKU	KITUI RURAL	KISASI
87	RUTH MUTUA	KITUI RURAL	KISASI
88	SARA MASILA	KITUI RURAL	KISASI
89	CATHERINE KAVENGI NGALA	KITUI RURAL	KISASI
90	RUTH KILONZO SYOVINYA	KITUI RURAL	KISASI
91	FLORENCE NDANU MBALUKA	KITUI RURAL	KISASI
92	ALFRED MUTUA	KITUI RURAL	KISASI
93	BIBIANA MUTHUI MBULI	KITUI WEST	KITHUMULA/KWA MUTONGA
94	FREDRICK KUSENYA KIMILU	KITUI WEST	KITHUMULA/KWA MUTONGA
95	KANINI SAMUEL	KITUI WEST	KITHUMULA/KWA MUTONGA
96	EMMA MUNYALO	KITUI WEST	KITHUMULA/KWA MUTONGA
97	CHRISTINA MUTINDI	KITUI WEST	KITHUMULA/KWA MUTONGA
98	JANET KAMULA	KITUI WEST	KITHUMULA/KWA MUTONGA
99	JESSE NZILU	KITUI WEST	KITHUMULA/KWA MUTONGA
100	MWENDE NGUTHU	KITUI WEST	KITHUMULA/KWA MUTONGA
101	TERESIA KAVATA WAMBUA	KITUI WEST	KITHUMULA/KWA MUTONGA
102	MARY MUMBE MULONZYA	MWINGI CENTRAL	KIVOU
103	ANGELA KATUNGE MUKONGA	MWINGI CENTRAL	KIVOU

104	CELESTINE MWIKALI MUTHAISU	MWINGI CENTRAL	KIVOU
105	JANE MUNYOKI	MWINGI CENTRAL	KIVOU
106	LUCY N KATUTA	MWINGI CENTRAL	KIVOU
107	WILSON MUTHUI KIVAI	MWINGI CENTRAL	KIVOU
108	AGNES SYUKAU	KITUI CENTRAL	KYANGWITHYA EAST
109	DORCAS MUENDO	KITUI CENTRAL	KYANGWITHYA EAST
110	EVERLYNE MWIA NGUSU	KITUI CENTRAL	KYANGWITHYA EAST
111	GLADYS SUSAN MUSYOKI	KITUI CENTRAL	KYANGWITHYA EAST
112	MARY MALI PETER	KITUI CENTRAL	KYANGWITHYA EAST
113	PAULINE SYONYAA KINUVA	KITUI CENTRAL	KYANGWITHYA EAST
114	ALEX KILONZO MUTUA	KITUI CENTRAL	KYANGWITHYA EAST
115	CATHERINE KAVUU MWIKYA	KITUI CENTRAL	KYANGWITHYA EAST
116	ELIZABETH KALENGA	KITUI CENTRAL	KYANGWITHYA EAST
117	ISABELLA M. MUNYI	KITUI CENTRAL	KYANGWITHYA EAST
118	JACINTA MWISIWA KILONZO	KITUI CENTRAL	KYANGWITHYA EAST
119	JACINTA MWIKALI KIMANZI	KITUI CENTRAL	KYANGWITHYA EAST
120	JOHN YUNGA	KITUI CENTRAL	KYANGWITHYA EAST
121	REGINAH KANYAA KYALO	KITUI CENTRAL	KYANGWITHYA EAST
122	REUBEN MAUNDU	KITUI CENTRAL	KYANGWITHYA EAST
123	WINROSE MULANDI WANGO	KITUI CENTRAL	KYANGWITHYA EAST
124	MARIA KATHEU MULEVU	KITUI CENTRAL	KYANGWITHYA EAST
125	REGINA KYALO	KITUI CENTRAL	KYANGWITHYA EAST
126	ELIZABETH KATENGE	KITUI CENTRAL	KYANGWITHYA EAST
127	ABIGAIL KAVINYA ANTHONY	KITUI CENTRAL	KYANGWITHYA EAST
128	JUSTUS KASYI JOSEPH	KITUI CENTRAL	KYANGWITHYA EAST
129	RACHEAL KATHINI	KITUI CENTRAL	KYANGWITHYA EAST
130	HELLEN VAATI KITILI	KITUI CENTRAL	KYANGWITHYA EAST
131	FAITH MWIKALI MUNENE	KITUI CENTRAL	KYANGWITHYA EAST
132	HELLEN KIMWE MULUNDI	KITUI CENTRAL	KYANGWITHYA WEST
133	MWANZIA PAUL	KITUI CENTRAL	KYANGWITHYA WEST
134	EVERLYNE NZAMBI MALUNDA	KITUI CENTRAL	KYANGWITHYA WEST
135	WAMBUA PHILIP	KITUI CENTRAL	KYANGWITHYA WEST
136	HELLEN KAVUTHA	KITUI CENTRAL	KYANGWITHYA WEST
137	AGNES KAVETHA	KITUI CENTRAL	KYANGWITHYA WEST
138	DAVID WILLIUM	KITUI CENTRAL	KYANGWITHYA WEST

139	DIANA PURITY MUNYIKA	KITUI CENTRAL	KYANGWITHYA WEST
140	DORCAS MWENDE NGUTHU	KITUI CENTRAL	KYANGWITHYA WEST
141	FELISTUS MUTIE	KITUI CENTRAL	KYANGWITHYA WEST
142	GRACE MUNZAA MUSYIMI	KITUI CENTRAL	KYANGWITHYA WEST
143	HELLEN MAWIA MBOSYO	KITUI CENTRAL	KYANGWITHYA WEST
144	MARY WAYUA SIMON	KITUI CENTRAL	KYANGWITHYA WEST
145	MONICA MULEWA MUMO	KITUI CENTRAL	KYANGWITHYA WEST
146	MUSYOKA SUSA	KITUI CENTRAL	KYANGWITHYA WEST
147	NICODEMUS MWAKI MUIMI	KITUI CENTRAL	KYANGWITHYA WEST
148	ONESMUS M KAVETHA	KITUI CENTRAL	KYANGWITHYA WEST
149	SHALYNE MULATYA	KITUI CENTRAL	KYANGWITHYA WEST
150	STELLA NTHENYA MULI	KITUI CENTRAL	KYANGWITHYA WEST
151	WINFRED K MOKI	KITUI CENTRAL	KYANGWITHYA WEST
152	GIBSON MUSYOKA	KITUI CENTRAL	KYANGWITHYA WEST
153	KALEKYE NZYOKA	KITUI CENTRAL	KYANGWITHYA WEST
154	PURITY MWIKALI MAKAO	KITUI CENTRAL	KYANGWITHYA WEST
155	FELIX MUTIA MUNANIE	KITUI CENTRAL	KYANGWITHYA WEST
156	CHRISTINE MWIKALI KATANA	KITUI CENTRAL	KYANGWITHYA WEST
157	JAMES MUTUA MULUNDI	KITUI CENTRAL	KYANGWITHYA WEST
158	PETRONILA SYOMITI	KITUI CENTRAL	KYANGWITHYA WEST
159	BENJAMIN KILUNGU	KITUI CENTRAL	KYANGWITHYA WEST
160	COLLINS KILONZO	KITUI CENTRAL	KYANGWITHYA WEST
161	ESTHER KASYOKA MUTUA	KITUI CENTRAL	KYANGWITHYA WEST
162	GRACE MBETE MAKAU	KITUI CENTRAL	KYANGWITHYA WEST
163	PATRICK KATUMI	KITUI CENTRAL	KYANGWITHYA WEST
164	CHRISTINE KANYIVA SAMMY	MWINGI WEST	KYOME THAANA
165	GRACE TITUS	MWINGI WEST	KYOME THAANA
166	LILLIAN MUNANYE MWENDWA	MWINGI WEST	KYOME THAANA
167	CHRISTINE MUTWA MALUKI	MWINGI WEST	KYOME THAANA
168	KASYOKA MUTIA GLADYS	MWINGI WEST	KYOME THAANA
169	LUCY KAVATA MWANGANGI	MWINGI WEST	KYOME THAANA
170	FRIDER KOLA MBITI	MWINGI WEST	KYOME/THAANA
171	LILLIAN MUSEO KITHEKA	MWINGI WEST	KYOME/THAANA
172	TELESIAH LEMA NGITE	MWINGI WEST	KYOME/THAANA
173	PETER MWEMA MUSYOKI	MWINGI NORTH	KYUSO

174	REBECCA MWENDE KIMWELE	MWINGI NORTH	KYUSO
175	ANNA MUENI MUSYOKI	MWINGI NORTH	KYUSO
176	DANIEL KINYWA MUTEMI	MWINGI NORTH	KYUSO
177	JENIFFER MAWIA WAMBUA	MWINGI NORTH	KYUSO
178	JOSEPH MAKAU MUSYOKA	MWINGI NORTH	KYUSO
179	MAWIA MBUVI	MWINGI NORTH	KYUSO
180	PRISCILLA MWENDE MATOI	MWINGI NORTH	KYUSO
181	TRANCY MUTEI WAMBUA	MWINGI NORTH	KYUSO
182	REBECCA MUTHAKYE MWENGA	MWINGI NORTH	KYUSO
183	MARY VAATI	KITUI NORTH	KYUSO
184	JOHN MUSEE MWENDWA	KITUI WEST	MATINYANI
185	LUCY MUSANGI	KITUI WEST	MATINYANI
186	NDUKU MANZI	KITUI WEST	MATINYANI
187	RHODA NGULUNGU	KITUI WEST	MATINYANI
188	JOHN KYALO MALOMBE	KITUI WEST	MATINYANI
189	FIDELIS MAWIA MUTUA	KITUI WEST	MATINYANI
190	BERNARD MUMO MULEI	KITUI WEST	MATINYANI
191	DOREEN MUENI MUTUNGA	KITUI WEST	MATINYANI
192	EMMANUEL MWILU MUEMA	KITUI WEST	MATINYANI
193	FRANCISCAH MUTHUNGU KANUKI	KITUI WEST	MATINYANI
194	GRACE VONZA	KITUI WEST	MATINYANI
195	JAMES MUTIA PETER	KITUI WEST	MATINYANI
196	MANDELA SAMMY	KITUI WEST	MATINYANI
197	MARY KAVATA KISIO	KITUI WEST	MATINYANI
198	MARY MUKOLA KASANGI	KITUI WEST	MATINYANI
199	NANCY MUNANIE MUMO	KITUI WEST	MATINYANI
200	PATRICK MUKALA KIMONI	KITUI WEST	MATINYANI
201	VERONICAH MARGARET PHILIP	KITUI WEST	MATINYANI
202	YVONE MULI MUEMA	KITUI WEST	MATINYANI
203	BERITA FREDINA JOHN	KITUI WEST	MATINYANI
204	DARIUS PETER MWINZI	KITUI WEST	MATINYANI
205	ELIZABETH JAMES KAVUA	KITUI WEST	MATINYANI
206	FRANCIS MUTHENGI	KITUI WEST	MATINYANI
207	JACKLINE MUNYOKI KAMENE	KITUI WEST	MATINYANI
208	KAVUTHA WILLIAM	KITUI WEST	MATINYANI

209	LAMEKI KAVULA MUTHENGI	KITUI WEST	MATINYANI
210	LUCKY MWANGI MULWA	KITUI WEST	MATINYANI
211	MERCY PHILIP	KITUI WEST	MATINYANI
212	SUSAN MUENI NZIOKA	KITUI WEST	MATINYANI
213	BEATRICE DAUDI	KITUI WEST	MATINYANI
214	SIMON MULI	KITUI WEST	MATINYANI
215	LILIAN MUSEMBI KAVEMBA	KITUI WEST	MATINYANI
216	ELIZABETH KAVINDU MALUKI	KITUI RURAL	MBITINI
217	NGILU REUBEN	KITUI RURAL	MBITINI
218	PRUTENCE YUMBYA REUBEN	KITUI RURAL	MBITINI
219	ANNA KALUMU NGANGA	KITUI RURAL	MBITINI
220	JANET MUTUA	KITUI RURAL	MBITINI
221	KAVUTHA KALEKYE	KITUI RURAL	MBITINI
222	NANCY N. KITOO	KITUI RURAL	MBITINI
223	COLLINS MUTUNGA MULU	KITUI RURAL	MBITINI
224	ELIZABETH WAYUA MWASI	KITUI CENTRAL	MIAMBANI
225	FLORENCE MUTETHYA MUTULA	KITUI CENTRAL	MIAMBANI
226	PENINAH KATUKU MUSYOKI	KITUI CENTRAL	MIAMBANI
227	STEPHEN MWANGANGI	KITUI CENTRAL	MIAMBANI
228	ROSE MWENDE	KITUI CENTRAL	MIAMBANI
229	ELIZABETH MUWETWA KILONZO	KITUI CENTRAL	MIAMBANI
230	ALEX MULI MUTEMI	KITUI CENTRAL	MIAMBANI
231	CAROLINE KYANDI	KITUI CENTRAL	MIAMBANI
232	ELIZABETH KAMBUA	KITUI CENTRAL	MIAMBANI
233	FELILSTUS NDUNGE	KITUI CENTRAL	MIAMBANI
234	NANCY NDANU PETER	MWINGI WEST	MIGWANI
235	AGNES MUNANIE MUTINDA	MWINGI WEST	MIGWANI
236	CEPHAS KAMAU	MWINGI WEST	MIGWANI
237	PURITY MWENDE MWANIKI	MWINGI WEST	MIGWANI
238	BERNARD MUIMI MONICA	MWINGI WEST	MIGWANI
239	BETH MUNYALO	MWINGI WEST	MIGWANI
240	FAITH WANZA MALONZA	MWINGI WEST	MIGWANI
241	ESTHER KALEKYE MUSYOKA	MWINGI CENTRAL	MUI
242	JENIFFER KOKI KYALO	MWINGI CENTRAL	MUI
243	BRETA KAVUTHA MUTEMI	MWINGI CENTRAL	MUI

244	BETH SYOMBUA	MWINGI CENTRAL	MUI
245	KATUNGE MUASYA	MWINGI CENTRAL	MUI
246	KOKA RACHAEL MUTUA	MWINGI CENTRAL	MUI
247	YVONNE KATHANI DAVID	KITUI CENTRAL	MULANGO
248	HILARY MWENDWA	KITUI CENTRAL	MULANGO
249	FELISTUS WAYUA	KITUI CENTRAL	MULANGO
250	KEN MUTINDA	KITUI CENTRAL	MULANGO
251	RYAN MUSEE MALOMBE	KITUI CENTRAL	MULANGO
252	SERAH MWIKALI KASEMBI	KITUI CENTRAL	MULANGO
253	ZIPPORAH KOKI MUMO	KITUI CENTRAL	MULANGO
254	ANN N. MUTUNGA	KITUI CENTRAL	MULANGO
255	ANN YUMBYA MWANGANGI	KITUI CENTRAL	MULANGO
256	GLADYS MWIKALI MBOYA	KITUI CENTRAL	MULANGO
257	LILLIAN MUTHEU TIMOTHY	KITUI CENTRAL	MULANGO
258	MARY WAMBUA	KITUI CENTRAL	MULANGO
259	MIKE BOSS KATHUVI	KITUI CENTRAL	MULANGO
260	RUTH MWENDE MASEKI	KITUI CENTRAL	MULANGO
261	SHARON KAVINYA KIMANZI	KITUI CENTRAL	MULANGO
262	SUSAN MWIKALI	KITUI CENTRAL	MULANGO
263	RUTH KAVATA JUMA	KITUI CENTRAL	MULANGO
264	ANN MUMBI ROBERT	KITUI CENTRAL	MULANGO
265	JANET KALI	KITUI CENTRAL	MULANGO
266	JOHNSON AHMED	KITUI CENTRAL	MULANGO
267	LEWIS KILONZO MBITHI	KITUI CENTRAL	MULANGO
268	STEPHEN SILA JOSEPH	KITUI CENTRAL	MULANGO
269	WINFRED MWENDE	KITUI CENTRAL	MULANGO
270	DENNIS MUTHUI MUNYAO	KITUI CENTRAL	MULANGO
271	ELIZABETH MUNYOKI	KITUI CENTRAL	MULANGO
272	CAROH MUSANGI	KITUI CENTRAL	MULANGO
273	FAITH MUKELI OLGARA	KITUI CENTRAL	MULANGO
274	EUNICE NZEMBI BONIFACE	KITUI CENTRAL	MULANGO
275	JANET MUTEI MUSILI	MWINGI NORTH	MUMONI
276	MONICAH KOKI	MWINGI NORTH	MUMONI
277	PATRICK MUKITI MUISYO	MWINGI NORTH	MUMONI
278	ROSE MWIKALI MULAKI	MWINGI NORTH	MUMONI

279	JENNIFER MBETE MUIMI	MWINGI NORTH	MUMONI
280	PENINAH MWENDE MULIWA	MWINGI NORTH	MUMONI
281	JACQUILINE KALUNDA MUTHUI	MWINGI NORTH	MUMONI
282	ELIZABETH MUENI JONATHAN	KITUI SOUTH	MUTHA
283	ANTONY KOMU SILI	KITUI SOUTH	MUTHA
284	JACINTA SYOMBUA MBOYA	KITUI SOUTH	MUTHA
285	GRIFFIN VAVU MASAU	KITUI SOUTH	MUTHA
286	STELLA NYIVA KAVWELE	KITUI SOUTH	MUTHA
287	HALIMA MBITHE JOHN	KITUI SOUTH	MUTHA
288	FRIDA AMINA NYAMAI	KITUI SOUTH	MUTHA
289	ANNA KAMENE MUTISYA	KITUI SOUTH	MUTHA
290	MUTHINI SAMSON	KITUI SOUTH	MUTHA
291	MWENDE PAUL	KITUI SOUTH	MUTHA
292	JACKLINE VAATI NGULA	KITUI SOUTH	MUTHA
293	DORCAS MWENDE MULWA	KITUI EAST	MUTITO/KALIKU
294	MARGARET KATENGE	KITUI EAST	MUTITO/KALIKU
295	NANCY KANINI	KITUI EAST	MUTITO/KALIKU
296	FAITH MUTANIA MUUSYA	KITUI EAST	MUTITU/KALIKU
297	JOSEPHINE MWIYATHI WAMBUA	KITUI EAST	MUTITU/KALIKU
298	LILLIAN MERCYLYN	KITUI SOUTH	MUTOMO /KIBWEA
299	CATHERINE MWIA JOSEPH	KITUI SOUTH	MUTOMO/KIBWEA
300	ANASTASIA NYERERE	KITUI SOUTH	MUTOMO/KIBWEA
301	BEATRICE MUNYOKI	KITUI SOUTH	MUTOMO/KIBWEA
302	BENARD KYALO NGUTI	KITUI SOUTH	MUTOMO/KIBWEA
303	ESTHER NYAMAI	KITUI SOUTH	MUTOMO/KIBWEA
304	MERCY WILLIAM	KITUI SOUTH	MUTOMO/KIBWEA
305	PURITY KAVINYA MUTHEKI	KITUI SOUTH	MUTOMO/KIBWEA
306	RUTH MWENDE MUTIA	KITUI SOUTH	MUTOMO/KIBWEA
307	VERONICA SIKUKU KISAVI	KITUI SOUTH	MUTOMO/KIBWEA
308	YVONNE K. NGATI	KITUI SOUTH	MUTOMO/KIBWEA
309	MARTHA NDUHUTI	KITUI SOUTH	MUTOMO/KIBWEA
310	FAITH KYALO	KITUI WEST	MUTONGUNI
311	REUBEN KIMWELE	KITUI WEST	MUTONGUNI
312	FIDELIS MBUTE MUTHUI	KITUI WEST	MUTONGUNI
313	NAOMI MARTHA DAVID	KITUI WEST	MUTONGUNI

314	NAOMI MWIKALI PAUL	KITUI WEST	MUTONGUNI
315	FAITH NDUKU GEOFFREY	KITUI WEST	MUTONGUNI
316	TELESIA SYOMBUA MWENDWA	KITUI WEST	MUTONGUNI
317	MESHACK MUSYOKA	KITUI WEST	MUTONGUNI
318	JEDIDAH MWENDE MUSYOKA	MWINGI CENTRAL	MWINGI CENTRAL
319	SERAH MALIA	MWINGI CENTRAL	MWINGI CENTRAL
320	JOSPHINE VAATI DAVID	MWINGI CENTRAL	MWINGI CENTRAL
321	WAYUA KIMANZI	MWINGI CENTRAL	MWINGI CENTRAL
322	NDINDA MALII	MWINGI CENTRAL	MWINGI CENTRAL
323	BENEDETTI SHIDA MUTAMBO	MWINGI CENTRAL	MWINGI CENTRAL
324	MARY MUMBE KALUI	MWINGI CENTRAL	MWINGI CENTRAL
325	ESTHER SAMMY NZASU	MWINGI CENTRAL	MWINGI CENTRAL
326	HELLEN KAVUTHA NGINA	MWINGI CENTRAL	MWINGI CENTRAL
327	SHARON LAKELI KIMANZI	MWINGI CENTRAL	MWINGI CENTRAL
328	WINFRED MUMBE	MWINGI CENTRAL	MWINGI CENTRAL
329	KAMBUA MUSAILI	MWINGI CENTRAL	MWINGI CENTRAL
330	GRACE MAKASI MWANIKI	MWINGI CENTRAL	MWINGI CENTRAL
331	JANET KATHANI	MWINGI CENTRAL	MWINGI CENTRAL
332	MARY NJOROGE GATHONI	MWINGI CENTRAL	MWINGI CENTRAL
333	ZIPPORA MUTUA THYAKA	MWINGI CENTRAL	MWINGI CENTRAL
334	JAMES MUTEMI MUNYOKI	MWINGI NORTH	NGOMENI
335	MONICA NGONDE	MWINGI NORTH	NGOMENI
336	PRISCILLA MULEAKWENZWA	MWINGI NORTH	NGOMENI
337	SARAH NDANU WAMWELU	MWINGI NORTH	NGOMENI
338	STEPHEN MUTHENGI MUNYOKI	MWINGI NORTH	NGOMENI
339	RUTH NDUMI KYALO	MWINGI NORTH	NGOMENI
340	JENIFFER KYAMBI MUSYOKI	MWINGI CENTRAL	NGUNI
341	EUNICE MWENDE MBUVE	MWINGI CENTRAL	NGUNI
342	LYDIA KAMENE MWANDWA	MWINGI CENTRAL	NGUNI
343	ENOCK MUMO	MWINGI CENTRAL	NGUNI
344	JOSEPHINA MWENDE MUTUKU	MWINGI CENTRAL	NGUNI
345	ESTHER MAITHA MWANIKI	MWINGI WEST	NGUUTANI
346	EUNICE WAMUTWA MUSAU	MWINGI WEST	NGUUTANI
347	JUSTUS MATUU MUSAU	MWINGI WEST	NGUUTANI
348	MONICAH MUNGÁLU JOSEPH	MWINGI WEST	NGUUTANI
349	RACHAEL KALIMI	MWINGI WEST	NGUUTANI
350	STEPHEN MBAI MULYU	MWINGI WEST	NGUUTANI
351	PAULINE MWENDE MULINGE	MWINGI WEST	NGUUTANI
352	REGINAH MUSAU	MWINGI WEST	NGUUTANI

353	PATRICIA KATHUKU MUTWA	MWINGI WEST	NGUUTANI
354	IRENE MUTETHYA ROSE	MWINGI WEST	NGUUTANI
355	MULONZYA MULYUNGI	MWINGI CENTRAL	NUU
356	MUSYOKI KITHUKU	MWINGI CENTRAL	NUU
357	CATHERINE SAI KATHUMBA	MWINGI CENTRAL	NUU
358	FAITH MAWIA MUNYOKI	MWINGI CENTRAL	NUU
359	HELLEN MAWIA MUTIE	MWINGI CENTRAL	NUU
360	PETER MWENDWA	MWINGI CENTRAL	NUU
361	RUTH KATUNDU MWANZI	MWINGI CENTRAL	NUU
362	JANE MAKONGO KILONZI	KITUI EAST	NZAMBANI
363	LILIAN MUSENYA SHADRACK	KITUI EAST	NZAMBANI
364	GLORIA MWIA PETER	KITUI EAST	NZAMBANI
365	BERNARD WAMBUA MUASYA	KITUI EAST	NZAMBANI
366	FIDELIS SAMMY	KITUI EAST	NZAMBANI
367	JOHN WAMBUA	KITUI EAST	NZAMBANI
368	BEATRICE VAATI MUSYOKA	KITUI EAST	NZAMBANI
369	ESTHER JOHN	KITUI EAST	NZAMBANI
370	ESTHER MUSEMBI SALLY	KITUI EAST	NZAMBANI
371	LYDIA KAMBURA MWENDWA	MWINGI NORTH	THARAKA
372	KACEMBI NJAGI	MWINGI NORTH	THARAKA
373	ABIGAEL KAMENE	KITUI CENTRAL	TOWNSHIP
374	ELIZABETH KITHOME	KITUI CENTRAL	TOWNSHIP
375	AGELLA KASYOKA MUINDE	KITUI CENTRAL	TOWNSHIP
376	ALAN MWENDWA MWAMBUA	KITUI CENTRAL	TOWNSHIP
377	CATHERINE KATHINI MUSYIMI	KITUI CENTRAL	TOWNSHIP
378	CHRISTINE MUTANU MUEMA	KITUI CENTRAL	TOWNSHIP
379	EMMANUEL MUTHUI	KITUI CENTRAL	TOWNSHIP
380	JANET MBETE PETER	KITUI CENTRAL	TOWNSHIP
381	JOYCE KAVULA DANIEL	KITUI CENTRAL	TOWNSHIP
382	NANCY MUTHEO MUKUA	KITUI CENTRAL	TOWNSHIP
383	RUTH MUINGO SAMMY	KITUI CENTRAL	TOWNSHIP
384	TABITHA MWIKALI MBOTELA	KITUI CENTRAL	TOWNSHIP
385	CASSIAN NYAMAI	KITUI CENTRAL	TOWNSHIP
386	ELIZABETH KALEKYE SAMMY	KITUI CENTRAL	TOWNSHIP
387	JACINTA KAVINI MUTISYA	KITUI CENTRAL	TOWNSHIP
388	MAUREEN KITHII JOHN	KITUI CENTRAL	TOWNSHIP
389	TERESIA KILONZO	KITUI CENTRAL	TOWNSHIP
390	KAMENE MULEVU BENEDETTOR	KITUI CENTRAL	TOWNSHIP
391	CECILIA MBULA MALONZA	KITUI CENTRAL	TOWNSHIP
392	ELIZABETH MWIKALI MUMO	KITUI CENTRAL	TOWNSHIP
393	SIMON MUTHUI WAMBUA	KITUI CENTRAL	TOWNSHIP
394	TELESIA KANINI	KITUI CENTRAL	TOWNSHIP
395	ANGELA MUTUA MUEMA	KITUI CENTRAL	TOWNSHIP
396	BRIAN MUSEMBI KATUNGE	KITUI CENTRAL	TOWNSHIP
397	CYNTHIA MWENDE	KITUI CENTRAL	TOWNSHIP
398	EMMACULATE MUJIA KAVII	KITUI CENTRAL	TOWNSHIP
399	FEDELIS SABINA NZUSYO	KITUI CENTRAL	TOWNSHIP

1
2
3
4
5

6

7

400	FRIDAH ALI	KITUI CENTRAL	TOWNSHIP
401	HALIMA ALI	KITUI CENTRAL	TOWNSHIP
402	JACINTA MWATI	KITUI CENTRAL	TOWNSHIP
403	JACINTA MWIA MWATI	KITUI CENTRAL	TOWNSHIP
404	JOSPHAT MUTHAMI MUSYIMI	KITUI CENTRAL	TOWNSHIP
405	JUSTUS MUSILI MULWA	KITUI CENTRAL	TOWNSHIP
406	LENAH KANINI PETER	KITUI CENTRAL	TOWNSHIP
407	MARK MAINGI MAKAU	KITUI CENTRAL	TOWNSHIP
408	MICHAEL MUNYOKI LUMUMBA	KITUI CENTRAL	TOWNSHIP
409	MONICA JOHN	KITUI CENTRAL	TOWNSHIP
410	MUMBE PETER	KITUI CENTRAL	TOWNSHIP
411	NANCY MUTHEO MUKUA	KITUI CENTRAL	TOWNSHIP
412	PETER MUTUA	KITUI CENTRAL	TOWNSHIP
413	SAMMY MWANZA MWENDWA	KITUI CENTRAL	TOWNSHIP
414	SHADRAC KALUSI KINGALYA	KITUI CENTRAL	TOWNSHIP
415	STEPHEN KYENZE NZUKI	KITUI CENTRAL	TOWNSHIP
416	VICTORIA KAVII EUNICE	KITUI CENTRAL	TOWNSHIP
417	CHRISTINE MWIKALI	KITUI CENTRAL	TOWNSHIP
418	BONIFACE MUSYOKA	KITUI CENTRAL	TOWNSHIP
419	EUNICE VICTORIA KAVII	KITUI CENTRAL	TOWNSHIP
420	MERCY KAMENE YUNGA	KITUI CENTRAL	TOWNSHIP
421	ANGELA MUTUA	KITUI CENTRAL	TOWNSHIP
422	PIUS LUMUMBA	KITUI CENTRAL	TOWNSHIP
423	SHEILA JOHN MUTHEU	KITUI CENTRAL	TOWNSHIP
424	STEPHEN MUINDE KALAMBA	KITUI CENTRAL	TOWNSHIP
425	SHARON KALIMI MUTHUI	MWINGI NORTH	TSEIKURU
426	AGNESS NZANGI MUTHUI	MWINGI NORTH	TSEIKURU
427	BEATRICE MARTHA NGUI	MWINGI NORTH	TSEIKURU
428	BEATRICE SYUMBUA KANYWA	MWINGI NORTH	TSEIKURU
429	YVONNE KITHUMBA MUSYOKI	MWINGI NORTH	TSEIKURU
430	ALFRE MUTHUI	MWINGI NORTH	TSEIKURU
431	DIANA MUTANU NDAMBUKI	KIUI EAST	VOO KYAMATU
432	NICHODEMUS MUSEMBI KALUVA	KITUI EAST	VOO KYAMATU
433	KAVUU MUSINGI	KITUI EAST	VOO KYAMATU
434	MUENI MULINGA	KITUI EAST	VOO/KYAMATU
435	WINFRED KIWA KAVULI	KITUI EAST	VOO/KYAMATU
436	AGNETA VAATI MUTHUSI	KITUI EAST	VOO/KYAMATU
437	DENNIS KIMANZI KILUNDO	KITUI EAST	VOO/KYAMATU
438	NICODEMUS MUSEMBI KALUVA	KITUI EAST	VOO/KYAMATU
439	ESTHER MUSEO	MWINGI CENTRAL	WAITA
440	FLORENCE KATHINI MUTIE	MWINGI CENTRAL	WAITA
441	DORCAS NDUKU MURO	MWINGI CENTRAL	WAITA
442	FELISTUS KIMANZI	MWINGI CENTRAL	WAITA
443	ESTHER MUSEO MUNGUTI	MWINGI CENTRAL	WAITA
444	ELIZABETH KASYOKA MUEMA	KITUI RURAL	YATTA/KWAVONZA
445	CATHERINE MWENDE MBITHI	KITUI RURAL	YATTA KWA VONZA
446	VERONICAH MWIKALI MUNYOKI	KITUI RURAL	YATTA KWA VONZA

447	FELIX KITULU MBINDYO	KITUI RURAL	YATTA/KWA VONZA
448	FRIDAH MUMBUA MUASYA	KITUI RURAL	YATTA/KWA VONZA
449	MARY MUSANGI KATHUKI	KITUI RURAL	YATTA/KWA VONZA
450	FELISTUS NDINDA	KITUI RURAL	YATTA/KWA VONZA
451	JOEL MUTHUI MUTUNGA	KITUI RURAL	YATTA/KWAVONZA
452	ANGELA WANZA MUTUNGA	KITUI RURAL	YATTA/KWAVONZA
453	CHRISTINE MUKAI MUSYA	KITUI RURAL	YATTA/KWAVONZA
454	ELIJAH MUSEMBI	KITUI RURAL	YATTA/KWAVONZA
455	JACINTA N. GEORGE	KITUI RURAL	YATTA/KWAVONZA
456	LUCIA YUMBYA SIMON	KITUI RURAL	YATTA/KWAVONZA
457	MARTHA MUSANGI NZIOKA	KITUI RURAL	YATTA/KWAVONZA
458	PATRICK NTHAKU MUTINDA	KITUI RURAL	YATTA/KWAVONZA
459	PRISCILLA NYIVA MUSYOKA	KITUI RURAL	YATTA/KWAVONZA
460	TIMINA MUKAI MWENDWA	KITUI RURAL	YATTA/KWAVONZA
461	CATHERINE MWENDE WAMBUA	KITUI RURAL	YATTA/KYAVONZA
462	CATHERINE NTHAMBI SIMON	KITUI RURAL	YATTA/KYAVONZA
463	PURITY MWIKALI KAMUNYU	KITUI RURAL	YATTA/KYAVONZA
464	KISILU NATHANI	KITUI EAST	ZOMBE MWITIKA
465	KASYOKA NGEI	KITUI EAST	ZOMBE MWITIKA
466	FLORENCE MUTEMI KATHINI	KITUI EAST	ZOMBE MWITIKA
467	ESTHER MUTHUI	KITUI EAST	ZOMBE MWITIKA
468	BEATRICE MWANZI	KITUI EAST	ZOMBE/MWITIKA
469	BRADON MAITHYA	KITUI EAST	ZOMBE/MWITIKA
470	HOSPAR SAVALI MUSYOKA	KITUI EAST	ZOMBE/MWITIKA
471	JAMES KIEMA KAKUSU	KITUI EAST	ZOMBE/MWITIKA
472	MICHAEL KYALO MARTIN	KITUI EAST	ZOMBE/MWITIKA
473	VIRGINIA KAVINYA KIMANZI	KITUI EAST	ZOMBE/MWITIKA

19



KITUI COUNTY TEXTILE CENTRE

Cell Phone: 0798151515,
0707444111, 0207846779

Email: kicotec@kitui.go.ke



KICOTEC BUILDINGS
P.O BOX 72 -90200
KITUI

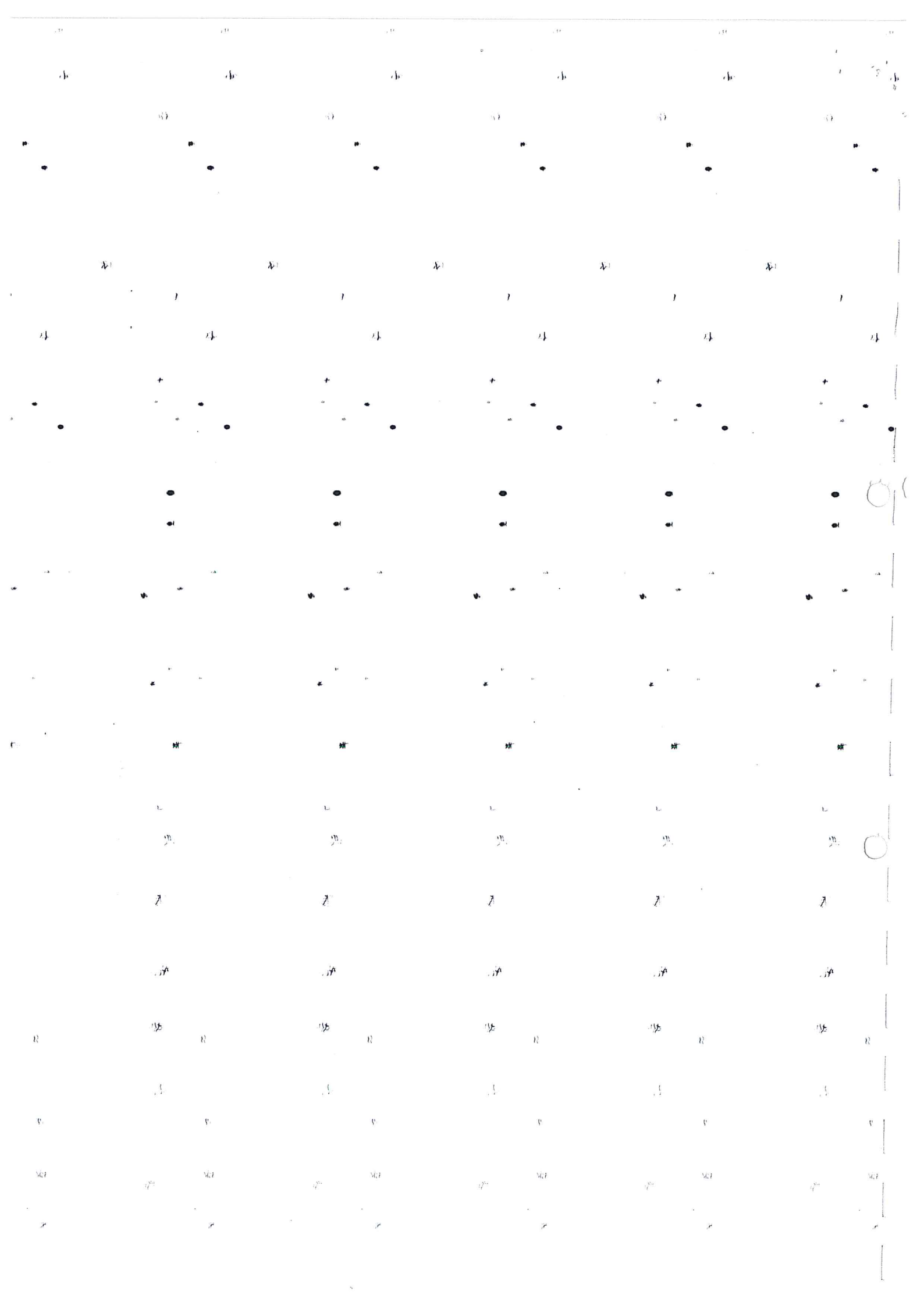
TABLE OF CONTENTS

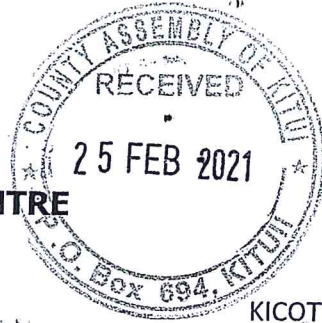
- 1.0 Number of workers ordinarily engaged per shift and the length of each shift;..... 2.
- 2.0 Sample contract document of engagement for KICOTEC workers; 13
- 3.0 Evidence of remittance of statutory deductions; 17
- 4.0 Up to date list of debtors and creditors; 30

1/2 KP group
the letter referenced to
myself
coaching (pg 2)
2/3/2021



Noted
K L P
2/3/2021





KITUI COUNTY TEXTILE CENTRE

Cell Phone: 0798151515,
07074441111, 0207846779

Email: kicotec@kitui.go.ke



KICOTEC BUILDINGS
P.O BOX 72 -90200
KITUI

REF: CG/KTI/KICOTEC/HRM/VOL 1 (73)

17th February, 2021

TO;

CLERK OF ASSEMBLY,
COUNTY ASSEMBLY OF KITUI.

RE: REQUEST FOR INFORMATION/DOCUMENTS

Reference is made to your letter ref: CAK/9/10/VOL. V(18) dated 15th February, 2021 regarding the above information.

The following is the information and documents as requested;

1.0 Number of workers ordinarily engaged per shift and the length of each shift;

As at 31st January, 2021 KICOTEC had a total of 337 (Three hundred and thirty seven* Employees) engaged in one shift. The length of the shift is 8 (Eight) hours running from 8:00AM to 5:00PM. (Copy attached)

Kindly note that, KICOTEC shifts depends on; Availability of work from clients and workforce layout as guided by the Factory Management which ensures optimal capacity utilization of labor force.



小 小 小 小 小 小

0 0 0 0 0 0

• • • • •

• • • • •

• • • • •

• • • • •

• • • • •

• • • • •

• • • • •

• • • • •

• • • • •

• • • • •

• • • • •

• • • • •

• • • • •

• • • • •

• • • • •

• • • • •

• • • • •


• • • • •


• • • • •


• • • • •


• • • • •


• • • • •







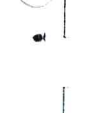





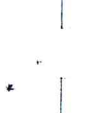





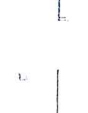





























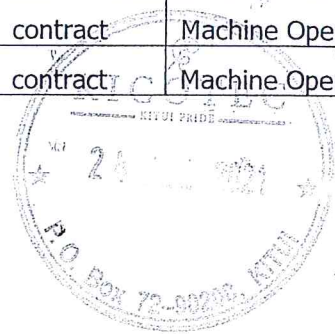


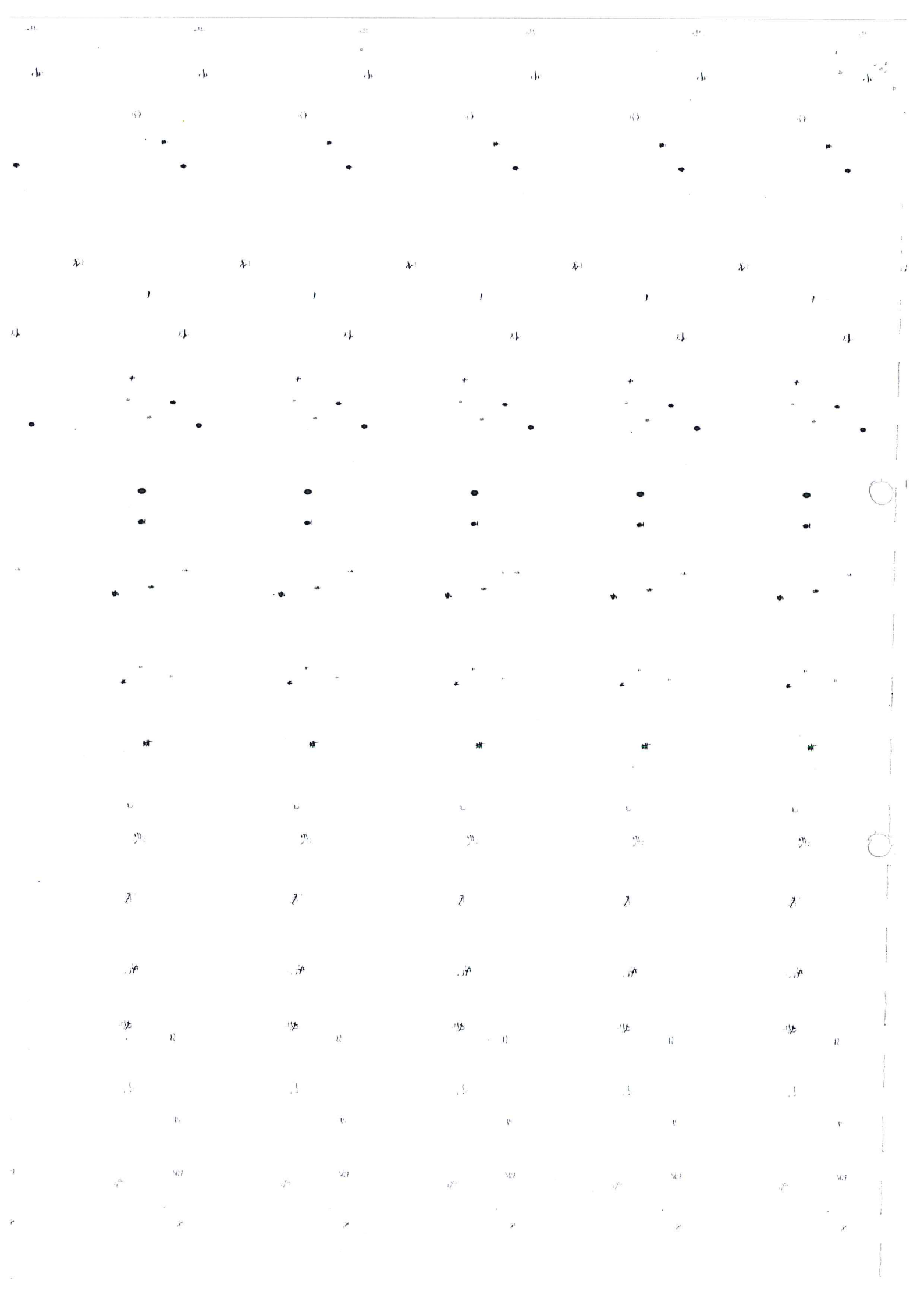


SNO	Idnum	Salutation	Surname	Firstname	Othernames	Gender	terms of service	Designation
1	33053567	Mr	Kilonzo	Alex		M	contract	Accounts Assistant
2	27972998	Ms	Mwendwa	Aphia	Ashley	F	contract	Accounts Assistant
3	27393370	Mr.	Ngala	Festus	Kivindyo	M	contract	Accounts Assistant
4	38249082	Mr	Mutunga	Joel	Muthui	M	contract	Accounts Assistant
5	21247553	Mr	Getaro	George	Maonga	M	contract	Assistant Garment Technicia
6	32188234	Mr	Kathuvi	Mike		M	contract	Assistant Human Resource
7	22104410	Mr	Mwanzia	Nicholus	Kioko	M	contract	Assistant Quality Assurance
8	23275826	Mr	Mbaya	Raymond	Mwiti	M	contract	Asst Garment Technician
9	31007203	Ms	Musyoka	Annah	Syovinya	F	contract	cleaner
10	22610353	Mr	William	David	Mutua	M	contract	cleaner
11	24507111	MS	Musango	Doris	Kalinawa	F	contract	cleaner
12	32559144	Ms	Mwende	Elizabeth		F	contract	cleaner
13	36955644	Ms	David	Esther	Munziu	F	contract	cleaner
14	30259262	Ms	Nguthu	Faith	Ndanu	F	contract	cleaner
15	20534439	Ms	Ngau	Franciscah	Kanini	F	contract	cleaner
16	28450267	Ms	Vonza	Grace		F	contract	cleaner
17	35778073	Mr	Nzilu	Jesse		M	contract	cleaner
18	10434964	Mr	Yunga	John		M	contract	cleaner
19	38468596	Ms	Mukungi	Lakeli	Mueni	F	contract	cleaner
20	32199776	Ms	Mary	Lisi		F	contract	cleaner
21	31585067	Ms	Mumo	Nancy	Mananie	F	contract	cleaner
22	33279266	Mr	Mwangangi	Stephen		M	contract	cutting executive
23	30613522	Mr	Muthami	Daniel	Mwanza	M	contract	Electrician
24	22017639	Mr	Ndunda	Bonface	Kioko	M	contract	Factory Manager
25	11051503	Mr	Kitheka	David		M	contract	Garment Technician
26	13580543	Mr	Wanyama	Samson	Wekulo	M	contract	Garment Technician
27	9065979	Mr	Muthuka	Kioko		M	contract	General Mechanic
28	32862247	Mr	Mutuku	Kioko		M	contract	Human Resource welfare
29	25143522	Mr	Sammy	Charles	Vundi	M	contract	Information Technology Officer
30	25240231	Mr	Mwongela	Godfrey	Ndambuki	M	contract	Information Technology Officer
31	35879746	Mr	Muisyo	Patrick	Mukiti	M	contract	Machine mechanic



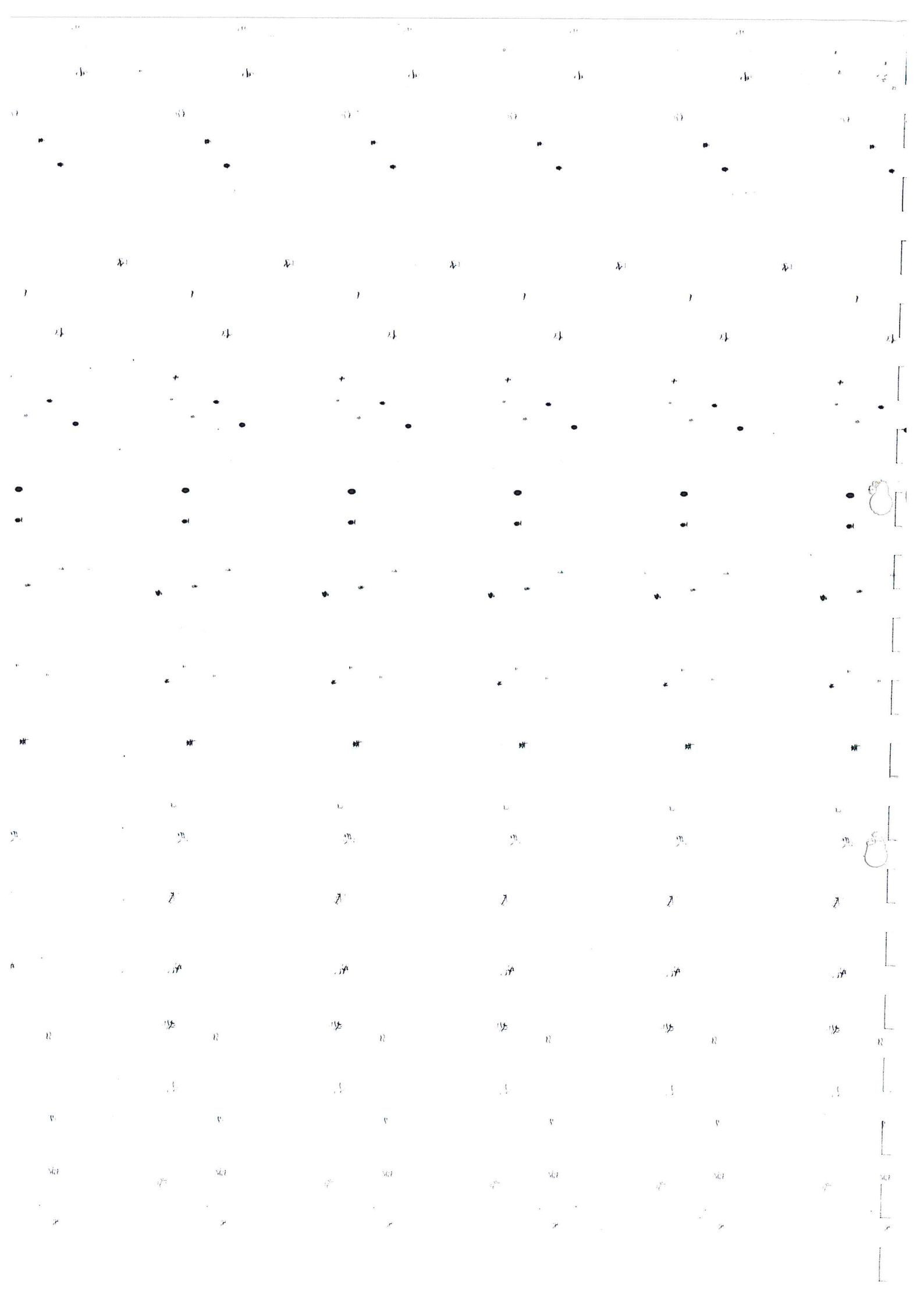
32	29149853	MR	Mwanzia	Paul	Mindu	M	contract	Machine mechanic
33	32181491	MR	Mutua	Sizzla	Nzuki	M	Casual	machine Mechanic
34	23859626	Mr	Phillip	Wambua		M	contract	machine Mechanic
35	35735443	Ms	Kamene	Abigael		F	contract	Machine Operator
36	35160456	MS	Antony	Abigail	Kavinya	F	contract	Machine Operator
37	29013431	Ms	Mutinda	Agnes	Munanie	F	contract	Machine Operator
38	31064652	Ms	Mulywa	Agnes	Syokau	F	contract	Machine Operator
39	23739703	Ms	Kavetha	Agnes	Mwongela	F	contract	Machine Operator
40	32131166	Ms	Muthui	Agnes	Nzangi	F	contract	Machine Operator
41	30105530	Mr	Musembi	Alfred	Mutua	M	contract	Machine Operator
42	34853885	Ms	Mwendwa	Alice	Mwalale	F	contract	Machine Operator
43	10679056	Ms	Mutunga	Angela	Wanza	F	contract	Machine Operator
44	21863817	Ms	Mukonga	Angela	Katunge	F	contract	Machine Operator
45	30578436	Ms	Mutua	Angelah	Kangwele	F	contract	Machine Operator
46	24196117	Ms	Nzioka	Angeline	Kalekye	F	contract	Machine Operator
47	34524968	Ms	Mutunga	Ann	Nduku	F	contract	Machine Operator
48	33053466	Ms	Robert	Ann	Mumbi	F	contract	Machine Operator
49	32671181	Ms	Mwangangi	Annah	Yumbya	F	contract	Machine Operator
50	34653673	Ms	Nyerere	Annastacia		F	contract	Machine Operator
51	34886436	Ms	Kimwele	Annastacia	Aphia	F	contract	Machine Operator
52	37820844	Mr	Sili	Antony	Komu	M	contract	Machine Operator
53	20685469	Ms	Musyoka	Beatrice	Vaati	F	contract	Machine Operator
54	35792549	Ms	Muthengi	Beatrice	K	F	contract	Machine Operator
55	33957356	Ms	Mwanzi	Beatrice	Kalumu	F	contract	Machine Operator
56	27453002	Ms	Daud	Beatrice	Kamene	F	contract	Machine Operator
57	37365920	Ms	Ngui	Beatrice	Martha	F	contract	Machine Operator
58	33331549	Mr	Mulei	Benard	Mumo	M	contract	Machine Operator
59	35751658	Mr	Wambua	Benard	Muasya	M	contract	Machine Operator
60	30388206	Ms	Mutambu	Benedette	Shida	F	contract	Machine Operator
61	38248201	Ms	Njoki	Berita		F	contract	Machine Operator
62	23991506	Ms	Munyalo	Beth		F	contract	Machine Operator
63	35926889	Mr	Maithya	Bradon		M	contract	Machine Operator
64	28366927	Ms	Mwania	Carolyn	Wavinya	F	contract	Machine Operator
65	25613129	Mr	Mulwa	Cassian	Nyamai	M	contract	Machine Operator
66	28059424	Ms	Kathumba	Catherine	Sai	F	contract	Machine Operator



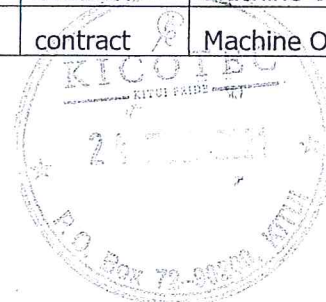


67	33756856	Ms	Simon	Catherine	Nthambi	F	contract	Machine Operator
68	21963511	Ms	Wambua	Catherine	Mwende	F	contract	Machine Operator
69	37848471	Ms	Ngala	Catherine	Kavengi	F	contract	Machine Operator
70	26011487	MS	Mwikya	Catherine	Kavuu	F	contract	Machine Operator
71	24456801	Ms	Malonza	Cecilia	Mbula	F	contract	Machine Operator
72	35025464	MS	Kitavi	Charity	Mwende	F	contract	Machine Operator
73	28065025	Ms	Musya	Christine	Mukai	F	contract	Machine Operator
74	31867456	Ms	Mutisya	Christine	Mueni	F	contract	Machine Operator
75	36838817	Ms	Maluki	Christine	Mutwa	F	contract	Machine Operator
76	29698542	Ms	Munyithya	Christine	mutinda	F	contract	Machine Operator
77	14460965	Ms	Mutua	Christine	Mwikali	F	contract	Machine Operator
78	9147416	Ms	Katana	Christine	Mwikali	F	contract	Machine Operator
79	22526376	Mr	Munyoki	Cornellius		M	contract	Machine Operator
80	36330015	Ms	Monicah	Damaris	Mukai	F	contract	Machine Operator
81	31536425	MR	Mutemi	Daniel	Kinywa	M	contract	Machine Operator
82	37619007	Mr	Peter	Darius	Mwinzi	M	contract	Machine Operator
83	24546281	Mr	Kilundo	Dennis	Kimanzi	M	contract	Machine Operator
84	34455312	Mr	Muthui	Dennis	Munyao	M	contract	Machine Operator
85	9583777	Ms	Ndambuki	Diana	Mutanu	F	contract	Machine Operator
86	35477685	Ms	Nguthu	Dorcas	Mwende	F	contract	Machine Operator
87	33023373	Ms	Mulwa	Dorcas	Mwende	F	contract	Machine Operator
88	28867508	Ms	Mwaniki	Dorcas	Ndonyi	F	contract	Machine Operator
89	36648226	Ms	Muendo	Dorcas	Ndewa	F	contract	Machine Operator
90	33469761	MS	Sammy	Dorcas	Mutongoi	F	contract	Machine Operator
91	28730321	Ms	Mutunga	Doreen	Mueni	F	contract	Machine Operator
92	31785321	Mr	Musembi	Elijah		M	contract	Machine Operator
93	28033857	MS	Kyalo	Elizabeth	Mwikali	F	contract	Machine Operator
94	30674662	Ms	Muema	Elizabeth	Kasyoka	F	contract	Machine Operator
95	29464778	Ms	Maluki	Elizabeth	Kavindu	F	contract	Machine Operator
96	25716477	Ms	Maithya	Elizabeth	Kambua	F	contract	Machine Operator
97	26269692	Ms	Mwasi	Elizabeth	Wayua	F	contract	Machine Operator
98	23864491	Ms	Jonathan	Elizabeth	Mueni	F	contract	Machine Operator
99	23481228	Ms	Kalenga	Elizabeth	Muthini	F	contract	Machine Operator
100	12962404	Ms	James	Elizabeth	Kivua	F	contract	Machine Operator
101	34882375	Ms	Munuve	Emily	Faith	F	contract	Machine Operator



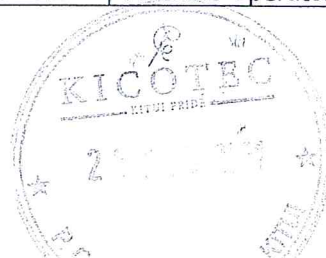


102	27932279	Ms	Kavii	Emmaculate	Muia	F	contract	Machine Operator
103	30867247	Ms	Musyoka	Esther	Kalekye	F	contract	Machine Operator
104	23351431	Ms	David	Esther	Nduku	F	contract	Machine Operator
105	35646293	Ms	Nyamai	Esther	Kamene	F	contract	Machine Operator
106	34040461	Ms	Mukiti	Esther	Museo	F	contract	Machine Operator
107	26693587	Ms	Kavii	Eunice	Victoria	F	contract	Machine Operator
108	34211772	Ms	Mbuve	Eunice	Mwende	F	contract	Machine Operator
109	30466608	Ms	Malunda	Everlyne	Nzambi	F	contract	Machine Operator
110	20364561	Ms	Munyoki	Everlyne	Serah	F	contract	Machine Operator
111	28279406	Ms	Mwanza	Faith	Katanu	F	contract	Machine Operator
112	37488701	Ms	Ndau	Faith	Nduku	F	contract	Machine Operator
113	24879090	Ms	Munene	Faith	Mwikali	F	contract	Machine Operator
114	35145336	Ms	Ali	Farida		F	contract	Machine Operator
115	32148815	Ms	Kimanzi	Felistus	Ndanu	F	contract	Machine Operator
116	28898798	Ms	Ndinda	Felistus		F	contract	Machine Operator
117	33841974	Ms	Joseph	Felistus	Ndunge	F	contract	Machine Operator
118	27194794	Ms	Taliki	Felistus	Mueni	F	contract	Machine Operator
119	22360528	Ms	Nzangali	Felistus	Kamene	F	contract	Machine Operator
120	26455934	Ms	Mutie	Felistus		F	contract	Machine Operator
121	32753303	Ms	Kioko	Felistus	Kamene	F	contract	Machine Operator
122	37846340	Mr	Munanie	Felix	Mutia	M	contract	Machine Operator
123	34741572	Ms	Mutua	Fidelis	Mawia	M	contract	Machine Operator
124	32865117	Ms	Mutula	Florence	Mutethya	F	contract	Machine Operator
125	35831688	Mr	Muthengi	Francis	Muli	M	contract	Machine Operator
126	34564923	Ms	Francis	Francisca	Mary	F	contract	Machine Operator
127	12719840	Ms	Kanuki	Franciscah	Muthunga	F	contract	Machine Operator
128	36522463	Ms	Nyamai	Frida	Amina	F	contract	Machine Operator
129	36541606	Ms	Muasya	Fridah	Mumbua	F	contract	Machine Operator
130	27481282	Ms	Mbiti	Frider	Kola	F	contract	Machine Operator
131	30382210	Mr	Kaundu	George	Kithuku	M	contract	Machine Operator
132	25896572	Mr	Mulwa	Gibson	Musyoka	M	contract	Machine Operator
133	27277115	Ms	Kathula	Gladys	Telesia	F	contract	Machine Operator
134	34872060	Ms	Musyoki	Gladys	Susan	F	contract	Machine Operator
135	23414708	Ms	Peter	Gloria	Mwia	F	contract	Machine Operator
136	36842477	Ms	Nyamai	Gloria	Muthini	F	contract	Machine Operator

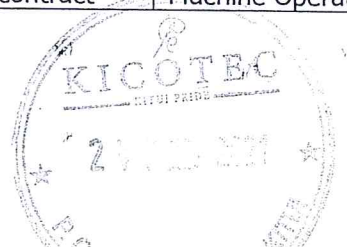


①	②	③	④	⑤	⑥
1	1	1	1	1	1
2	2	2	2	2	2
3	3	3	3	3	3
4	4	4	4	4	4
5	5	5	5	5	5
6	6	6	6	6	6
7	7	7	7	7	7
8	8	8	8	8	8
9	9	9	9	9	9
10	10	10	10	10	10
11	11	11	11	11	11
12	12	12	12	12	12
13	13	13	13	13	13
14	14	14	14	14	14
15	15	15	15	15	15
16	16	16	16	16	16
17	17	17	17	17	17
18	18	18	18	18	18
19	19	19	19	19	19
20	20	20	20	20	20
21	21	21	21	21	21
22	22	22	22	22	22
23	23	23	23	23	23
24	24	24	24	24	24
25	25	25	25	25	25
26	26	26	26	26	26
27	27	27	27	27	27
28	28	28	28	28	28
29	29	29	29	29	29
30	30	30	30	30	30
31	31	31	31	31	31
32	32	32	32	32	32
33	33	33	33	33	33
34	34	34	34	34	34
35	35	35	35	35	35
36	36	36	36	36	36
37	37	37	37	37	37
38	38	38	38	38	38
39	39	39	39	39	39
40	40	40	40	40	40
41	41	41	41	41	41
42	42	42	42	42	42
43	43	43	43	43	43
44	44	44	44	44	44
45	45	45	45	45	45
46	46	46	46	46	46
47	47	47	47	47	47
48	48	48	48	48	48
49	49	49	49	49	49
50	50	50	50	50	50
51	51	51	51	51	51
52	52	52	52	52	52
53	53	53	53	53	53
54	54	54	54	54	54
55	55	55	55	55	55
56	56	56	56	56	56
57	57	57	57	57	57
58	58	58	58	58	58
59	59	59	59	59	59
60	60	60	60	60	60
61	61	61	61	61	61
62	62	62	62	62	62
63	63	63	63	63	63
64	64	64	64	64	64
65	65	65	65	65	65
66	66	66	66	66	66
67	67	67	67	67	67
68	68	68	68	68	68
69	69	69	69	69	69
70	70	70	70	70	70
71	71	71	71	71	71
72	72	72	72	72	72
73	73	73	73	73	73
74	74	74	74	74	74
75	75	75	75	75	75
76	76	76	76	76	76
77	77	77	77	77	77
78	78	78	78	78	78
79	79	79	79	79	79
80	80	80	80	80	80
81	81	81	81	81	81
82	82	82	82	82	82
83	83	83	83	83	83
84	84	84	84	84	84
85	85	85	85	85	85
86	86	86	86	86	86
87	87	87	87	87	87
88	88	88	88	88	88
89	89	89	89	89	89
90	90	90	90	90	90
91	91	91	91	91	91
92	92	92	92	92	92
93	93	93	93	93	93
94	94	94	94	94	94
95	95	95	95	95	95
96	96	96	96	96	96
97	97	97	97	97	97
98	98	98	98	98	98
99	99	99	99	99	99
100	100	100	100	100	100

137	37127317	Ms	Nzomo	Grace	Mwikali	F	contract	Machine Operator
138	23589390	Ms	Titus	Grace		F	contract	Machine Operator
139	24249809	Ms	Musyimi	Grace	Munzaa	F	contract	Machine Operator
140	32525265	Ms	Makau	Grace	Mbete	F	contract	Machine Operator
141	33004397	Mr	Musau	Griffin	Vavu	M	contract	Machine Operator
142	38795360	Ms	Ngina	Hellen	Kavutha	F	contract	Machine Operator
143	20054464	Ms	Mbosyo	Hellen	Mawia	F	contract	Machine Operator
144	20866621	Ms	Mulundi	Hellen	Kimwele	F	contract	Machine Operator
145	36268994	Ms	Kitili	Hellen	Vaati	F	contract	Machine Operator
146	29139488	Ms	Mutie	Hellen	Mawia	F	contract	Machine Operator
147	29877591	MS	John	Hellen	Kavutha	F	contract	Machine Operator
148	9933320	Mr	Mwendwa	Hillary		M	contract	Machine Operator
149	39323386	Ms	Jimmy	Irene	Mwatha	F	contract	Machine Operator
150	29871322	Ms	Rose	Irene	Mutethya	F	contract	Machine Operator
151	20212124	Ms	Munyi	Isabella	Mutanu	F	contract	Machine Operator
152	38465296	Ms	Mwati	Jacinta	Mwia	F	contract	Machine Operator
153	11859671	Ms	Kimanzi	Jacinta	Mwikali	F	contract	Machine Operator
154	34466985	Ms	Musyimi	Jacinta	Wanjiku	F	contract	Machine Operator
155	36890156	Ms	Mboya	Jacinta	Syombua	F	contract	Machine Operator
156	29366259	Ms	Kiema	Jackline	Kathini	F	contract	Machine Operator
157	32259966	MS	Musyoka	Jackline	Masaa	F	contract	Machine Operator
158	34723868	Ms	Ngui	Jackline	Mutheu	F	contract	Machine Operator
159	11355375	Mr	Mutumbi	Jackson	Nzyoka	M	contract	Machine Operator
160	33356608	Mr	Sammy	Jackson	Mandela	M	contract	Machine Operator
161	22525477	Mr	Kasila	Jacob	Mutua	M	contract	Machine Operator
162	33333032	Mr	Peter	James	Mutia	M	contract	Machine Operator
163	32520123	Mr	Kakusu	James	Kiema	M	contract	Machine Operator
164	10207504	Mr	Mulundi	James	Mutua	M	contract	Machine Operator
165	35778472	Ms	Kalenga	Jane		F	contract	Machine Operator
166	24247441	Ms	Kilonzi	Jane	Makongo	F	contract	Machine Operator
167	32320383	Ms	Mutua	Janet	Mbete	F	contract	Machine Operator
168	32977626	Ms	Musili	Janet	Mutei	F	contract	Machine Operator
169	22394818	Ms	Kili	Janet	Wanza	F	contract	Machine Operator
170	34498505	Ms	Kasinga	Janet	Nduku	F	contract	Machine Operator
171	35657046	Ms	Muimi	Jennifer	Mbete	F	contract	Machine Operator

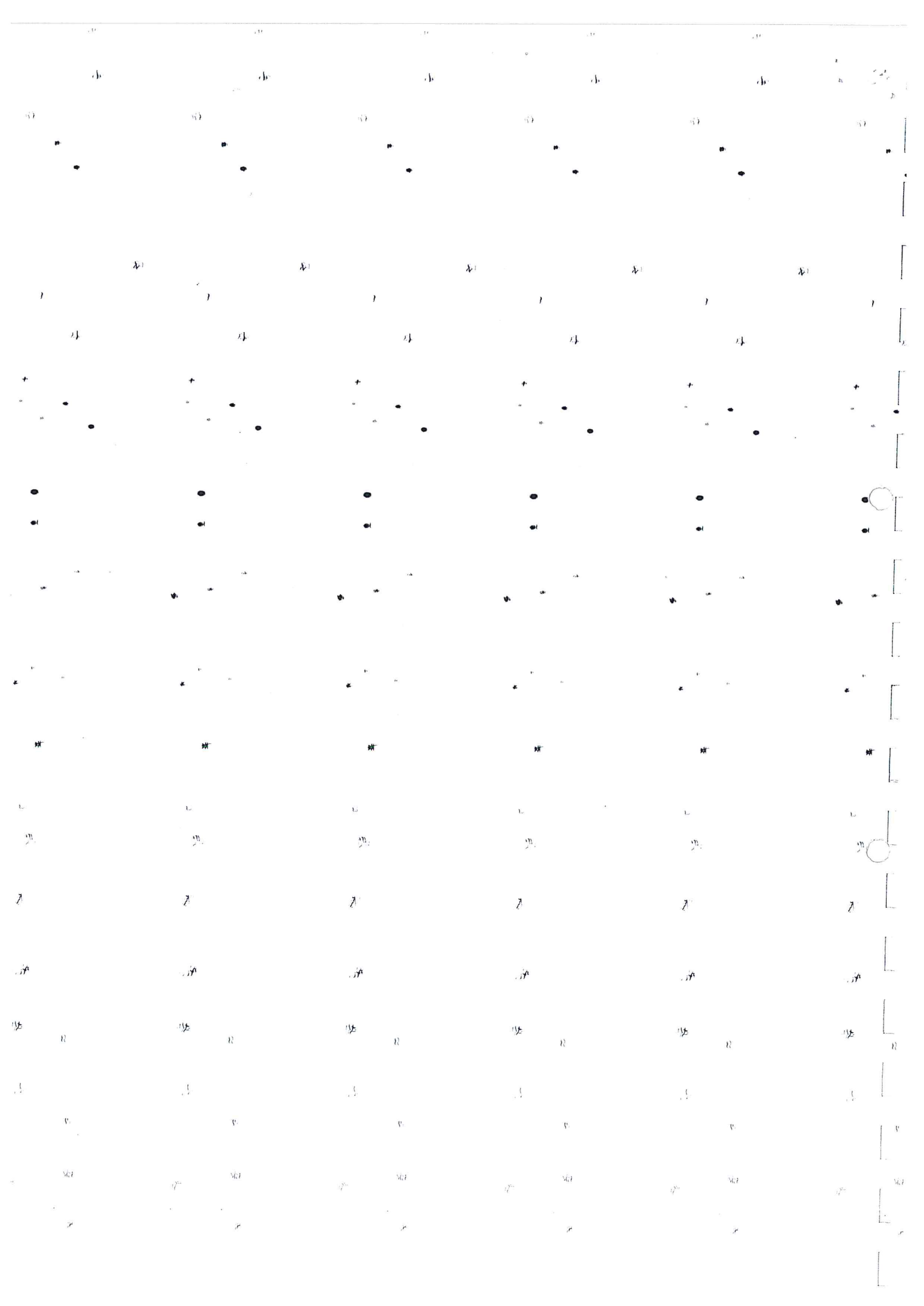


172	36863183	MR	Mwendwa	John	Musee	M	contract	Machine Operator
173	22065063	Mr	Malombe	John	Kyalo	M	contract	Machine Operator
174	34863068	Mr	Stephen	Joseph	Sila	M	contract	Machine Operator
175	25909144	Ms	David	Josephine	vaati	F	contract	Machine Operator
176	20826497	Ms	Muisyo	Josephine	Katunge	F	contract	Machine Operator
177	32351096	Mr	Muthami	Josphat	Musyimi	F	contract	Machine Operator
178	33872162	Ms	Mutuku	Josphina	Mwende	F	contract	Machine Operator
179	33196875	Ms	Mutiso	Joyce	Nzisi	F	contract	Machine Operator
180	38501632	Ms	Mwendwa	Joyce		F	contract	Machine Operator
181	35008266	MS	Philip	Judy	Mwende	F	contract	Machine Operator
182	32842176	Ms	Mary	Kambua		F	contract	Machine Operator
183	35363640	Ms	Peter	Kanini	Lena	F	contract	Machine Operator
184	34752694	Ms	Masila	Karen	Vilita	F	contract	Machine Operator
185	28131625	Ms	Mutisya	Katuu	Margaret	F	contract	Machine Operator
186	27448489	Ms	William	Kavutha		F	contract	Machine Operator
187	31444224	Mr	Mutinda	Ken	Mututo	M	contract	Machine Operator
188	35136369	Ms	Benson	Kilonzo		F	contract	Machine Operator
189	34393098	Mr	Nathan	Kisilu		M	contract	Machine Operator
190	34361033	Ms	Rachel	Koka	Mutua	F	contract	Machine Operator
191	38154693	Ms	Kilonzi	Lakeli	Mali	F	contract	Machine Operator
192	33636637	Ms	Muthengi	Lameki	Kavula	F	contract	Machine Operator
193	35713411	Mr	Kilonzo	Lewis	Mbithi	M	contract	Machine Operator
194	35554197	Ms	Musyoki	Lilian	Mercillen	F	contract	Machine Operator
195	30944960	Ms	Muthui	Lilian	Mwikali	F	contract	Machine Operator
196	32890786	Ms	Timothy	Lilian	Mutheu	F	contract	Machine Operator
197	34099873	MS	Shadrack	Lilian	Musenya	F	contract	Machine Operator
198	34657890	Ms	Simon	Lucia	Yumbya	F	contract	Machine Operator
199	37406885	Ms	Mulu	Lucy		F	contract	Machine Operator
200	34226463	Ms	Mwangangi	Lucy	Kavata	F	contract	Machine Operator
201	28197845	MS	Duhuti	Lucy	Mueni	F	contract	Machine Operator
202	34585544	Mr	Onesmus	Maluki	Muvea	M	contract	Machine Operator
203	12941848	Ms	Mengi	Margaret	Muthisya	F	contract	Machine Operator
204	34390701	Ms	Mulevu	Maria	Katheu	F	contract	Machine Operator
205	28616808	Mr	Maingi	Mark	Makau	M	contract	Machine Operator
206	28704027	Ms	Nduhuti	Martha		F	contract	Machine Operator



207	24662002	Ms	Simon	Mary	Wayua	F	contract	Machine Operator
208	31450506	Ms	Kavulu	Mary	Nduku	F	contract	Machine Operator
209	36958289	Ms	Nzilu	Mary	Tabitha	F	contract	Machine Operator
210	34184137	MS	Kasandi	Mary	Mukola	F	contract	Machine Operator
211	35218142	Ms	Mutuku	Mercy	Mwongeli	F	contract	Machine Operator
212	37475516	Ms	Yunga	Mercy	Kamene	F	contract	Machine Operator
213	36079960	Ms	Paul	Mercy	Ndinda	F	contract	Machine Operator
214	30467355	Ms	Kitau	Milicent	Kathina	F	contract	Machine Operator
215	33803216	Ms	Mawia	Mirrium		F	contract	Machine Operator
216	33771430	Ms	John	Monica	Kasyoka	F	contract	Machine Operator
217	36174003	Ms	Mumo	Monicah	Mulewa	F	contract	Machine Operator
218	27151997	Ms	Mulinga	Mueni		F	contract	Machine Operator
219	32719320	Mr	Mutungu	Mulu		M	contract	Machine Operator
220	25607951	Ms	Peter	Mumbe		F	contract	Machine Operator
221	38245813	Ms	Peter	Munanie		F	casual	Machine Operator
222	34900860	Ms	Kanywa	Musenya		F	contract	Machine Operator
223	27574431	Ms	Kavuu	Musingi		F	contract	Machine Operator
224	29605732	Ms	Paul	Mutanu		F	contract	Machine Operator
225	37821966	Ms	Samson	Muthini		F	contract	Machine Operator
226	23054113	Ms	Ruth	Mutua		F	contract	Machine Operator
227	34853909	Ms	Munyoki	Mwende		F	contract	Machine Operator
228	36379356	Ms	Peninah	Mwende	Muliwa	F	contract	Machine Operator
229	36186835	Ms	Kalumu	Nancy	Kanini	F	contract	Machine Operator
230	28716132	Ms	Mukua	Nancy	Mutheo	F	contract	Machine Operator
231	34909034	Ms	Muthami	Nancy	Nduku	F	contract	Machine Operator
232	37555550	Ms	Paul	Naomi	Mwikali	F	contract	Machine Operator
233	33841692	Ms	Manzi	Nduku		F	contract	Machine Operator
234	34505021	Ms	Ruth	Ndumi	Kyalo	F	contract	Machine Operator
235	36476350	Ms	Kasyoka	Ngei		F	contract	Machine Operator
236	36895689	Mr	Muimi	Nicodemus	Mwaki	M	contract	Machine Operator
237	27205363	Ms	Mary	Nyamai	Nzengula	F	contract	Machine Operator
238	24426008	Ms	Muthangya	Nzambi		F	contract	Machine Operator
239	26723186	Ms	Priscilla	Nzangi	Muleakwen zwa	F	contract	Machine Operator
240	23628101	Ms	Joshua	Nzambi		F	contract	Machine Operator





241	32649093	Ms	Mwendwa	Patricia	Lenah	F	contract	Machine Operator
242	27381341	MS	Kinyuva	Pauline	Syonyaa	F	contract	Machine Operator
243	24991057	MS	Mulinge	Pauline	Mwende	F	contract	Machine Operator
244	27393931	Mr	Kioko	Peter	Mutua	M	contract	Machine Operator
245	27534474	Mr	Musyoki	Peter	Muema	M	contract	Machine Operator
246	26518220	Ms	Kilonzi	Petronilla	Hellen	F	contract	Machine Operator
247	36549098	Ms	Muuo	Pouline	Mueni	F	contract	Machine Operator
248	14456888	Ms	Musyoka	Priscillah	Nyiva	F	contract	Machine Operator
249	33465373	Ms	Mwambi	Purity	Mwikali	F	contract	Machine Operator
250	23303849	Ms	Makau	Purity	Mwikali	F	contract	Machine Operator
251	37420017	Ms	Kamunyu	Purity	Mwikali	F	contract	Machine Operator
252	34727349	Ms	Kalimi	Racheal		F	contract	Machine Operator
253	28079333	Ms	Kathini	Racheal	Ndongu	F	contract	Machine Operator
254	36876224	Ms	Mutua	Raheri	Wanza	F	contract	Machine Operator
255	24181800	Ms	Mwenga	Rebecca	Muthakye	F	contract	Machine Operator
256	34936362	Ms	Nyamai	Rebecca	Kavesa	F	contract	Machine Operator
257	38148248	Ms	Kyalo	Regina	Kanyaa	F	contract	Machine Operator
258	37051215	Mr	Sammy	Reuben	Kimwele	M	contract	Machine Operator
259	36316319	Mr	Ngilu	Reuben		M	contract	Machine Operator
260	24302388	MS	Nzunza	Risper	Mwende	F	contract	Machine Operator
261	34157671	Ms	Kilunda	Rose	Mumbua	F	contract	Machine Operator
262	33363293	Ms	Maseki	Ruth	Mwende	F	contract	Machine Operator
263	37162731	Ms	Mwanzi	Ruth	Katundu	F	contract	Machine Operator
264	29246239	Ms	Sammy	Ruth	Muingo	F	contract	Machine Operator
265	39332530	Ms	Juma	Ruth	Kavata	F	Contract	Machine Operator
266	33505882	Mr	Mwendwa	Sammy	Mwanzia	M	contract	Machine Operator
267	36398327	Ms	Samuel	Serah	Mukai	F	contract	Machine Operator
268	34078741	MS	Muthui	Sharon	Kalimi	F	contract	Machine Operator
269	35051953	Ms	Kimanzi	Sharon	Kavinya	F	contract	Machine Operator
270	28662463	Mr	Mwema	Stephen		M	contract	Machine Operator
271	39049146	Mr	Kyenze	Stephen	Nzuki	M	contract	Machine Operator
272	25333418	Mr	Muinde	Stephen	Kalamba	M	contract	Machine Operator
273	35176604	Ms	Muthoka	Susan	Mwikali	F	contract	Machine Operator
274	31154357	Ms	Beth	Syombua	Mwangangi	F	contract	Machine Operator
275	25948368	Ms	Kilonzo	Teresiah	Munanie	F	contract	Machine Operator



和 和 和 和 和 和 和 和 和 和

和 和 和 和 和 和 和 和 和 和

和 和 和 和 和 和 和 和 和 和

和 和 和 和 和 和 和 和 和 和

和 和 和 和 和 和 和 和 和 和

和 和 和 和 和 和 和 和 和 和

和 和 和 和 和 和 和 和 和 和

和 和 和 和 和 和 和 和 和 和

和 和 和 和 和 和 和 和 和 和

和 和 和 和 和 和 和 和 和 和

和 和 和 和 和 和 和 和 和 和

和 和 和 和 和 和 和 和 和 和

和 和 和 和 和 和 和 和 和 和

和 和 和 和 和 和 和 和 和 和

和 和 和 和 和 和 和 和 和 和

和 和 和 和 和 和 和 和 和 和

和 和 和 和 和 和 和 和 和 和

和 和 和 和 和 和 和 和 和 和

和 和 和 和 和 和 和 和 和 和



276	13780722	Ms	Mwendwa	Timina	Mukai	F	contract	Machine Operator
277	28496437	Ms	Wambua	Trancy	Mutei	F	contract	Machine Operator
278	36072120	Ms	Philip	Veronica	Margret	F	contract	Machine Operator
279	34580926	Ms	Munyoki	Veronica	Mwikali	F	contract	Machine Operator
280	33576904	Ms	Kisavi	Veronica	Sikuku	F	contract	Machine Operator
281	32387357	MS	Muthembwa	Veronicah	Mutio	F	contract	Machine Operator
282	38804708	Ms	Mulatya	Virginia	Nyiva	F	contract	Machine Operator
283	28310019	Ms	Eunice	Wamutwa	Musau	F	contract	Machine Operator
284	13098094	Ms	Kimanzi	Wayua		F	contract	Machine Operator
285	34922381	Mr	Kivai	Wilson	Muthui	M	contract	Machine Operator
286	34802204	Ms	Mutambu	Winfred	Mwende	F	contract	Machine Operator
287	34609869	MS	Kavuli	Winfred	Kiwa	F	contract	Machine Operator
288	36744430	Ms	Wango	Winrose	Mulandi	F	contract	Machine Operator
289	20268996	MS	Kasaani	Winrose	Kivinda	F	contract	Machine Operator
290	30468605	Ms	Mumo	Zipporah	Koki	F	contract	Machine Operator
291	30822097	Mr	Gerald	Charles	Muhanji	M	contract	Marketing Officer
292	34010457	Ms	Kilonzo	Mwende		F	contract	merchadising Officer
293	32154120	Ms	Kioko	Sarah	Kathei	F	contract	merchadising Officer
294	20127064	Ms	Rose	Katangwa	Mutisya	F	contract	Office Administrative Assistant
295	29932562	Ms	Mulatya	Shalyne	Syombua	F	contract	Office Administrative Assistant
296	39096141	Mr	Lumumba	Michael	Munyoki	M	contract	presser
297	30523791	Ms	Lumumba	Pius		M	contract	presser
298	13780313	Mr	Mbathi	Mbuvi		M	contract	Production in charge
299	8614105	Mr	Wacira	Peter	Kinuthia	M	contract	Production in charge
300	22296878	Ms	Sammy	Christine	Kanyiva	F	contract	Production in charge Assistar
301	228626293	Mr	Mutemi	Alex	Muli	M	contract	Project Monitoring Officer
302	27870409	Mr	Muthui	Alfred	Mwendwa	M	contract	Project Monitoring Officer
303	33266453	Mr	Kilungu	Benjamin		M	contract	Project Monitoring Officer
304	36330553	Mr	Munyoki	Collins	Kilonzo	M	contract	Project Monitoring Officer
305	34769418	Ms	Geofrey	Faith	Nduku	F	contract	Project Monitoring Officer
306	33507646	Ms	Mbaluka	Florence	Ndanu	F	contract	Project Monitoring Officer
307	32864419	Ms	Kithome	Jackline		F	contract	Project Monitoring Officer
308	33773221	Mr	Musyoka	Meshack	Mulwa	M	contract	Project Monitoring Officer
309	30338818	Ms	Mwendwa	Telesia	Syombua	F	contract	Project Monitoring Officer



310	12629167	Mr	Kyere	Preston		M	contract	Quality Assurance Officer
311	28982965	Ms	Mbula	Faith	Mbinya	F	contract	Quality Auditor
312	21215099	Ms	Kitoo	Nancy	Ngina	F	contract	Quality Auditor
313	35930601	Ms	Kyandi	Caroline	Kikuyu	F	contract	Quality Checker
314	35251336	Ms	Mbithi	Catherine	Mwende	F	casual	Quality Checker
315	23793427	Ms	Kamula	Janet	Nduku	F	contract	Quality Checker
316	36582990	Ms	Kyalo	Jennifer	Koki	F	contract	Quality Checker
317	28616844	Mr	Musili	Justus	Mulwa	M	contract	Quality Checker
318	22871250	Ms	Kalekye	Kavutha		F	contract	Quality Checker
319	36707785	Ms	Mulonzya	Mary	Mumbe	F	contract	Quality Checker
320	30619274	Ms	Philip	Mercy		F	contract	Quality Checker
321	22144722	Ms	Muli	Stella	Nthenya	F	contract	Quality Checker
322	37155485	Ms	Wambua	Teresia	Kavata	F	contract	Quality Checker
323	25420500	MS	Mueke	Florence	Musangi	F	contract	Quality Controller
324	34078797	Ms	Matoi	Priscilla	Mwende	F	contract	Quality Controller
325	37435471	MS	Kimanzi	Virginia	Kavinya	F	contract	Quality Controller
326	32344160	Ms	Ngita	Yvonne	Kasungwa	F	contract	Quality Controller
327	33690159	Mr	Peter	Alexander	Musyoka	M	contract	Senior support staff
328	30245519	Mr	Susa	Musyoka		M	contract	Senior support staff
329	26188397	Mr	Kathukya	Erick	Nguthu	M	contract	Shipment & Logistics Officer
330	24277740	Ms	Mararo	Caroline	Makinia	F	contract	Snr. Marketing Officer
331	37014382	Ms	Munyoki	Jane	Mwende	F	contract	Store clerk
332	33224041	Ms	Wambua	Josphine		F	contract	Store clerk
333	25419961	Ms	Peter	Mary	Mali	F	contract	Store clerk
334	32080461	Ms	Muthui	Esther	Mutethya	F	contract	Stores in Charge
335	28407647	Mr	Katuku	Geoffrey	Martin	M	contract	Stores in Charge
336	29896985	Mr	Kabwele	Justus		M	contract	Stores in Charge
337	33571270	Mr	Muthui	Stephen	Mwendwa	M	contract	Supply Chain M. Assistant

LIST OF EMPLOYEES AS 31ST JANUARY, 2021



2.0 Sample contract document of engagement for KICOTEC workers;

KITUI COUNTY TEXTILE CENTRE

Cell Phone: 0798151515,
0707444111, 0207846779

Email: kicotec@kitui.go.ke



KICOTEC BUILDINGS
P.O BOX 72 -90200
KITUI

DATE.....

NAME:.....DATE OF BIRTH.....SEX.....MOBILE
NO.....

EMP.NO.....ID NO.....PERMANENT
ADDRESS.....

Dear employee,

RE: APPOINTMENT LETTER.

We are pleased to offer you a job on a basis of three (3) **month's** non-renewable contract. Your job title shall be.....

Terms and conditions of work are as follows



小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

小 小 小 小 小 小

1. Effective date.

The effective date of your employment will be.....and the contract shall end on

2. Place of work

The Place of work shall be KICOTEC unless instructed otherwise by the management.

3. Working hours

A normal working week shall consist of 45 hours of work, 8 hours daily from Monday to Friday and 5 hours on Saturdays. Reporting to and from work will be determined by the operational needs. If necessary, the employees will be required to work day and night shift on rotational basis.

4. Overtime

Any extra hour worked above the normal hours shall be paid and guided by the Government regulations on remuneration.

5. Remuneration

Your Daily wage shall be KSh. 649.60 and shall be paid monthly subject to following factors:

- ✓ Availability of work
- ✓ The number of days worked per month and
- ✓ Work performance and results achieved

6. Transport

The company does not provide transport to and from work

7. Duties

- a) Stitching high quality garments
- b) Making sure that the hourly/daily production targets are timely made
- c) Clean the machines before and after the work
- d) Handle all the garments with a lot of care to avoid damages and rejections
- e) Any other duty assigned by your supervisor

8. Probation

You will be in the first instance be on probation of one month. During this period if your performance, conduct and general behavior is found to be unsatisfactory, the probation period may be extended to a further period. Confirmation of your employment will depend on successful completion of the probation period.



1	2	3	4	5	6
7	8	9	10	11	12
13	14	15	16	17	18
19	20	21	22	23	24
25	26	27	28	29	30
31	32	33	34	35	36
37	38	39	40	41	42
43	44	45	46	47	48
49	50	51	52	53	54
55	56	57	58	59	60
61	62	63	64	65	66
67	68	69	70	71	72
73	74	75	76	77	78
79	80	81	82	83	84
85	86	87	88	89	90
91	92	93	94	95	96
97	98	99	100	101	102
103	104	105	106	107	108
109	110	111	112	113	114
115	116	117	118	119	120
121	122	123	124	125	126
127	128	129	130	131	132
133	134	135	136	137	138
139	140	141	142	143	144
145	146	147	148	149	150
151	152	153	154	155	156
157	158	159	160	161	162
163	164	165	166	167	168
169	170	171	172	173	174
175	176	177	178	179	180
181	182	183	184	185	186
187	188	189	190	191	192
193	194	195	196	197	198
199	200	201	202	203	204
205	206	207	208	209	210
211	212	213	214	215	216
217	218	219	220	221	222
223	224	225	226	227	228
229	230	231	232	233	234
235	236	237	238	239	240
241	242	243	244	245	246
247	248	249	250	251	252
253	254	255	256	257	258
259	260	261	262	263	264
265	266	267	268	269	270
271	272	273	274	275	276
277	278	279	280	281	282
283	284	285	286	287	288
289	290	291	292	293	294
295	296	297	298	299	300
301	302	303	304	305	306
307	308	309	310	311	312
313	314	315	316	317	318
319	320	321	322	323	324
325	326	327	328	329	330
331	332	333	334	335	336
337	338	339	340	341	342
343	344	345	346	347	348
349	350	351	352	353	354
355	356	357	358	359	360
361	362	363	364	365	366
367	368	369	370	371	372
373	374	375	376	377	378
379	380	381	382	383	384
385	386	387	388	389	390
391	392	393	394	395	396
397	398	399	400	401	402
403	404	405	406	407	408
409	410	411	412	413	414
415	416	417	418	419	420
421	422	423	424	425	426
427	428	429	430	431	432
433	434	435	436	437	438
439	440	441	442	443	444
445	446	447	448	449	450
451	452	453	454	455	456
457	458	459	460	461	462
463	464	465	466	467	468
469	470	471	472	473	474
475	476	477	478	479	480
481	482	483	484	485	486
487	488	489	490	491	492
493	494	495	496	497	498
499	500	501	502	503	504
505	506	507	508	509	510
511	512	513	514	515	516
517	518	519	520	521	522
523	524	525	526	527	528
529	530	531	532	533	534
535	536	537	538	539	540
541	542	543	544	545	546
547	548	549	550	551	552
553	554	555	556	557	558
559	560	561	562	563	564
565	566	567	568	569	570
571	572	573	574	575	576
577	578	579	580	581	582
583	584	585	586	587	588
589	590	591	592	593	594
595	596	597	598	599	600

During the probation, the management may terminate this appointment by serving you a seven days' notice period or payment in lieu of the notice.

9. Termination.

a) This contract shall determine and shall forthwith stand terminated without any notice on the last day of its fixed term. Upon termination by lapse of time, the company shall not be under any obligation to give or pay notice.

b) The employee may resign from his/her services by giving a reasonable notice of his/her intentions, which shall be not less than one (1) month or he/she shall pay one month's salary in lieu of such notice.

10. Transfer

You may be transferred to any subsidiary of KICOTEC at the corporation's discretion regardless of your position.

12. Statutory deductions.

In compliance with the laws of Kenya, every employee shall be registered with N.S.S.F and N.H.I.F. deductions of PAYE (pay as you earn) shall be done where applicable as advised by the income tax Department.

13. Obligation

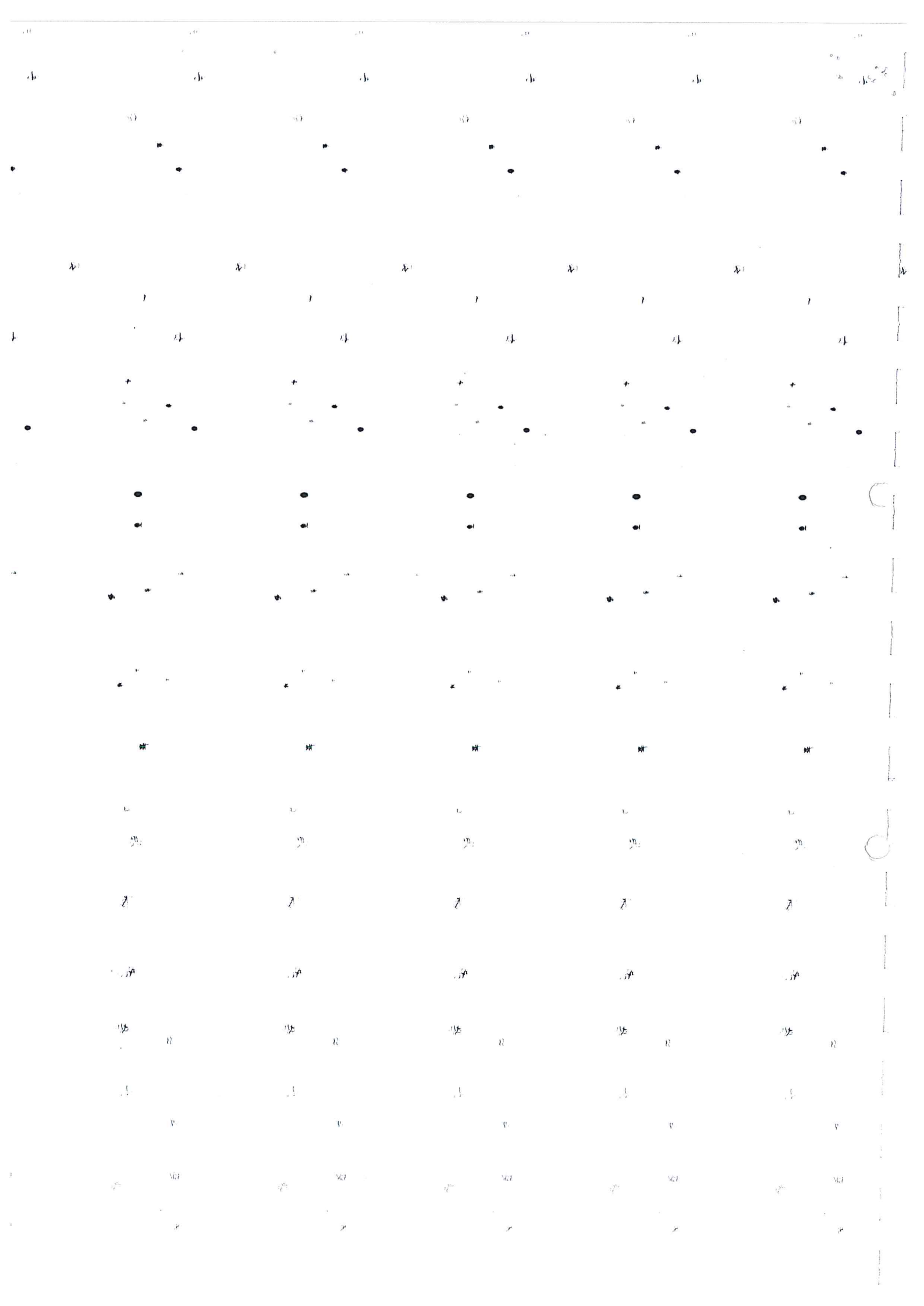
- ✓ You are required to show loyalty, sincerity and integrity of character beyond reproach to this company.
- ✓ You shall at all times both in your private affairs and public behave in such away as not to bring this company into a disrepute.
- ✓ You shall at all times whenever on duty or not conduct in a manner consistent with the tradition and code of behaviors of this company.
- ✓ You shall at all times whenever on duty or not, conduct in a manner consistent with the tradition and code of behavior of this company.
- ✓ In particular you shall be expected to exercise tact and discretion in your dealings with members of the public, public officials and fellow members of staff.
- ✓ You will perform your duties in accordance with the general instructions given by the management from time to time

14. Dismissal without prior notice.

Any of the following matters may amount to gross misconduct so as to lead to summary dismissal.

- ✓ If without leave or lawful cause an employee absents him/herself from duty for more than two days without informing or causing to inform relevant authority in writing.
- ✓ Theft from the company or misuse /damage of the company property.
- ✓ Receipt of two warning letters





- ✓ Intoxication of any kind in the work place
- ✓ Disrespect to any person in authority in the company
- ✓ Fighting in the company and Usage of abusive language.
- ✓ Inciting employees to go slow or strike.

However, all efforts shall be made to acquaint all persons under these and other terms with all company rules and regulations but for the reasons that a contractee has not sufficiently grasped such rules and regulations shall not be a defense for the committal or infringement of any such rules, implied or expressly communicated.

14. You shall be required to abide by all rules and regulations of the company as issued from time to time. You should make yourself familiar to this rules basing on all labour laws and company's personnel rules.

15. Usage of personal protective equipment.

The management advocates strict adherence to the proper usage of protective gears during working hours. Relevant protective equipment shall be issued upon employment and there after replaced if and when necessary.

These terms of contract are sent to you in duplicate. If you accept the terms spelt therein, please sign and return a copy to the HR department

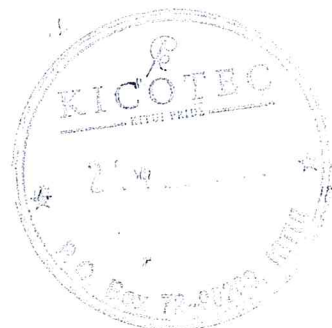
Yours faithfully.

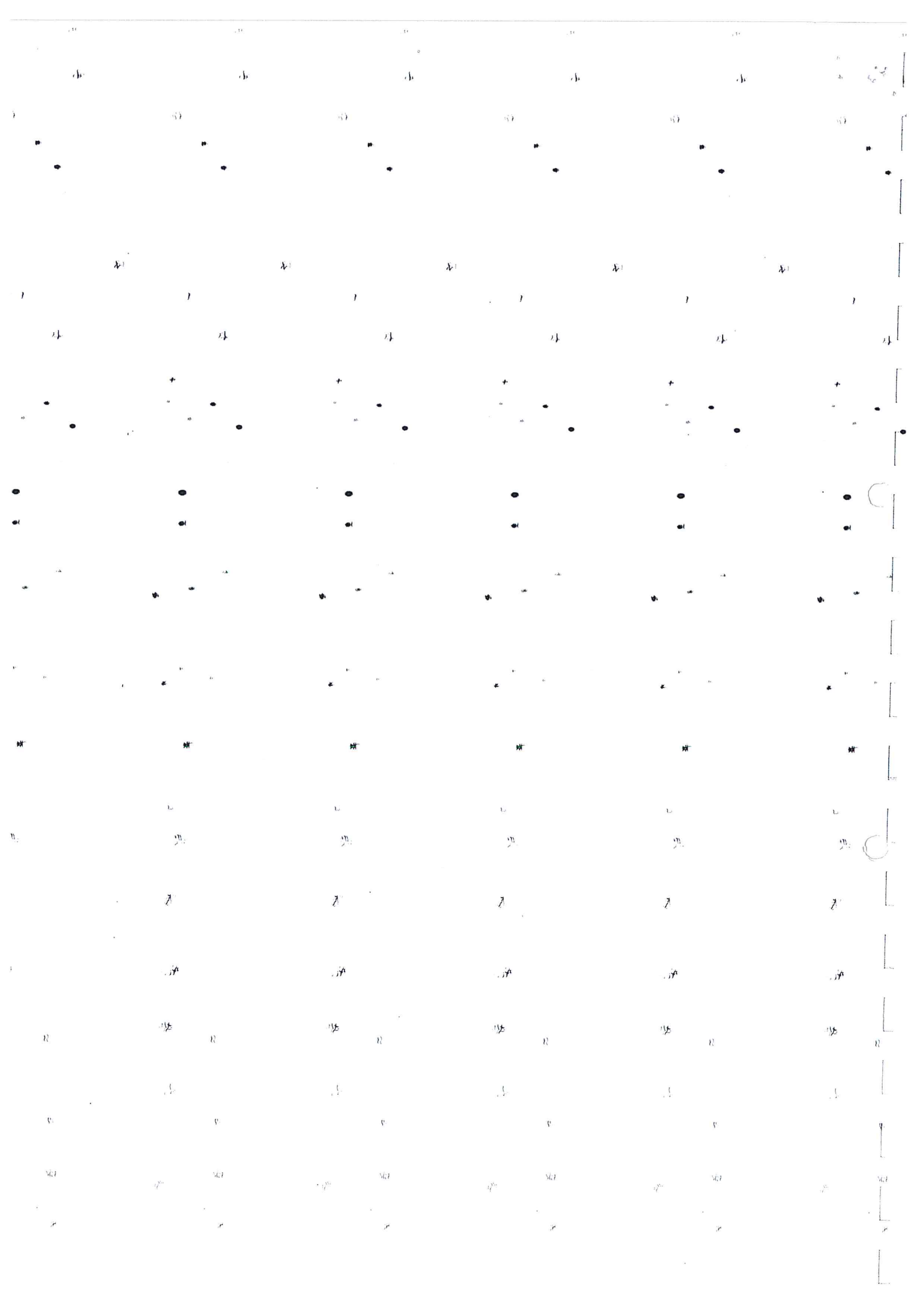
Georgina Musembi

AG. CEO-KICOTEC

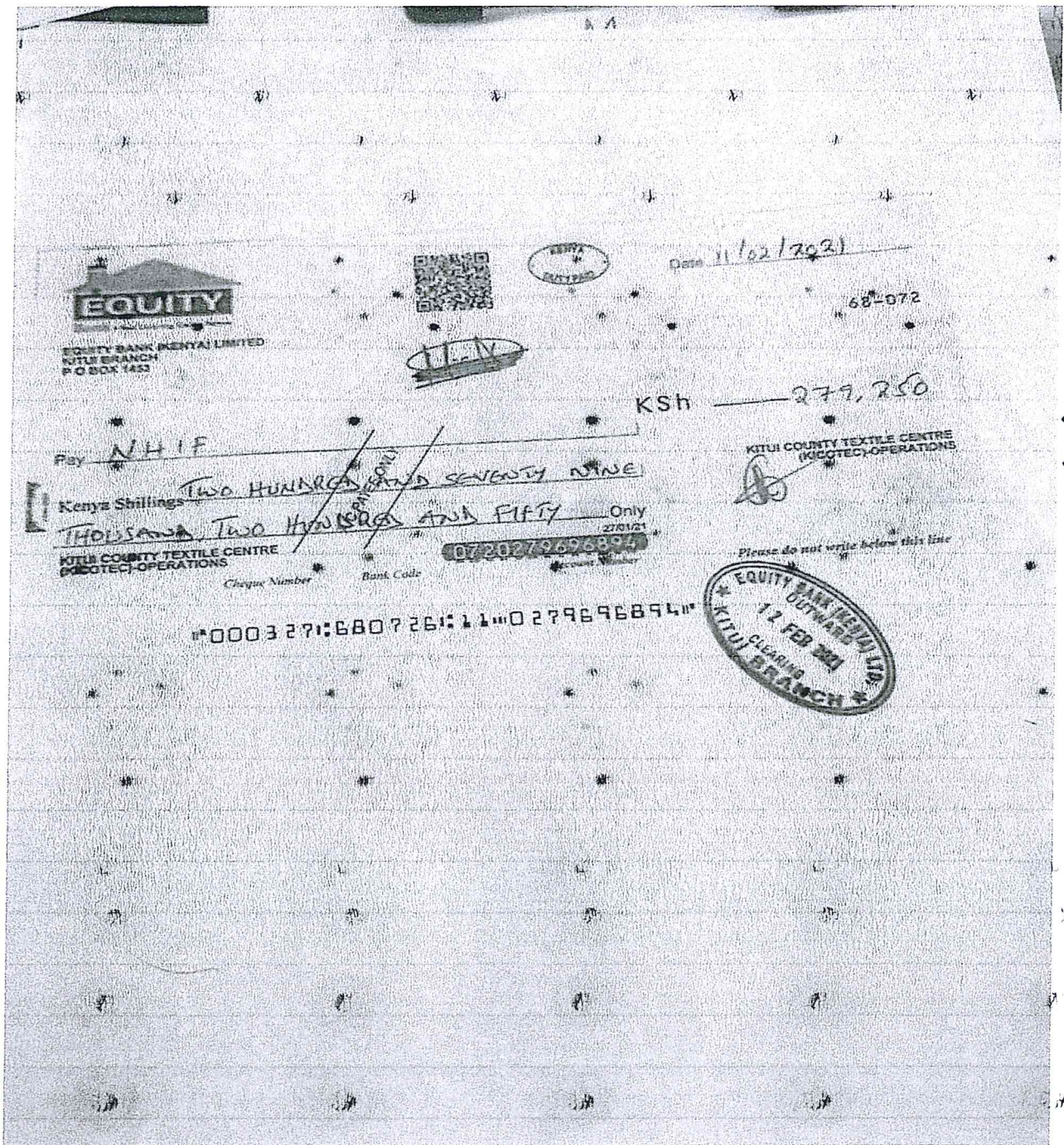
I..... agree with the above terms and conditions of employment.

Sign.....





3.0 Evidence of remittance of statutory deductions;

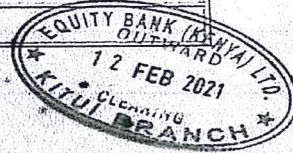


2/12/2021

Eslip

Eslip

Byproduct Number	06270410	
Employer Code	Company Name	Month of contribution
492870	KITUI COUNTY TEXTILE CENTRE	2020-07
Total Amount	279250	
	<input type="button" value="Print"/>	



第一行
第二行
第三行

第四行
第五行
第六行

第七行
第八行
第九行

第十行
第十一行
第十二行

第十三行
第十四行
第十五行

第十六行
第十七行
第十八行

第十九行
第二十行
第二十一行

第二十二行
第二十三行
第二十四行

第二十五行
第二十六行
第二十七行

Vertical text on the right margin, possibly a page number or a reference.



EQUITY BANK (KENYA) LIMITED
KITUI BRANCH
P.O. BOX 1453



Date 11/02/2021

68-072

Ksh 168,200

Pay NHIF

Kenya Shillings

ONE SIXTY EIGHT THOUSAND

TWO HUNDRED ONLY

Only

27/01/21

KITUI COUNTY TEXTILE CENTRE
(KICOTEC)-OPERATIONS

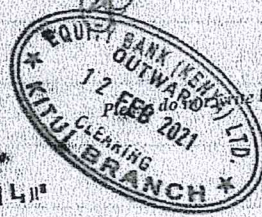
Cheque Number

Bank Code

0720279696894

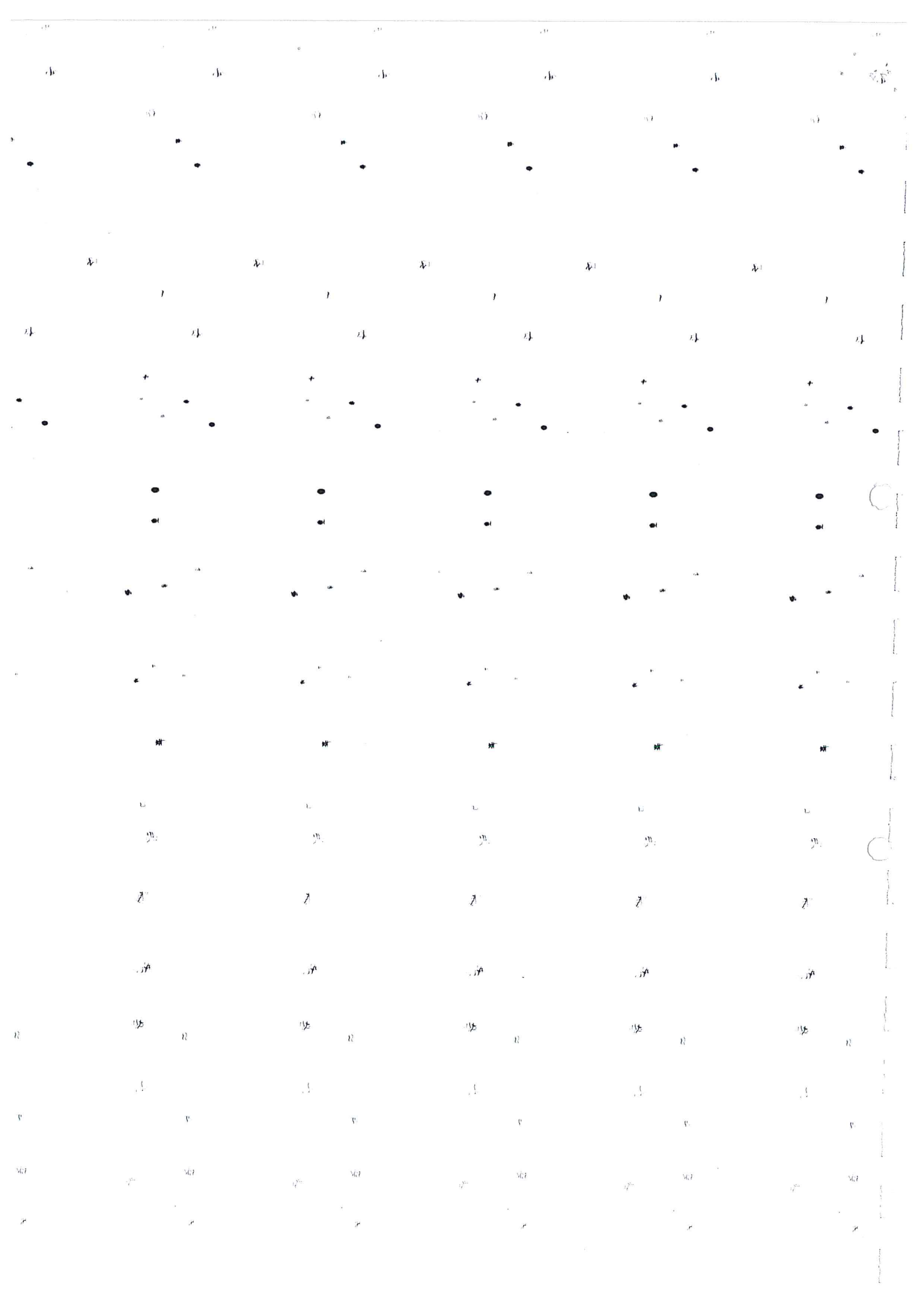
Account Number

KITUI COUNTY TEXTILE CENTRE
(KICOTEC)-OPERATIONS



⑈00033⑈1⑈680726⑈1⑈0279696894⑈





2/12/2021

Eslip

Eslip

Byproduct Number	06270585	
Employer Code	Company Name	Month of contribution
492870	KITUI COUNTY TEXTILE CENTRE	2020-12
Total Amount	168200	
	Print	





Date 11/02/2024

68-072



EQUITY BANK (KENYA) LIMITED
KITUI BRANCH
P.O. BOX 1453



Pay NHIF

KSh

192,950

~~Kenya Shillings ONE HUNDRED AND NINETY TWO THOUSAND NINE HUNDRED AND FIFTY ONLY~~
KITUI COUNTY TEXTILE CENTRE
(KICOTEC)-OPERATIONS

KITUI COUNTY TEXTILE CENTRE
(KICOTEC)-OPERATIONS

270072
07202969689411
Account Number

Bank Code

00029168072611002969689411



Please do not write on this line



小 小 小 小 小 小

和 和 和 和 和 和

母 母 母 母 母 母

和 和 和 和 和 和

母 母 母 母 母 母

和 和 和 和 和 和

母 母 母 母 母 母

和 和 和 和 和 和

母 母 母 母 母 母

和 和 和 和 和 和

母 母 母 母 母 母

和 和 和 和 和 和

母 母 母 母 母 母

和 和 和 和 和 和

母 母 母 母 母 母

和 和 和 和 和 和

母 母 母 母 母 母

和 和 和 和 和 和

母 母 母 母 母 母

和 和 和 和 和 和

母 母 母 母 母 母

和 和 和 和 和 和

母 母 母 母 母 母

和 和 和 和 和 和

母 母 母 母 母 母

和 和 和 和 和 和

母 母 母 母 母 母

和 和 和 和 和 和

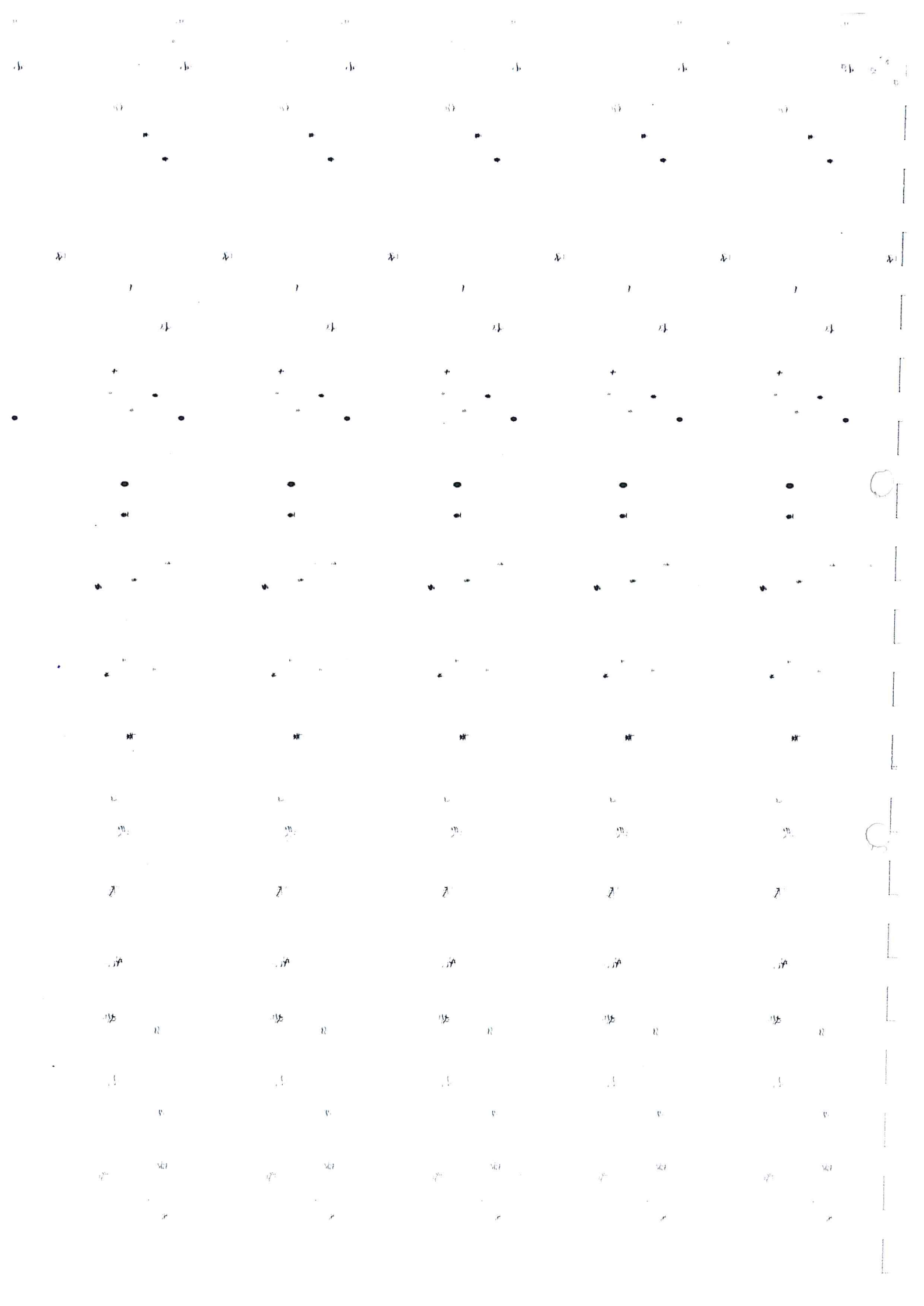
2/12/2021

Eslip

Eslip

Byproduct Number	06270452	
Employer Code	Company Name	Month of contribution
492870	KITUI COUNTY TEXTILE CENTRE	2020-10
Total Amount	192950	
	<input type="button" value="Print"/>	







EQUITY BANK (KENYA) LIMITED
KITUI BRANCH
P.O. BOX 1453



Date 11/02/2021

68-072

~~Handwritten scribble~~

Pay NHIF

KSh 143,100

Kenya Shillings ONE HUNDRED AND FORTY
THREE THOUSAND, ONE HUNDRED Only

~~Handwritten scribble~~
KITUI COUNTY TEXTILE CENTRE
(KICOTEC)-OPERATIONS

KITUI COUNTY TEXTILE CENTRE
(KICOTEC)-OPERATIONS

2701/21

0720279696894

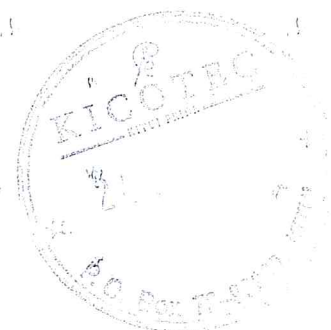
Cheque Number

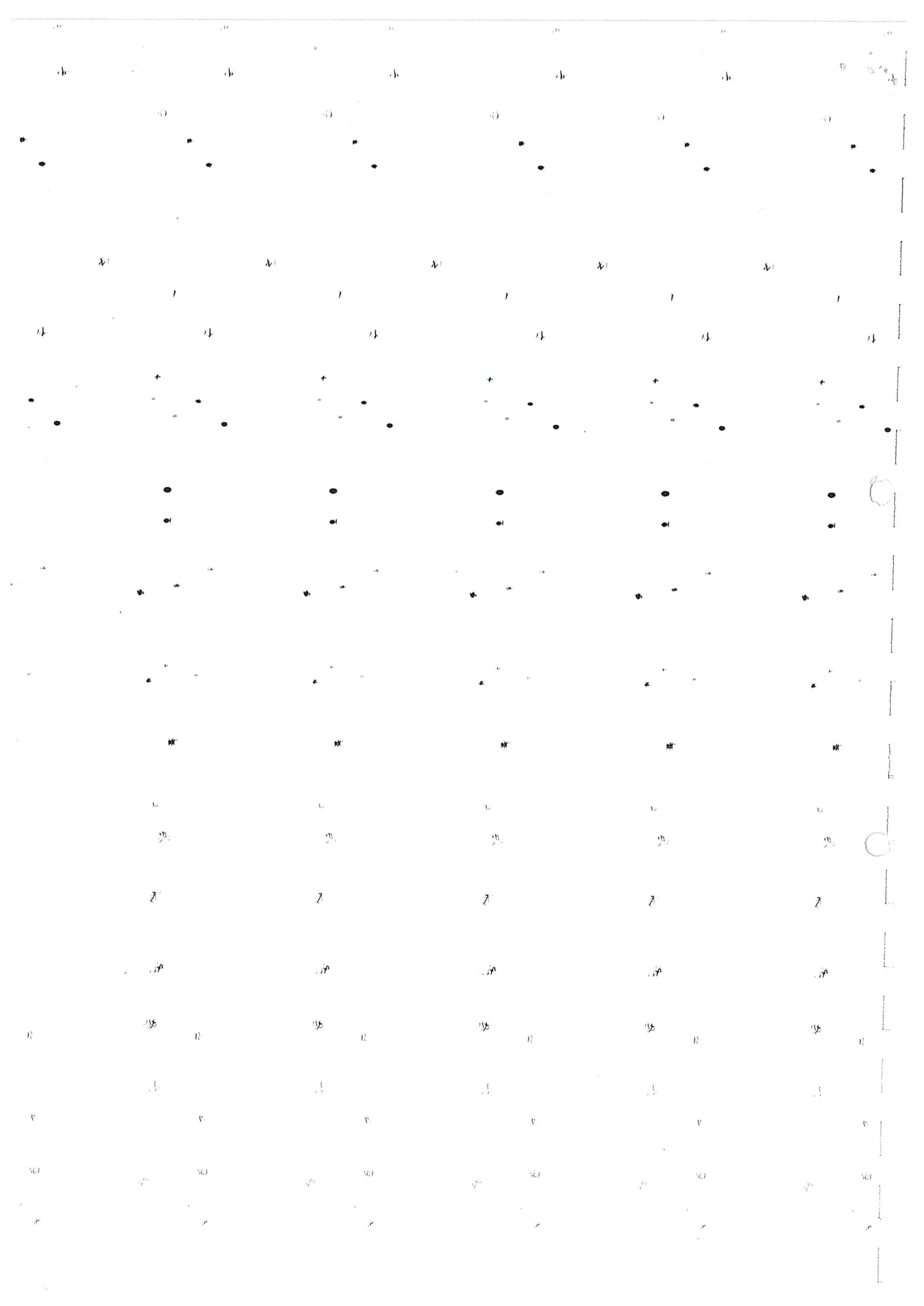
Bank Code

Account Number

Please do not write below this line

⑈000332⑈680726⑈1100279696894⑈





Eslip

Eslip

Byproduct Number	06270499	
Employer Code	Company Name	Month of contribution
492870	KITUI COUNTY TEXTILE CENTRE	2021-01
Total Amount	143100	
	<input type="button" value="Print"/>	



Small characters in the first row of the main text area.

Small characters in the second row of the main text area.

Small characters in the third row of the main text area.

Small characters in the fourth row of the main text area.

Small characters in the fifth row of the main text area.

Small characters in the sixth row of the main text area.

Small characters in the seventh row of the main text area.

Small characters in the eighth row of the main text area.

Small characters in the ninth row of the main text area.

Small characters in the tenth row of the main text area.

Small characters in the eleventh row of the main text area.

Small characters in the twelfth row of the main text area.

Small characters in the thirteenth row of the main text area.

Small characters in the fourteenth row of the main text area.

Small characters in the fifteenth row of the main text area.

Small characters in the sixteenth row of the main text area.

Small characters in the seventeenth row of the main text area.

Small characters in the eighteenth row of the main text area.

Small characters in the nineteenth row of the main text area.

Small characters in the twentieth row of the main text area.

Small characters in the twenty-first row of the main text area.

Small characters in the twenty-second row of the main text area.

Small characters in the twenty-third row of the main text area.

Small characters in the twenty-fourth row of the main text area.

Small characters in the twenty-fifth row of the main text area.

Small characters in the twenty-sixth row of the main text area.

Small characters in the twenty-seventh row of the main text area.

Small characters in the twenty-eighth row of the main text area.

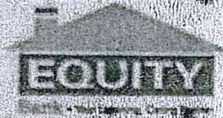
Small characters in the twenty-ninth row of the main text area.

Small characters in the thirtieth row of the main text area.

Small characters in the thirty-first row of the main text area.

Small characters in the thirty-second row of the main text area.

Vertical text on the right side of the page, possibly a margin or a separate column.



EQUITY BANK (KENYA) LIMITED
KITUI BRANCH
P.O. BOX 1463



Date 11/02/2021

68-072



KSh 177,700

Pay NHIF

Kenya Shillings ONE HUNDRED AND SEVENTY

~~SEVEN SEVEN HUNDRED ONLY~~ ONLY

KITUI COUNTY TEXTILE CENTRE
(KICOTEC)-OPERATIONS

0720279696894

Cheque Number Bank Code Account Number

KITUI COUNTY TEXTILE CENTRE
(KICOTEC)-OPERATIONS

Please do not write below this line

000328:680726:11:0279696894



Small characters in the top right corner.

Small characters in a horizontal line across the page.

Small characters in a horizontal line across the page.

Small characters in a horizontal line across the page.

Small characters in a horizontal line across the page.

Small characters in a horizontal line across the page.

Small characters in a horizontal line across the page.

Small characters in a horizontal line across the page.

Small characters in a horizontal line across the page.

Small characters in a horizontal line across the page.

Small characters in a horizontal line across the page.

Small characters in a horizontal line across the page.

Small characters in a horizontal line across the page.

Small characters in a horizontal line across the page.

Small characters in a horizontal line across the page.

Small characters in a horizontal line across the page.

Small characters in a horizontal line across the page.

Small characters in a horizontal line across the page.

Small characters in a horizontal line across the page.

Small characters in a horizontal line across the page.

Small characters in a horizontal line across the page.



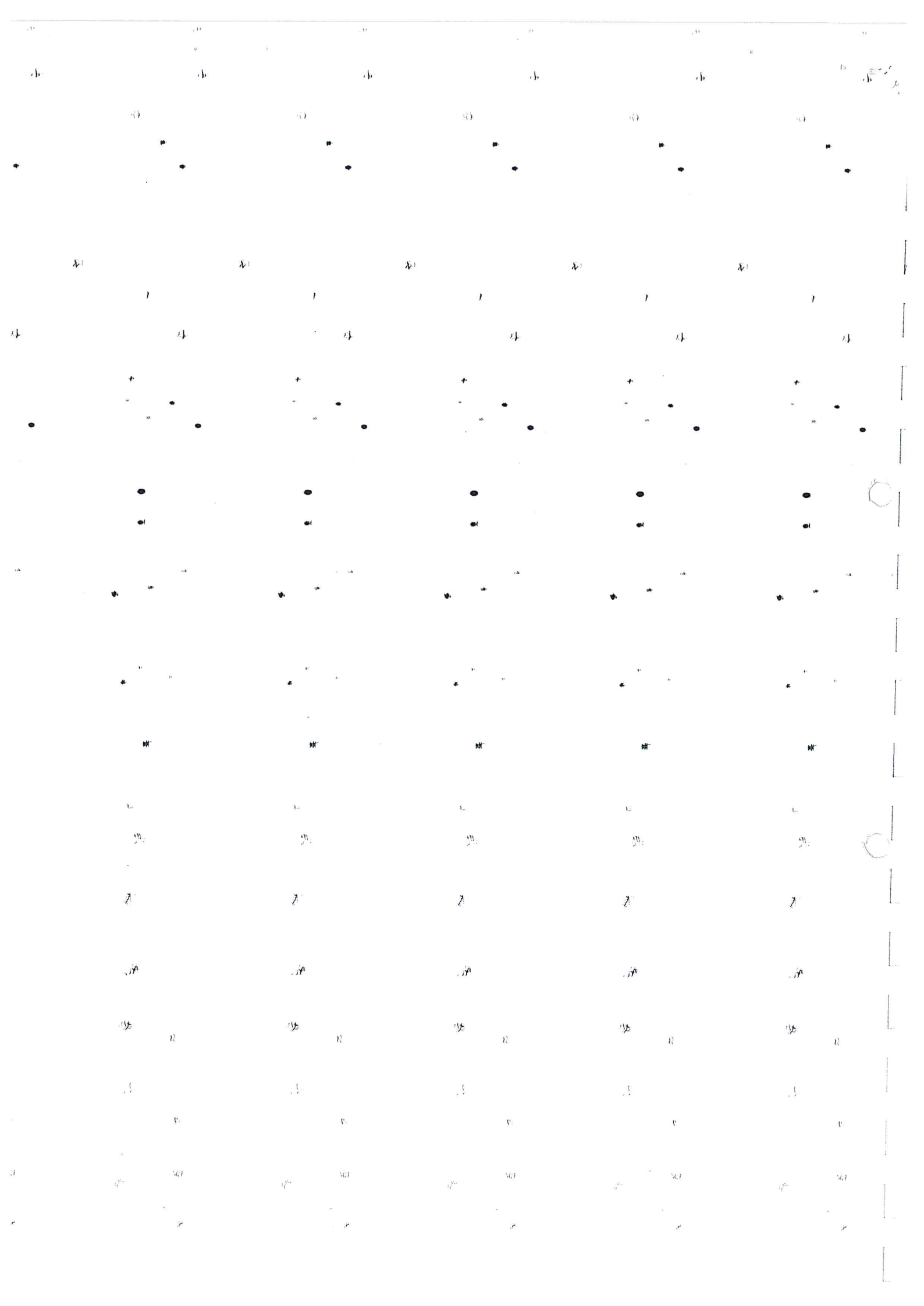
2/12/2021

Eslip

Eslip

Byproduct Number	06270427	
Employer Code	Company Name	Month of contribution
492870	KITUI COUNTY TEXTILE CENTRE	2020-09
Total Amount	177700	
	<input type="button" value="Print"/>	







EQUITY BANK (KENYA) LIMITED
KITUI BRANCH
P.O. BOX 1453



Date 11/02/2021

68-072

~~11/11~~

Pay NHIF KSh

187,250

Kenya Shillings ONE HUNDRED AND EIGHTY

SEVEN THOUSAND TWO HUNDRED AND FIFTY ONLY

KITUI COUNTY TEXTILE CENTRE
(KICOTEC)-OPERATIONS

KITUI COUNTY TEXTILE CENTRE
(KICOTEC)-OPERATIONS

Cheque Number

Bank Code

0720279696894

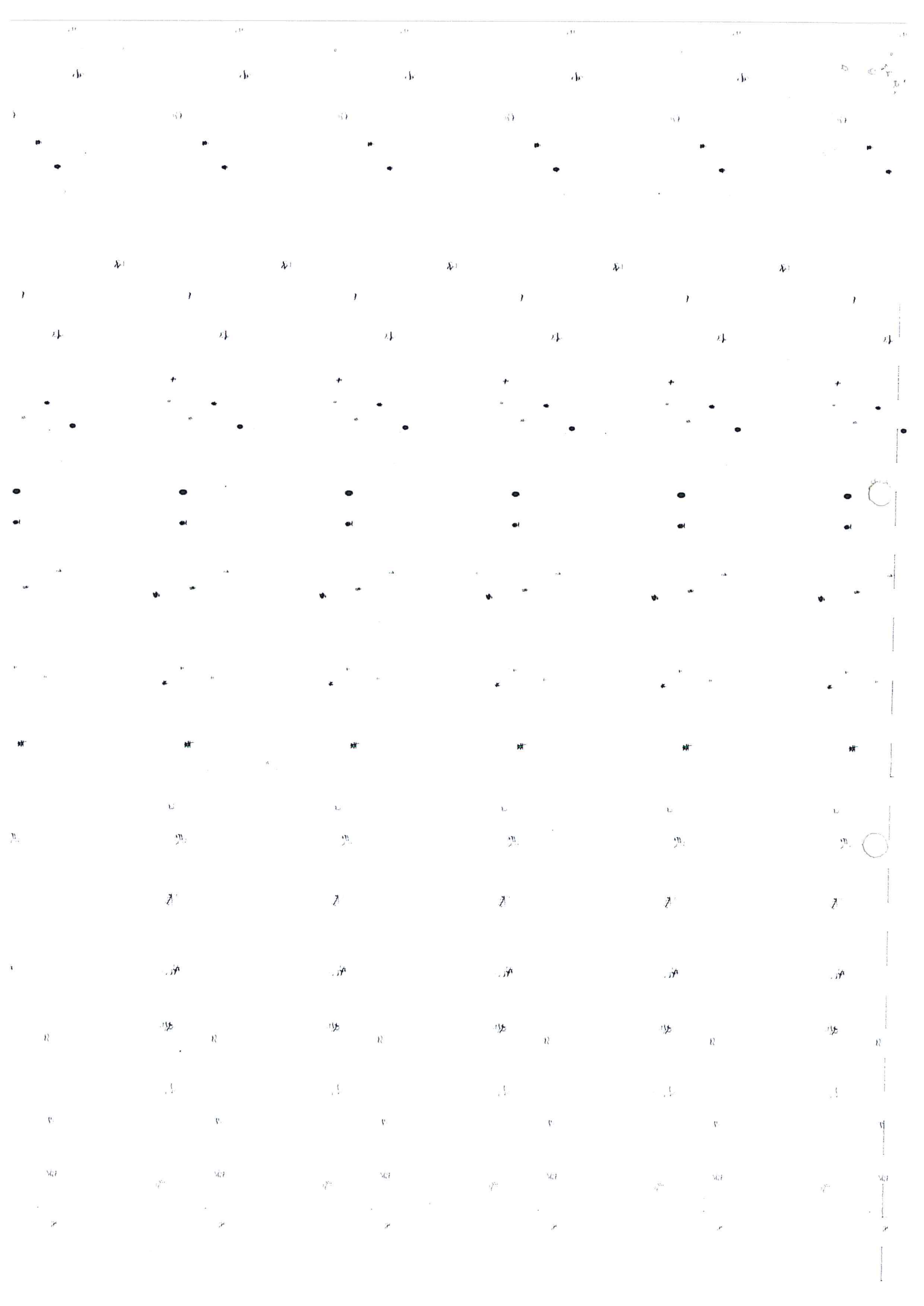
27/01/21

Account Number

Please do not write below this line

⑈000330⑈:680726⑈:11⑈0279696894⑈



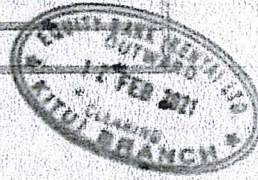


2/12/2021

Eslip

Eslip

Byproduct Number	06270466	
Employer Code	Company Name	Month of contribution
492870	KITUI COUNTY TEXTILE CENTRE	2020-11
Total Amount	187250	
	Print	



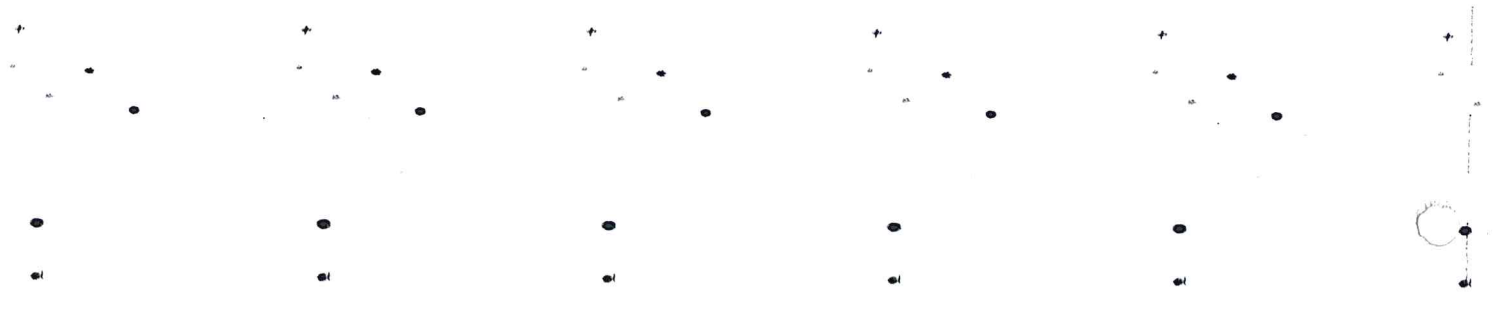
和 和 和 和 和 和



和 和 和 和 和 和

和 和 和 和 和 和

和 和 和 和 和 和



和 和 和 和 和 和

和 和 和 和 和 和

和 和 和 和 和 和

和 和 和 和 和 和

和 和 和 和 和 和

和 和 和 和 和 和

和 和 和 和 和 和

和 和 和 和 和 和

和 和 和 和 和 和

和 和 和 和 和 和

PAYE PAYMENT



Payment Slip

For General Tax Questions
 Contact KRA Call Centre
 Tel: +254 (020) 4999 999
 Cell: +254 (0711) 999 999
 Email: callcentre@kra.go.ke

www.kra.go.ke

Taxpayer PIN: P051692520E

Name and Address:

Kitui County Textile Centre
 KITUI COUNTY TEXTILE CENTRE, SYONGILA, Kitui Central District,
 PO Box:58,
 Postal Code:90200

Payment Registration Date: 20/01/2021

Payment Registration Number
 2020210000217156



Payment Details

Sr.No.	Payment Type	Tax Obligation	Tax Period	Amount to be Paid (Ksh)
1	Self Assessment Tax	(0106) Income Tax - PAYE	Dec 2020	
2	Self Assessment Tax	(0106) Income Tax - PAYE	Nov 2020	148,993
3	Self Assessment Tax	(0106) Income Tax - PAYE	Oct 2020	137,501
4	Self Assessment Tax	(0106) Income Tax - PAYE	Sep 2020	113,672
5	Self Assessment Tax	(0106) Income Tax - PAYE	Aug 2020	79,423
Total Amount to Be Paid (Ksh)				79,904
				559,493



Handwritten marks and symbols in the top right corner.

Small characters and symbols arranged in a grid-like pattern at the top of the page.

A row of small characters or symbols across the middle of the page.

A row of characters, possibly '母' (mother), repeated across the page.

A section containing several rows of small characters and symbols.

A section containing several rows of small characters and symbols.

A section containing several rows of small characters and symbols.

A section containing several rows of small characters and symbols.

A section containing several rows of small characters and symbols.

Vertical lines and circular marks on the right edge of the page, possibly from a binding or scanning artifact.

4.0 Up to date list of debtors and creditors;

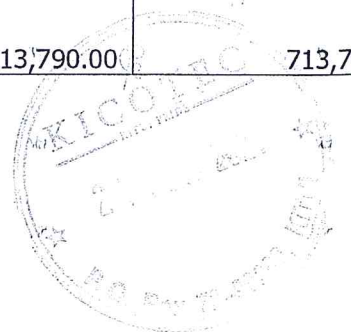
LIST OF CREDITORS

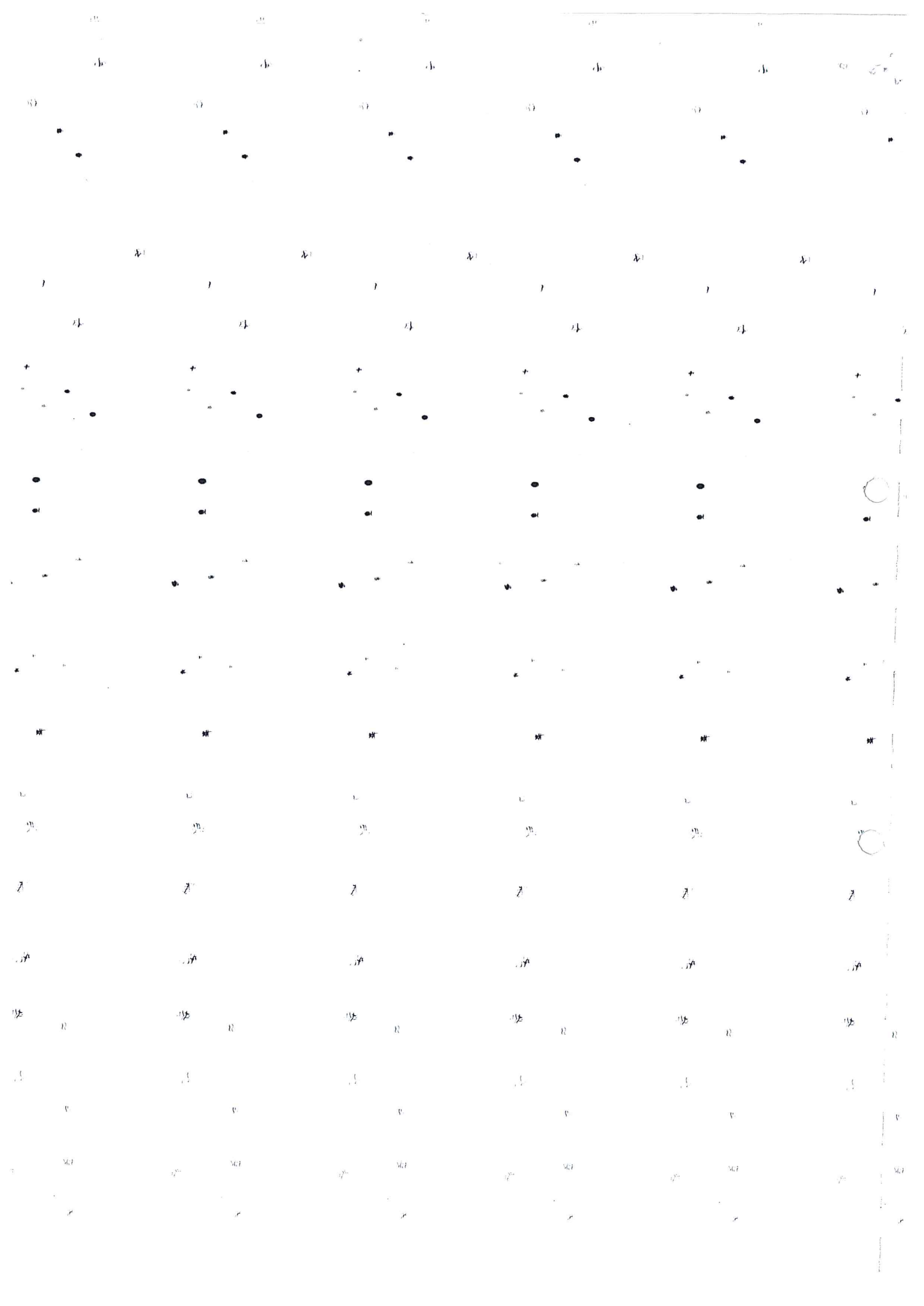
Name of supplier	ITEM PROCURED	LPO Number	LPO Date	Invoice Date	Invoice Number	Invoice Amount	Amount Outstanding
MUMAMU CONTRACTORS	SUPPLY OF POLYPROPYLE, NE 17gms	3543374	15/05/2020	18/05/2020	130	1,298,000.00	1,298,000.00
WIAMUSEO CONTRACTORS	SUPPLY OF SOLDERING WIRE 1.0mm	3543377	15/5/2020	19/05/2020		1,938,420.00	1,938,420.00
FANDA WIRED ENTERPRISES	SUPPLY OF NEEDLES AND SHIRT PLACKET FOLDER	3543367	12/5/2020	15/5/2020	373	409,460.00	409,460.00
PATIME ENTERPRISES	SUPPLY OF SOLDERING WIRE	3543391	10/6/2020	11/6/2020	157	1,960,000.00	1,960,000.00
INTEGRITY WORKS	NON WOVEN 25Gms light blue	3543390	10/6/2020	11/6/2020	0139	1,280,000.00	1,280,000.00
PATIME ENTERPRISES	SUPPLY OF PRODUCTION MATERIALS	3543395	16/06/2020	17/6/2020	159	289,800.00	289,800.00
BANTUTEX GENERAL SUPPLIES	SUPPLY OF ACCESSORIES	3579408 / 3579409 / 3579410 / 3579411	24/6/2020	25/6/2020	069	223,200.00	223,200.00
MADA CONSULTANCY SUPPLIERS LTD	SUPPLY OF KIJANA POLYSTER COTTON	3579351	9/6/2020	25/06/2020	051	13,464,000.00	13,464,000.00
USTIEL LTD	Supply of machine accessories	3579416	24/6/2020	26/6/2020		507,989.00	507,989.00
PAL AGENCIES	SUPPLY OF FOOD STUFFS	3305052	13/5/2020	26/06/2020	703	790,800.00	790,800.00



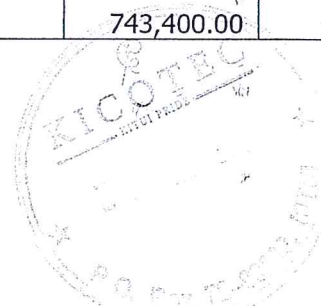
Handwritten musical notation on a page with ten staves. Each staff contains a series of notes and rests, likely representing a melody. The notation is somewhat faded and includes various musical symbols such as dots, vertical lines, and small horizontal strokes. The right margin features vertical bracket-like symbols that appear to be part of the manuscript's structure or a scanning artifact. There are some circular marks, possibly page numbers or decorative elements, on the right side of the page.

WAKARATI FASHIONS LTD	SUPPLY OF ELASTICS EMBROIDERY AND LABELS	3543393 /3543394	16/6/2020	26/6/2020	061	2,098,000.00	2,098,000.00
DANVIN DISTRIBUTORS	SUPPLY OF TEXTILE MATERIALS	3579424	26/6/2020	30/6/2020	359	990,360.00	990,360.00
DANVIN DISTRIBUTORS	SUPPLY OF PACKAGING CARTONS	3579421	26/6/2020	30/6/2020		545,000.00	545,000.00
GLOBAL CONTRACTORS	SUPPLY OF EMBROIDERY THREADS	3579433	3/7/2020			979,200.00	979,200.00
PAME ENTERPRISES	Supply and delivery threads (sky blue and dark green)	3579420	26/6/2020	29/7/2020	160	1,606,500.00	1,606,500.00
WAKARATI FASHIONS LTD	SUPPLY OF MACHINE ACCESSORIES	3579365 and 3579366	9/7/2020	31/7/2020	030	353,180.00	353,180.00
WAKARATI FASHIONS LTD	SUPPLY OF MACHINE ACCESSORIES (STRAIGHT MACHINE NEEDLES AND OVERLOCK)	3579362, 3579363 and 3579364	3/7/2020	31/7/2020	028,029	536,050.00	536,050.00
DOACT VENTURES LIMITED	SUPPLY OF TEXTILE MATERIALS	3579369	29/7/2020	3/8/2020	163	81,000.00	81,000.00
DANVIN DISTRIBUTORS	SUPPLY OF TETRON MATERIALS	3579437	7/7/2020	3/8/2020		1,319,870.00	1,319,870.00
KATETHYA INVESTMENT	SUPPLY OF CONSTRUCTION OF SENTRY HOUSE AT KICOTEC	1775754	23/6/2020	4/8/2020	045	652,012.80	652,012.80
DANVIN DISTRIBUTORS	SUPPLY OF TETRON MATERIALS	3579370	31/7/2020	5/8/2020	367	660,000.00	660,000.00
DANVIN DISTRIBUTORS	SUPPLY OF HEAVY GOLDEN LACES MATERIAL	3579371	5/8/2020	10/8/2020	368	713,790.00	713,790.00





MARKJ VENTURES	SUPPLY OF LAPTOPS AND COMPUTER	3579373 3579374, 3579375, 3579376 and 3579376	6/8/2020	12/8/2020		1,050,700.00	1,050,700.00
PATIME ENTERPRISES	SUPPLY OF TEXTILE MATERIALS	3579422	26/6/2020	14/8/2020	164	2,404,268.00	2,404,268.00
CHAMU GENERAL SUPPLIES LTD	SUPPLY OF PRODUCTION ACCESSORIES	3579440	10/7/2020	17/8/2020	53	135,150.00	135,150.00
VEGAN CONSOLIDATED CATERERS	SUPPLY OF PLASTIC WIRE 1.0mm	3579372	6/8/2020	18/08/2020	45	648,500.00	648,500.00
WAKARATI FASHIONS	Supply and delivery of knit fabric material	3579377 3579378 and 3579379	12/8/2020	18/8/2020	020,023	121,395.00	121,395.00
EPAL AGENCIES	SUPPLY OF MILK AND TEA LEAVES	3305062*	1/7/2020	21/8/2020	705	214,400.00	214,400.00
STEHN CONTRACTORS LTD	SUPPLY OF POLYPROPYLENE 70gms	3543371	14/5/2020	22/08/2020	0	645,000.00	645,000.00
BONUM KENYALTD	SUPPLY OF GABARDINE MATERIALS	3579386	17/09/2020	19/09/2020	2031	445,170.00	445,170.00
PAMWANZI ENTERPRISES	Supply of virus transportation kits	3579448	17/09/2020	21/09/2020	030	350,000.00	350,000.00
ALEANNITASH ENTERPRISES	supply of Non woven material	3579383	12/8/2020	25/9/2020		594,000.00	594,000.00
DOACT VENTURES LIMITED	Procurement of office furniture	3579384	13/8/2020	25/9/2020	003	749,150.00	749,150.00
DELMARG INVESTMENTS	supply of Packaging mask papers	3579390 /3579391	23/9/2020	7/10/2020	006	780,000.00	780,000.00
ROBERTILE VENTURES	Supply of round neck T.shirt	3579394	7/10/2020	9/10/2020	90	743,400.00	743,400.00



小

小

小

小

小

10

小

小

小

小

小

11

小

小

小

小

小

和

和

和

和

和

和

和

和

和

和

母

母

母

母

母

+

+

+

+

+

+

●

●

●

●

●

○

●

●

●

●

●

○

●

●

●

●

●

和

和

和

和

和

和

母

母

母

母

母

母

+

+

+

+

+

+

●

●

●

●

●

●

●

●

●

●

●

●

●

●

●

●

●

●

●

●

●

●

●

●

	material(Navy Blue)						
WAKARATI FASHIONS	Procurement of round neck t-shirt material	3579385	16/9/2020	12/10/2020	0	80,757.00	80,757.00
TOGAPE TRADING SERVICES	Supply of swiss mesh	3669051	16/10/2020	19/10/2020	0054	255,750.00	255,750.00
JULIMUSYI ENTERPRISES	Supply of textile materials	3579449/3579450	16/10/2020	19/10/2020	0002	2,110,000.00	2,110,000.00
WOTE INVESTMENT	Supply of office stationary	3669006	8/10/2020	19/10/2020	086,130	910,120.00	910,120.00
TETI PHARMACY LIMITED	Supply and delivery of virus transportation media/kit	3669251	21/10/2020	21/10/2020	0515	945,000.00	945,000.00
ROBERTLE VENTURES	Supply of textile materials	3669052	19/10/2020	22/10/2020	045	1,214,700.00	1,214,700.00
KIMASTERS LIMITED	Procurement of Golden laces for county and regional commissioners uniforms	3579392	25/9/2020	22/10/2020	02	771,500.00	771,500.00
CIVILTECH ENERGY SOLUTIONS	Supply Of packing cartons	3579393	2/10/2020	23/10/2020	00016	400,000.00	400,000.00
NGOMANGO AND CO. LTD	Supply of brandes KICOTEC labels	3669008/3669009/3669010/3669011	21/10/2020	30/10/2020	0181,182	96,750.00	96,750.00
KAMU INVESTMENTS LTD	Supply of kakamega boots	3579444/3579445/3579446/3579447	14/8/2020	2/11/2020		2,487,870.00	2,487,870.00
TEHN CONTRACTORS LTD	Supply of kisumu uniform material	3579441/3579442/3579443	14/8/2020	3/11/2020		2,387,279.00	2,387,279.00



LIDO SUPPLIES AND GENERAL TRADERS	Procurement of non-woven material for mask production (White 60 gsm)	3579382	12/8/2020	3/11/2020	812	496,000.00	496,000.00
BEFA COLLECTIONS LIMITED	Procurement of foodstuff (Milk)	3305066	28/9/2020	3/11/2020		108,000.00	108,000.00
MUHLAZ CAPITAL LTD	Supply of Denim material	3669014	4/11/2020	6/11/2020	1002	1,373,625.00	1,373,625.00
FRANZ ENTERPRISES	Supply of t-shirt round neck material	3579395	12/10/2020	10/11/2020	1001	7,179,100.00	7,179,100.00
MIKEMO AGENCIES LTD	Supply and delivery of materials for Kisumu county enforcement uniforms	3669053	12/11/2020	14/11/2020	0036	327,400.00	327,400.00
NEMI ADVENTURES LTD	Procurement of Air Ticket	1775765	16/11/2020	16/11/2020	0643	15,000.00	15,000.00
JOSTEC AGENCIES	Supply of staff name tags	3305067	6/10/2020	27/11/2020	151	662,500.00	662,500.00
GOLDMAX ENTERPRISES	Supply of social distance chairs and machines	3669017	17/11/2020	30/11/2020	218	62,550.00	62,550.00
BANTUTEX GENERAL SUPPLIES	Machine accessories	3669018	17/11/2020	3/12/2020	102	72,860.00	72,860.00
KANGOLOTO SUPPLIES LTD	Supply of v-belts	3669024	26/11/2020	4/12/2020		810,250.00	810,250.00
MAKARATI FASHIONS LTD	Supply of hard collar canvas, khaki lining and threads	3689027	1/12/2020	4/12/2020	036	237,800.00	237,800.00
LOGAPE TRADING SERVICES	Supply of screen printing accessories	3669034	10/12/2020	7/12/2020	056	98,600.00	98,600.00
MOZIMAX LTD	Supply of threads	3669032	8/12/2020	11/12/2020	046	1,840.00	1,840.00
ENTICARM ENTERPRISES	Supply of reflector jacket material	3669054	12/12/2020	15/12/2020	8	289,000.00	289,000.00



Handwritten marks at the top right corner.

Small characters (possibly '小') repeated across the top row.

Small characters (possibly '和') repeated across a row.

Small characters (possibly '母') repeated across a row.



Small characters (possibly '母') repeated across a row.

Small characters (possibly '子') repeated across a row.

Small characters (possibly '母') repeated across a row.

Small characters (possibly '子') repeated across a row.

Small characters (possibly '母') repeated across a row.

FOZIMAX LTD	Supply of dustless chalk white	3669037	14/12/2020	16/12/2020	0047	9,200.00	9,200.00
TRACKIDA GENERAL SUPPLIES	Supply of LUCAS material	3669033	10/12/2020	17/12/2020	0082	238,425.00	238,425.00
WAKARATI FASHIONS LTD	Supply of scissors	3669016	17/11/2020	27/12/2020		17,500.00	17,500.00
PHIKAN CONSTRUCTION AND SUPPLIES LTD	Procurement of tetron material sky blue	3669038	16/12/2020	18/12/2020	0501	226,500.00	226,500.00
RUTNIQ ENTERPRISES	Procurement of materials for mask production	3669055	22/12/2020	4/1/2021	0057	156,300.00	156,300.00
WAKARATI FASHIONS	Supply of lining material	3579389	21/9/2020			102,500.00	102,500.00
KANDA PETROL STATION	Supply of fuel and lubricants	3669026	26/11/2020	15/1/2021	13414	650,000.00	650,000.00
JOLINE CONSTRUCTION CO.LTD	Supply of Accessories	3669041	11/1/2021	19/1/2021	142	384,250.00	384,250.00
LYNMUSI ENTERPRISES	Supply of Decron material	3669061	21/01/21	5/2/2021	86	165,000.00	165,000.00
PHIKAN CONSTRUCTION AND SUPPLIES LTD	Supply of Trimmers, Tape Measure	3669049	18/01/2021	5/2/2021	503	42,642.00	42,642.00
	TOTALS					66,964,332.80	66,964,332.80

List of Debtors

Name of Customer	ITEM	LPO Number	LPO Date	Invoice Date	Invoice Number	Invoice Amount	Amount Outstanding



Handwritten scribble or signature in the top right corner.

Main body of the page containing faint, repeating characters and symbols, possibly bleed-through from the reverse side of the paper.



MINISTRY OF TRADE	MASK ,POLO T.SHIRTS, ROUND NECK T. SHIRTS, KHAKI SHORTS AND TROUSERS			4/17/2020 /4/2/2020	126,128	292,300.00	292,300.00
MINISTRY OF EDUCATION	MASK,OVERALLS			4/15/2020 ,3/20/2020	0	230,000.00	230,000.00
MINISTRY OF ENVIRONMENT	CAPS AND T.SHIRTS,MASK			4/2/2020, 4/18/2020	127	730,000.00	730,000.00
MINISTRY OF HEALTH	UNIFORM FOR AMBULANCE DRIVERS			4/2/2020	124	165,600.00	165,600.00
MINISTRY OF PUBLIC SERVICE	MASK			4/22/2020		80,000.00	80,000.00
MINISTRY OF FINANCE	MASK			5/19/2020		180,000.00	180,000.00
OFFICE OF THE GOVERNOR	MASK,CLUTCH BAGS AND GIFT BAGS			5/20/2020 ,6/4/2020		1,157,500.00	1,157,500.00
MINISTRY OF TOURISM	SPORTS UNIFORM PILLOWS AND MATTRESS COVERS			6/3/2020		136,000.00	136,000.00
MINISTRY OF HEALTH	BBRANDED SHIRTS					247,500.00	247,500.00



Handwritten marks and scribbles in the top right corner.

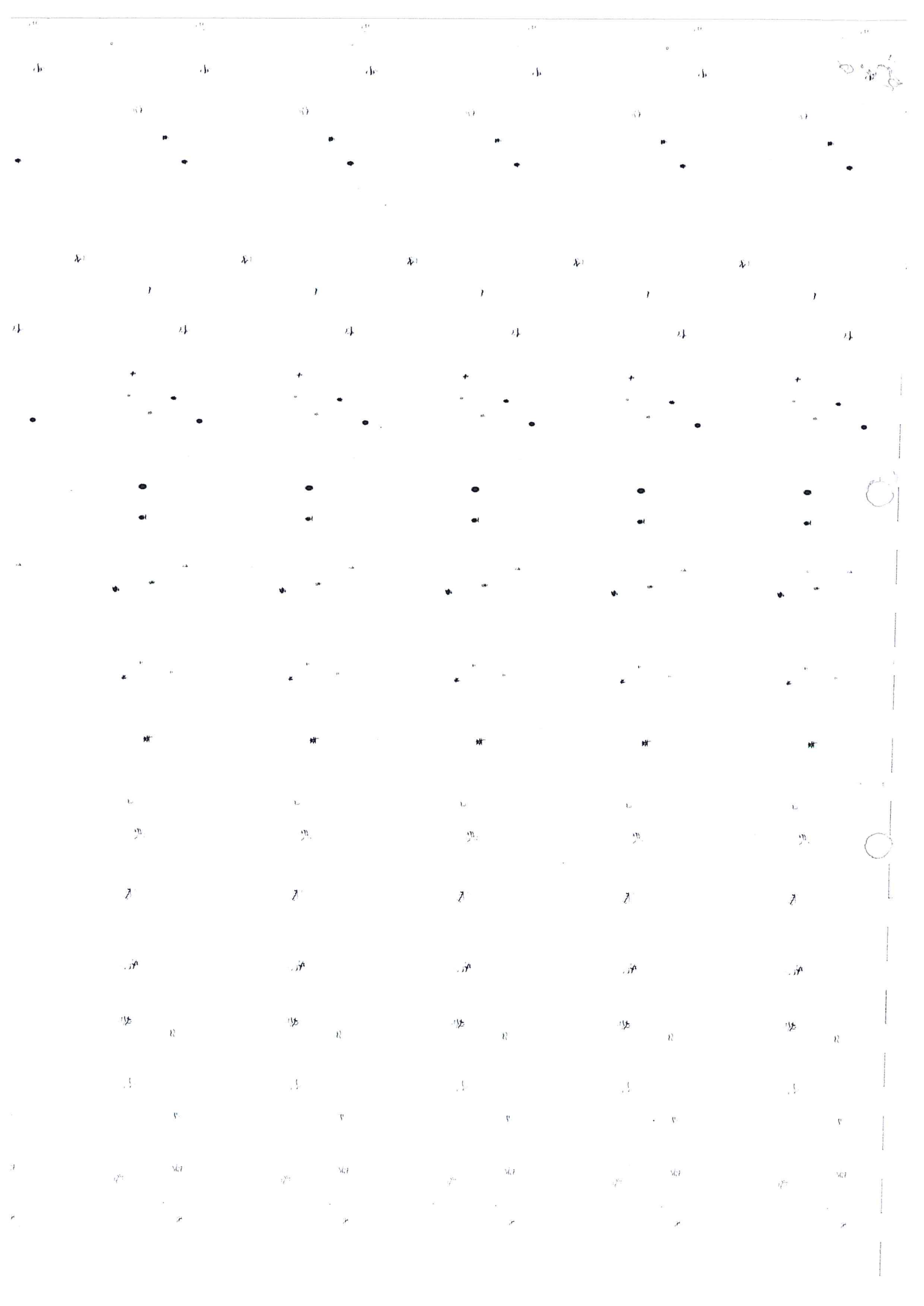
1	2	3	4	5	6	7	8	9	10
11	12	13	14	15	16	17	18	19	20
21	22	23	24	25	26	27	28	29	30
31	32	33	34	35	36	37	38	39	40
41	42	43	44	45	46	47	48	49	50
51	52	53	54	55	56	57	58	59	60
61	62	63	64	65	66	67	68	69	70
71	72	73	74	75	76	77	78	79	80
81	82	83	84	85	86	87	88	89	90
91	92	93	94	95	96	97	98	99	100

Handwritten mark resembling a circle or 'C' on the right margin.

Handwritten mark resembling a circle or 'C' on the right margin.

MINISTRY OF HEALTH	UNIFORMS FOR AMBULANCE DRIVERS					165,600.00	165,600.00
OFFICE OF THE GOVERNOR	MASK DISTRIBUTION					16,711,450.00	16,711,450.00
OFFICE OF THE GOVERNOR	SCHOOL MASKS					4,500,025.00	4,500,025.00
KSG EMBU		4P00549 7	31-Dec	3/6/2020		188,000.00	188,000.00
KEMSA	SCRUBS	827071/ 827089/ 827122/ 827123	3,7,12/20 20	13/8/2020	191	25,850,000.00	25,850,000.00
STEHN CONTRACTORS	DUST COATS			9/9/2020	330	32,490.00	32,490.00
SENATE	SURGICAL FACE MASK			2/11/2020	195	350,000.00	350,000.00
STATE HOUSE	CHOIR UNIFORMS			13/11/2020	0	120,000.00	120,000.00
KAKAMEGA COUNTY	ADMINISTRATIVE			13/11/2020	641	7,816,400.00	7,816,400.00
KISUMU COUNTY	STAFF UNIFORM			9/12/2020		5,355,700.00	5,355,700.00
ITOLEKA FSA	T-SHIRT			9/12/2020		460,000.00	460,000.00
ITOLEKA FSA	T-SHIRT			9/12/2020		800,000.00	800,000.00
PUBLIC SERVICE MANAGEMENT AND ADMINISTRATION	POLO TSHIRTS			15/12/2020	658	38,000.00	38,000.00

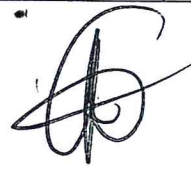




OFFICE OF THE GOVERNOR	POLO TSHIRTS, USHER BELTS, BRANDED SHIRTS			16/12/2020	353	238,944.00	238,944.00
OFFICE OF THE GOVERNOR	ROUND NECK TSHIRT			16/12/2020		1,026,000.00	1,026,000.00
KENYA DEVOLUTION SUPPORT PROGRAMME	MASKS			4/1/2021		120,000.00	120,000.00
MINISTRY OF INTERIOR AND COORDINATION OF NATIONAL GOVERNMENT	STITCHING OF WORKING DRESSES			5/1/2021		2,435,000.00	2,435,000.00
CHAMBER OF COMMERCE	MASKS			12/1/2021		33,034,000.00	33,034,000.00
IEBC	MASKS,GLOVES			12/1/2021		535,390.00	535,390.00
Office of the Governor	Mask			8/1/2021	668	27,500.00	27,500.00
Office of the Governor	Mask			14/1/2021	675	27,500.00	27,500.00



Kenya Devolution Support Programme	MASK		4/1/2021	359	120,000.00	120,000.00
Office of the Governor	MASK		8/1/2021	365	27,500.00	27,500.00
MINISTRY OF HEALTH	MASK		14/1/2021	368	3,350,000.00	3,350,000.00
					106,548,399.00	106,548,399.00



Georgina Musembi
Ag. Chief Executive Officer



