



**Agro-Chemical and Food Company Limited**

**TENDER FOR**

**PROVISION OF MEDICAL/HEALTH INSURANCE  
SERVICES**

**FOR THE PERIOD JULY 1, 2019 – JUNE 30, 2020**

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## SECTION I - INVITATION FOR TENDERS

### TENDER FOR PROVISION OF HEALTH INSURANCE SERVICES

- 1.1 Agro Chemical and Food Company Limited invites sealed tenders from eligible candidates for the provision of Health / Medical Insurance Services for an initial period of one(1) year starting from 1<sup>st</sup> July 2019 and ending on 30<sup>th</sup> June 2020 with provision for renewal for another one year subject to satisfactory performance.
- 1.2 Interested eligible bidders may download the tender documents with detailed information from the company's website: [www.acfc.co.ke](http://www.acfc.co.ke) or [www.tenders.go.ke](http://www.tenders.go.ke) free of charge.
- 1.3 Completed bid documents are to be enclosed in plain sealed envelopes clearly marked **"TENDER FOR THE PROVISION OF HEALTH/MEDICAL INSURANCE SERVICES"** and be deposited in the tender box at the entrance to the main administration block at the Factory in Muhoroni or be mailed to the address below so as to be received on or before **May 22, 2019 at 1230 hours.**

The Resident Director and Chief Executive  
Agro-chemical and Food Company Limited  
P.O. Box 18 – 40107  
**Muhoroni, Kenya**
- 1.4 Tenders will be opened immediately thereafter in the presence of the candidates' representatives who choose to attend the opening at the ACFC Training Centre at the factory in Muhoroni.
- 1.5 Prices quoted must be net inclusive of all taxes, **must** be in Kenya Shillings and should remain valid for 90 days from the closing date of the tender.
- 1.6 All bids must be accompanied by a bid security for **KShs.100,000.00** or an equivalent in a freely convertible currency in the form of A bank guarantee from a reputable bank or Such insurance guarantee approved by the Public Procurement Regulatory Authority.
- 1.7 Bidders are required to serialize all the pages of the bid document submitted including any addendum, appendixes and attachments.
- 1.8 Late bids will not be accepted.

**The Supply Chain Manger  
Agro Chemical and Food Company Limited**

## **SECTION II - INSTRUCTIONS TO TENDERERS**

### **2.1. Eligible Tenderers**

- 2.1.1 This Invitation for Tenders is open to all Medical Insurance service providers. Successful tenderers shall provide the services for the stipulated duration from the date of commencement (hereinafter referred to as the term) specified in the tender documents.
- 2.1.2 The procuring entity's employees, committee members, board members and their relatives (spouse and children) are not eligible to participate in the tender unless where specially allowed under section 55 of the Act.
- 2.1.3 Tenderers shall provide the qualification information statement that the tenderer (including all members of a joint venture and subcontractors) is not associated, or have been associated in the past, directly or indirectly, with a firm or any of its affiliates which have been engaged by the Procuring entity to provide consulting services for the preparation of the design, specifications, and other documents to be used for the procurement of the services under this Invitation for tenders.
- 2.1.4 Tenderers involved in the corrupt or fraudulent practices or debarred from participating in public procurement shall not be eligible.

### **2.2 Cost of Tendering**

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

### **2.3 Contents of Tender Document**

- 2.3.1 The tender documents comprise the documents listed below, and addenda issued in accordance with clause 2.5 of these instructions to tenderers.

- i. Instructions to Tenderers
- ii. Form of Tender
- iii. Price Schedules
- iv. Contract Form
- v. Confidential Business Questionnaire
- vi. Tender Security Form

- vii. Performance Security Form
- viii. Self Declaration Form

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

## **2.4 Clarification of Tender Documents**

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

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

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

## **2.5 Amendment of Tender Documents**

2.5.1 At any time prior to the deadline for submission of tenders, the Procuring entity, for any reason, whether at its own initiative or in response to a clarification requested by a prospective tenderer, may modify the tender documents by issuing an addendum.

2.5.2 All prospective tenderers who have obtained the tender documents will be notified of the amendment by post, fax or email and such amendment will be binding on them.

2.5.3 In order to allow prospective tenderers reasonable time in which to take the amendment into account in preparing their tenders, the Procuring entity, at its discretion, may extend the deadline for the submission of tenders.

## **2.6 Language of Tenders**

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

## **2.7. Documents Comprising the Tender**

2.7.1 The tender prepared by the tenderer shall comprise the following components:

- (a) A Tender Form and a Price Schedule completed in accordance with paragraph 2.8, 2.9 and 2.10 below
- (b) Documentary evidence established in accordance with paragraph 2.1.3 that the tenderer is eligible to tender and is qualified to perform the contract if its tender is accepted;
- (c) Tender security furnished in accordance with paragraph 2.12 (if applicable)
- (d) Declaration Form.

## **2.8. Form of Tender**

2.8.1 The tenderer shall complete the Tender Form and the Price Schedule furnished in the tender documents, indicating the services to be provided.

## **2.9. Tender Prices**

2.9.1 The tenderer shall indicate on the form of tender and the appropriate price schedule the unit prices and total tender price of the services it proposes to provide under the contract.

2.9.2 Prices indicated on the Price Schedule shall be the cost of the services quoted including all customs duties and VAT and other taxes payable.

2.9.3 Prices quoted by the tenderer shall remain fixed during the Term of the contract unless otherwise agreed by the parties. A tender submitted with an adjustable price quotation will be treated as non-responsive and will be rejected, pursuant to paragraph 2.20.5

## **2.10. Tender Currencies**

2.10.1 Prices shall be quoted in Kenya Shillings

## **2.11. Tenderers Eligibility and Qualifications**

2.11.1 Pursuant to paragraph 2.1 the tenderer shall furnish, as part of its tender, documents establishing the tenderers eligibility to tender and its qualifications to perform the contract if it's tender is accepted.

2.11.2 The documentary evidence of the tenderer's qualifications to perform the contract if its tender is accepted shall establish to the Procuring entity's satisfaction that the tenderer has the financial and technical capability necessary to perform the contract.

## **2.12. Tender Security**

2.12.1 The tenderer shall furnish, as part of its tender, a tender security for **KShs.100,000.00** or an equivalent in a freely convertible currency in the form specified in paragraph 2.12.4.

2.12.2 The tender security shall not exceed 2 per cent of the tender price.

2.12.3 The tender security is required to protect the Procuring entity against the risk of Tenderer's conduct which would warrant the security's forfeiture, pursuant to paragraph 2.12.2

2.12.4 The tender security shall be denominated in Kenya Shillings or in another freely convertible currency, and shall be in the form:

- a) Cash.
- b) A bank guarantee.
- c) Such insurance guarantee approved by the Authority.
- d) Letter of credit.

2.12.5 Any tender not secured in accordance with paragraph 2.12.1. and 2.12.3 shall be rejected by the Procuring entity as non-responsive, pursuant to paragraph 2.20.5

2.12.6 Unsuccessful Tenderer's tender security will be discharged or returned as promptly as possible but not later than thirty (30) days after the expiration of the period of tender validity

2.12.7 The successful Tenderer's tender security will be discharged upon the tenderer signing the contract, pursuant to paragraph 2.29, and furnishing the performance security, pursuant to paragraph 2.30

2.12.8 The tender security may be forfeited:

- (a) If a tenderer withdraws its tender during the period of tender validity.
- (b) in the case of a successful tenderer, if the tenderer fails:
  - (i) to sign the contract in accordance with paragraph 2.28 or
  - (ii) to furnish performance security in accordance with paragraph 2.29
- (c) If the tenderer rejects correction of an arithmetic error in the tender.

## **2.13. Validity of Tenders**

2.13.1.1 Tenders shall remain valid for 90 days after date of tender opening pursuant to paragraph 2.18. A tender valid for a shorter period shall be rejected by the Procuring entity as non-responsive.

2.13.1.2 In exceptional circumstances, the Procuring entity may solicit the Tenderer's consent to an extension of the period of validity. The request and the responses thereto shall be made in writing. The tender security provided under paragraph 2.12 shall also be suitably extended. A tenderer granting the request will not be required nor permitted to modify its tender.

## **2.14. Format and Signing of Tenders**

2.14.1 The tenderer shall prepare an original and a copy of the tender, clearly marking each "**ORIGINAL TENDER**" and "**COPY OF TENDER,**" as appropriate. Each of the documents shall comprise of both the Technical and the Financial offers. In the event of any discrepancy between them, the original shall govern.

2.14.2 The original and all copies of the tender shall be typed or written in indelible ink and shall be signed by the tenderer or a person or persons duly authorized to bind the tenderer to the contract. All pages of the tender, except for un-amended printed literature, shall be initialed by the person or persons signing the tender.

2.14.3 The tender shall have no interlineations, erasures, or overwriting except as necessary to correct errors made by the tenderer, in which case such corrections shall be initialed by the person or persons signing the tender.

## **2.15 Sealing and Marking of Tenders**

2.15.1 The tenderer shall seal the original and the copy of the tender in separate envelopes, duly marking the envelopes as **“ORIGINAL TENDER”** and **“COPY OF TENDER”** on the front and with the bidders address at the back. The envelopes shall then be sealed in an outer envelope.

2.15.2 The inner and outer envelopes shall:

(a) be addressed to the Procuring entity at the address given in the Invitation to Tender.

(b) bear tender number and name in the invitation to tender and the words, **“DO NOT OPEN BEFORE MAY 22, 2019 AT 1230HRS”**.

2.15.3 The inner envelopes shall also indicate the name and address of the tenderer to enable the tender to be returned unopened in case it is declared “late”.

2.15.4 If the outer envelope is not sealed and marked as required by paragraph 2.15.2, the Procuring entity will assume no responsibility for the tender’s misplacement or premature opening.

## **2.16. Deadline for Submission of Tenders**

(a) Tenders must be received by the Procuring entity at the address specified under paragraph 2.15.2 not later than **May 22, 2019 at 1230hrs**.

2.16.1 The Procuring entity may, at its discretion, extend this deadline for the submission of tenders by amending the tender documents in accordance with paragraph 2.5.3 in which case all rights and obligations of the Procuring entity and candidates previously subject to the deadline will thereafter be subject to the deadline as extended.

2.16.2 Bulky tenders which will not fit the tender box shall be received by the procuring entity as provided for in the appendix.



## **2.17. Modification and Withdrawal of Tenders**

- 2.17.1 The tenderer may modify or withdraw its tender after the tender's submission, provided that written notice of the modification, including substitution or withdrawal of the tenders, is received by the Procuring entity prior to the deadline prescribed for submission of tenders.
- 2.17.2 The tenderer's modification or withdrawal notice shall be prepared, sealed, marked and dispatched in accordance with the provisions of paragraph 2.15. a withdrawal notice may also be sent by fax or email but followed by a signed confirmation copy, postmarked not later than the deadline for submission of tenders.
- 2.17.3 No tender may be modified after the deadline for submission of tenders.
- 2.17.4 No tender may be withdrawn in the interval between the deadline for submission of tenders and the expiration of the period of tender validity. Withdrawal of a tender during this interval may result in the Tenderer's forfeiture of its tender security, pursuant to paragraph 2.12.2.

## **2.18. Opening of Tenders**

- 2.18.1 The Procuring entity will open all tenders in the presence of tenderers' representatives who choose to attend the opening on **May 22, 2019** at **12.30hrs** and in the location specified in the invitation for tenders. The tenderers' representatives present during the opening shall sign a register evidencing their attendance.
- 2.18.2 The tenderers' names, tender modifications or withdrawals, tender prices, discounts, and the presence or absence of requisite tender security and such other details as the Procuring entity, at its discretion, may consider appropriate, will be announced at the opening.
- 2.18.3 The Procuring entity will prepare minutes of the tender opening, which will be submitted to tenderers that signed the tender opening register and will have made the request.

## **2.19 Clarification of Tenders**

- 2.19.1 To assist in the examination, evaluation and comparison of tenders the Procuring entity may, at its discretion, ask the tenderer for a clarification of its tender. The

request for clarification and the response shall be in writing, and no change in the prices or substance of the tender shall be sought, offered, or permitted.

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

## **2.20 Preliminary Examination and Responsiveness**

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

2.20.2 Arithmetical errors will be rectified on the following basis. If there is a discrepancy between the unit price and the total price that is obtained by multiplying the unit price and quantity, the unit price shall prevail, and the total price shall be corrected. If the candidate does not accept the correction of the errors, its tender will be rejected, and its tender security forfeited. If there is a discrepancy between words and figures, the amount in words will prevail

2.20.3 The Procuring entity may waive any minor informality or non-conformity or irregularity in a tender which does not constitute a material deviation provided such waiver does not prejudice or affect the relative ranking of any tenderer.

2.20.4 Prior to the detailed evaluation, pursuant to paragraph 2.20, the Procuring entity will determine the substantial responsiveness of each tender to the tender documents. For purposes of these paragraphs, a substantially responsive tender is one which conforms to all the terms and conditions of the tender documents without material deviations the Procuring entity's determination of a tender's responsiveness is to be based on the contents of the tender itself without recourse to extrinsic evidence.

2.20.5 If a tender is not substantially responsive, it will be rejected by the procuring entity and may not subsequently be made responsive by the tenderer by correction of the nonconformity.

## **2.21. Conversion to Single Currency**

2.21.1 Where other currencies are used, the Procuring entity will convert those currencies to Kenya Shillings using the selling exchange rate on the date of tender closing provided by the Central Bank of Kenya.

## **2.22. Evaluation and Comparison of Tenders**

2.22.1 The Procuring entity will evaluate and compare the tenders which have been determined to be substantially responsive, pursuant to paragraph 2.20

2.22.2 The Procuring entity's evaluation of a tender will take into account, in addition to the tender price, the following factors, in the manner and to the extent indicated in paragraph 2.22.3.

- (a) Operational plan proposed in the tender;
- (b) deviations in payment schedule from that specified in the Special Conditions of Contract

2.22.3 Pursuant to paragraph 2.22.2 the following evaluation methods will be applied.

- (a) Operational Plan
  - (i) The Procuring entity requires that the services under the Invitation for Tenders shall be performed at the time specified in the Schedule of Requirements.

A tender offering to perform longer than the procuring entity's required delivery time will be treated as non-responsive and rejected.

- (b) Deviation in payment schedule
  - (i) Tenderers shall state their tender price for the payment on schedule outlined in the special conditions of contract.  
Tenders will be evaluated on the basis of this base price. Tenderers are, however, permitted to state an alternative payment schedule and indicate the reduction in tender price they wish to offer for such alternative payment schedule. The Procuring entity may consider the alternative payment schedule offered by the selected tenderer.

2.22.4 The tender evaluation committee shall evaluate the tender within 30 days from the date of opening the tender.

### **2.23. Contacting the Procuring entity**

2.23.1 Subject to paragraph 2.19 no tenderer shall contact the Procuring entity on any matter relating to its tender, from the time of the tender opening to the time the contract is awarded.

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

### **2.24 Post-qualification**

2.24.1 The Procuring entity will verify and determine to its satisfaction whether the tenderer that is selected as having submitted the lowest evaluated responsive tender is qualified to perform the contract satisfactorily.

2.24.2 The determination will take into account the tenderer financial and technical capabilities. It will be based upon an examination of the documentary evidence of the tenderer's qualifications submitted by the tenderer, pursuant to paragraph 2.11.2 , as well as such other information as the Procuring entity deems necessary and appropriate

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

### **2.25 Award Criteria**

2.25.1 Subject to paragraph 2.29 the Procuring entity will award the contract to the successful tenderer whose tender has been determined to be substantially responsive and has been determined to be the lowest evaluated tender, provided further that the tenderer is determined to be qualified to perform the contract satisfactorily.

2.25.2 To qualify for contract awards, the tenderer shall have the following:-

- (b) Necessary qualifications, capability experience, services, equipment and facilities to provide what is being procured.
- (c) Legal capacity to enter into a contract for procurement
- (d) Shall not be insolvent, in receivership, bankrupt or in the process of being wound up and is not the subject of legal proceedings relating to the foregoing.
- (e) Shall not be debarred from participating in public procurement.

## **2.26. Procuring entity's Right to accept or Reject any or all Tenders**

2.26.1 The Procuring entity reserves the right to accept or reject any tender, and to annul the tendering process and reject all tenders at any time prior to contract award, without thereby incurring any liability to the affected tenderer or tenderers or any obligation to inform the affected tenderer or tenderers of the grounds for the Procuring entity's action. If the Procuring entity determines that none of the tenders is responsive, the Procuring entity shall notify each tenderer who submitted a tender.

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

2.26.3 A tenderer who gives false information in the tender document about his qualification or who refuses to enter into a contract after notification of contract award shall be considered for debarment from participating in future public procurement.

## **2.27 Notification of Award**

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

2.27.2 The notification of award will signify the formation of the contract subject to the signing of the contract between the tenderer and the procuring entity pursuant to clause 2.9. Simultaneously the other tenderers shall be notified that their tenders were not successful.

2.27.3 Upon the successful Tenderer's furnishing of the performance security pursuant to paragraph 2.29 the Procuring entity will promptly notify each unsuccessful Tenderer and will discharge its tender security, pursuant to paragraph 2.12

## **2.28 Signing of Contract**

- 2.28.1 At the same time as the Procuring entity notifies the successful tenderer that its tender has been accepted, the Procuring entity will simultaneously inform the other tenderers that their tenders have not been successful.
- 2.28.2 Within fourteen (14) days of receipt of the Contract Form, the successful tenderer shall sign and date the contract and return it to the Procuring entity.
- 2.28.3 The contract will be definitive upon its signature by the two parties.
- 2.28.4 The parties to the contract shall have it signed within 30 days from the date of notification of contract award unless there is an administrative review request.

## **2.29 Performance Security**

- 2.29.1 The successful tenderer shall furnish the performance security in accordance with the Conditions of Contract, in a form acceptable to the Procuring entity.
- 2.29.2 Failure by the successful tenderer to comply with the requirement of paragraph 2.29 or paragraph 2.30.1 shall constitute sufficient grounds for the annulment of the award and forfeiture of the tender security, in which event the Procuring entity may make the award to the next lowest evaluated tender or call for new tenders.

## **2.30 Corrupt or Fraudulent Practices**

- 2.30.1 The Procuring entity requires that tenderers observe the highest standard of ethics during the procurement process and execution of contracts. A tenderer shall sign a declaration that he has not and will not be involved in corrupt or fraudulent practices.
- 2.30.2 The Procuring entity will reject a proposal for award if it determines that the tenderer recommended for award has engaged in corrupt or fraudulent practices in competing for the contract in question
- 2.30.3 Further a tenderer who is found to have indulged in corrupt or fraudulent practices risks being debarred from participating in public Procurement in Kenya.

## SECTION III - STANDARD FORMS

### Notes on the standard Forms

1. **Form of TENDER:**  
This form must be completed by the tenderer and submitted with the tender documents. It must also be duly signed by duly authorized representatives of the tenderer.
2. **Price Schedule Form:**  
This form must similarly be completed and submitted with the tender.
3. **Contract Form:**  
This form SHALL NOT be completed by the tenderer at the time of submitting the tender. The contract form shall be completed after contract award and should incorporate the accepted contract price.
4. **Confidential Business Questionnaire Form:**  
This form must be completed by the tenderer and submitted with the tender documents.
5. **Tender Security Form:**  
When required by the tender document the tenderer shall provide the tender security either in the form included hereinafter or in another format acceptable to the procuring entity.
6. **Performance security Form:**  
The performance security form should not be completed by the tenderer at the time of tender preparation. Only the successful tenderer will be required to provide performance security in the form provided herein or in another form acceptable to the procuring entity.
7. **Self-Declaration Form:**  
This form must be completed by the tenderer and submitted with the tender documents.

**Form of Tender**

To:  
Agro Chemical and Food Company Limited  
P.O. Box 18, Muhoroni

Date \_\_\_\_\_

Tender Name \_\_\_\_\_

Gentlemen and/or Ladies:-

1. Having examined the Tender documents including Addenda No. .... the receipt of which is hereby duly acknowledged, we the undersigned, offer to provide Insurance Services under this tender in conformity with the said Tender document for the sum of ..... or such other sums as may be ascertained in accordance with the Schedule of Prices attached herewith and made part of this Tender.

2. We undertake, if our Tender is accepted, to provide the Insurance Cover Services in accordance with the conditions of the tender.

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

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

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

Dated this \_\_\_\_\_ day of \_\_\_\_\_ 2019

\_\_\_\_\_  
[Signature]

\_\_\_\_\_  
[In the capacity of]

Duly authorized to sign tender for and on behalf of \_\_\_\_\_



**Contract Form**

THIS AGREEMENT made the.....day of ..... 20.....between Agro Chemical and Food Company Limited, of Kenya (hereinafter called "the Procuring entity") of the one part and..... Of ..... of the other part:

WHEREAS the Procuring entity invited tenders for the insurance services and has accepted a tender by the tenderer for the supply of the services in the sum of \_\_\_\_\_ [contract price in words in figures] (hereinafter called "the Contract Price").

NOW THIS AGREEMENT WITNESSTH AS FOLLOWS:-

1. In this Agreement words and expressions shall have the same meanings as are respectively assigned to them in the Conditions of Contract referred to.
2. The following documents shall be deemed to form and be read and construed as part of this Agreement, viz:
  - (a) the Tender Form and the Price Schedule submitted by the tenderer;
  - (b) the Schedule of Requirements
  - (c) the Details of cover
  - (d) the General Conditions of Contract
  - (e) the Special Conditions of Contract; and
  - (f) the Procuring entity's Notification of Award
3. In consideration of the payments to be made by the Procuring entity to the tenderer as hereinafter mentioned, the tenderer hereby covenants with the Procuring entity to provide the GPA cover and to remedy defects therein in conformity in all respects with the provisions of the Contract.
4. The Procuring entity hereby covenants to pay the tenderer in consideration of the provision of the services and the remedying of defects therein, the Contract Price or such other sum as may become payable under the provisions of the contract at the times and in the manner prescribed by the contract.

IN WITNESS whereof the parties hereto have caused this Agreement to be executed in accordance with their respective laws the day and year first above written

Signed, sealed, delivered by \_\_\_\_\_ the \_\_\_\_\_ (for the Procuring entity)  
Signed, sealed, delivered by \_\_\_\_\_ the \_\_\_\_\_ (for the tenderer) in the presence of \_\_\_\_\_

## CONFIDENTIAL BUSINESS QUESTIONNAIRE

You are requested to give the particular indicated in Part 1 and either Part 2(a), 2(b), or 2(c) Which ever applies to your type of business

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

### Part 1: General:

Business Name .....

Location of business premises .....

Plot No. ....

Street/Road .....

Postal Address ..... Postal Code: .....

Tel. No. .... Email .....

Nature of business .....

Registration Certificate No. ....

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

Name of your bankers..... Branch .....

### Part 2(a) – Sole Proprietor:

Your name in full..... Age .....

Nationality..... Country of origin.....

Citizenship details .....

### Party 2(b) – Partnership

Give details of partners as follows

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

**Part 2(c) – Registered Company:**

Private or public .....

State the nominal and issued capital of the company –

Nominal KShs.....

Issued KShs.....

Give details of all directors as follows

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

Date..... Signature of Tenderer .....

If a citizen, indicate under “*Citizenship Details*” whether by *Birth*, *Naturalization* or *Registration*

## TENDER SECURITY FORM

Whereas ..... (Hereinafter called “the tenderer”) has submitted its bid dated ..... for the provision of insurance services (hereinafter called “the tender”)

KNOW ALL PEOPLE by these presents that WE of ..... having our registered office at .....are bound to Agro Chemical and Food Company limited in the sum of KShs..... for which payment well and truly to be made to the said procuring entity, the Bank binds itself, its successors, and assigns by these presents. Sealed with the Common Seal of the said Bank this \_\_\_\_\_ day of \_\_\_\_\_ 2019.

THE CONDITIONS of this obligation are:-

1. If the tenderer withdraws its tender during the period of tender validity specified by the procuring entity on the Form; or
2. If the tender, having been notified of the acceptance of its tender by the procuring entity during the period of tender validity
  - (a) fails or refuses to execute the Contract Form, if required; or
  - (b) fails or refuses to furnish the performance security, in accordance with the Instructions to tenders.

We undertake to pay to the procuring entity up to the above amount upon receipt of its first written demand, without the procuring entity having to substantiate its demand, provided that in its demand the procuring entity will note that the amount claimed by it is due to it, owing to the occurrence of one or both of the conditions, specifying the occurred condition(s)

This tender guarantee will remain in force up to and including thirty (30) days after the period of tender validity, and any demand in respect thereof should reach the Bank not later than the above stated date.

[Authorized Signatories and official stamp of the Bank]

**PERFORMANCE SECURITY FORM**

To: Agro Chemical and Food Company Limited,

WHEREAS ..... (Hereinafter called "the tenderer") has undertaken, in pursuance of Contract No. .... dated ..... 2019 to supply ..... (Hereinafter called "the Contract")

AND WHEREAS it has been stipulated by you in the said Contract that the tenderer shall furnish you with a bank guarantee by a reputable bank for a sum specified therein as security for compliance with the Tenderer's performance obligations in accordance with the Contract

AND WHEREAS we have agreed to give the tenderer a guarantee:

THEREFORE WE hereby affirm that we are Guarantors and responsible to you, on behalf of the tenderer, up to a total of Kshs. .... and we undertake to pay you, upon your first written demand declaring the tenderer to be in default under the Contract and without cavil or argument, any sum of money within the limits of Kshs. .... as aforesaid, without your needing to prove or to show grounds or reasons for your demand or the sum specified therein.

This guarantee is valid until the \_\_\_\_\_ day of \_\_\_\_\_ 2019

Signature and seal of the Guarantors \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**LETTER OF NOTIFICATION OF AWARD**

Agro Chemical and Food Company Limited  
P. O. Box 18 - 40107,  
Muhoroni

To: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

RE: Tender No. \_\_\_\_\_

Tender Name \_\_\_\_\_

This is to notify that the contract/s stated below under the above mentioned tender have been awarded to you.

\_\_\_\_\_  
\_\_\_\_\_

1. Please acknowledge receipt of this letter of notification signifying your acceptance.
2. The contract/contracts shall be signed by the parties within 30 days of the date of this letter but not earlier than 14 days from the date of the letter.
3. You may contact the officer(s) whose particulars appear below on the subject matter of this letter of notification of award.

\_\_\_\_\_  
\_\_\_\_\_

**SIGNED FOR SUPPLY CHAIN MANAGER**

**SELF-DECLARATION FORM**

**A. ANTI-CORRUPTION DECLARATION**

We (*insert the name of the company / supplier*) ..... declares and guarantees that no offer, gift or payment, consideration or benefit of any kind, which constitutes an illegal or corrupt practice, has been or will be made to anyone by our organization or agent, either directly or indirectly, as an inducement or reward for the award or execution of this procurement.

In the event the above is contravened we accept that the following to apply —

- a) The person shall be disqualified from entering into a contract for the procurement; or
- b) If a contract has already been entered into with the person, the contract shall be voidable at the option of ACFC.
- c) The voiding of a contract by the procuring entity under subsection (b) does not limit any other legal remedy That ACFC may have.

Name: ..... Signature: ..... Date: .....

**Company Seal / Business Stamp**

**B. ANTI-FRAUDULENT PRACTICE DECLARATION**

We (*insert the name of the company / supplier*) ..... declares and guarantees that no person in our organization has or will be involved in a fraudulent practice in any procurement proceeding.

Name: ..... Signature: ..... Date: .....

**Company Seal / Business Stamp**

**C. NON - DEBARMENT DECLARATION**

We (*insert the name of the company / supplier*) ..... declares and guarantees that no director or any person who has any controlling interest in our organization has been debarred from participating in a procurement proceeding.

Name: ..... Signature: ..... Date: .....

**Company Seal / Business Stamp**

## **B. SPECIAL CONDITIONS OF THE TENDER**

### **Staff Medical Cover Proposal**

The cover should provide for medical expenses reasonably incurred by the insured as a direct result of their sustaining accidental bodily injury and/or illness and/or a disease within the period of insurance.

#### **Age**

- Members actively in service from age 18 to 65 years
- A member already in the scheme can have cover extended up to 70 years of age provided that he/she remains in active service and subject to underwriting.
- Dependent children from 0 months (term baby of 38 weeks) of age up till the age of 18 years or to the age of 24 years if residing with their parents and enrolled fulltime in a recognized post-secondary institution.
- The waiting period before cover commences for a new employee is 0 days.

#### **Coverage for Hospitalization (Inpatient Cover)**

- Inpatient cover should provide for medically necessary hospital bed charges (standard ward bed), doctors' bills, anaesthetist's bills, operating theatre fees, pharmacy, laboratory and investigations reasonably incurred by an insured member.
- This cover should be on credit facility with our service providers.

#### **Outpatient services**

- Members of the scheme should have a choice of medical attendant but treatment will be restricted to medical practitioners registered with the Kenya Medical Practitioners & Dentists' Board.
- Cover will be on credit facility basis with our providers and on 100% re-imburement.

#### **Super Enhanced Cover –including Pre-Existing, Chronic Conditions & HIV Conditions**

Special benefits under the super enhanced cover

- Pre-existing, chronic and HIV should be covered to the full limit of outpatient and inpatient limit
- Congenital illness should be covered.



## **Benefits**

- The benefits under category Senior and Middle management staff should be based on shared cover per family.
- The benefits for union staff should be based on the member only under the inpatient cover.

| <b>HEALTH INSURANCE SERVICES</b> |                          |                          |
|----------------------------------|--------------------------|--------------------------|
|                                  |                          |                          |
| <b>IN-PATIENT</b>                |                          |                          |
| <b>CATEGORY</b>                  | <b>Basis</b>             | <b>Inpatient Limit</b>   |
| Senior Mngement                  | Per Family               | 2,000,000                |
| Middle management                | Per Family               | 1,500,000                |
| Union Staff                      | Per member               | 300,000                  |
|                                  |                          |                          |
| <b>OUT-PATIENT</b>               |                          |                          |
| <b>CATEGORY</b>                  | <b>Middle Management</b> | <b>Senior Management</b> |
| Memmber                          | 60,000                   | 85,000                   |
| Member +1                        | 80,000                   | 110,000                  |
| Member + 2                       | 100,000                  | 135,000                  |
| member + 3                       | 120,000                  | 160,000                  |
| member + 4                       | 140,000                  | 185,000                  |
| Member + 5                       | 160,000                  | 210,000                  |

## **Other benefits:**

The Cover should also provide for:

- Last expenses (employees only)
- 1<sup>st</sup> caesarean Section
- Inpatient dental and optical hospitalization resulting from an accident.
- Psychiatric conditions.
- Post hospitalization.
- KEPI vaccines.
- PAP smear and PSA (employees and spouses).
- Outpatient and Inpatient dental and optical Maximum of 30,000.00
- Air Cross Border Evacuation.

- Local Ambulance services for transportation of a sick Member for treatment from an area where facilities for adequate care do not exist to the next available hospital or licensed medical facility.
- Claims related to expenses arising whilst the Member is temporarily abroad and requiring emergency treatment for an illness or injury that occurs during the period of travel.
- Treatment costs arising from a condition that warrants treatment overseas because the treatment is not available in Kenya.

### Premiums

- All premiums should be on annual basis and should include ITL (0.2%), IPCF Tax (0.25%) and Stamp duty.

## C) PRICE SCHEDULE

| PRICE SCHEDULE- MIDDLE MANAGEMENT |       |       |       |       |       |       |       |       |
|-----------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|
|                                   | M     | M +1  | M +2  | M +3  | M +4  | M +5  | M +6  | Total |
|                                   | KShs. | KShs. | KShs. | KShs. | KShs. | KShs. | KShs. | KShs. |
| 60,000                            |       |       |       |       |       |       |       |       |
| 80,000                            |       |       |       |       |       |       |       |       |
| 100,000                           |       |       |       |       |       |       |       |       |
| 120,000                           |       |       |       |       |       |       |       |       |
| 140,000                           |       |       |       |       |       |       |       |       |
| 160,000                           |       |       |       |       |       |       |       |       |

| PRICE SCHEDULE- SENIOR MANAGEMENT |       |       |       |       |       |       |       |       |
|-----------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|
|                                   | M     | M +1  | M +2  | M +3  | M +4  | M +5  | M +6  | Total |
|                                   | KShs. | KShs. | KShs. | KShs. | KShs. | KShs. | KShs. | KShs. |
| 85,000                            |       |       |       |       |       |       |       |       |
| 110,000                           |       |       |       |       |       |       |       |       |
| 135,000                           |       |       |       |       |       |       |       |       |
| 160,000                           |       |       |       |       |       |       |       |       |
| 185,000                           |       |       |       |       |       |       |       |       |
| 210,000                           |       |       |       |       |       |       |       |       |

| PRICE SCHEDULE- MIDDLE MANAGEMENT |           |         |
|-----------------------------------|-----------|---------|
| Category                          | Limit     | Premium |
|                                   | KShs.     | KShs.   |
| Senior Management                 | 2,000,000 |         |
| Middle management                 | 1,500,000 |         |
| Union Staff                       | 300,000   |         |

## **2. MANDATORY QUALIFICATION REQUIREMENTS FOR UNDERWRITERS**

The health / Medical Insurance service providers should submit the following documents:

- i. Proof of having been in continuous business for the last five (5) years.
- ii. Provide reference letters from at least five current corporate clients on their letter heads.
- iii. Provide the audited accounts for the last two (2) years (2016/2017 & 2017/2018).
- iv. Attach Company profile showing qualifications of Principal Officers and three (3) other key officers.
- v. Copy of Certificate of Registration with Commissioner of Insurance.
- vi. Copy of a current membership of the Association of Kenya Insurers (AKI).
- vii. Proof of compliance with statutory requirements from the following:
  - NSSF
  - NHIF
  - Tax Compliance Certificate
- viii. Provide list of Principal Shareholders and percentage of ownership.
- ix. Provide list of Hospitals where services can be accessed.
- x. Provide any other information or documents which may assist in the objective evaluation (of the underwriter's proposal).

\*\*\*\*\*

**AGRO CHEMICAL AND FOOD COMPANY LIMITED**  
**STAFF MEDICAL COVER EVALUATION SHEET**

| <b><u>Scope of Cover</u></b>   | <b><u>YES /NO</u></b> | <b><u>Offer</u></b> |
|--|-----------------------|---------------------|
| The cover should provide for medical and surgical expenses reasonably incurred by the insured members as a direct result of their sustaining accidental bodily injury and/or illness and/or a disease within the period of insurance.            |                       |                     |
| <b><u>Age</u></b>  |                       |                     |
| Members actively in service from age 18 to age 65.   |                       |                     |
| A member already in the scheme can have cover extended up to 70 years of age provided that he/she remains in active service and subject to underwriting.   |                       |                     |
| Dependent Children from 0 Months (term Baby of 38 Weeks) of age up till the age of 18 years or to the age of 24 years if residing with their parents and enrolled full-time in a recognized post- secondary institution.                         |                       |                     |
| The waiting period before cover commences for a new employee is 0 days.  |                       |                     |
| <b><u>Coverage for Hospitalisation (Inpatient Cover)</u></b>   |                       |                     |
| Inpatient cover should provide for medically necessary hospital bed charges (standard ward bed), doctors' bills, anaesthetist's bills, operating theatre fees, pharmacy, laboratory and investigations reasonably incurred by an insured member. |                       |                     |
| This cover should be on credit facility with our service providers.  |                       |                     |
| <b><u>Outpatient Services</u></b>  |                       |                     |
| Members of the scheme should have a choice of medical attendant but treatment  |                       |                     |

|   |  |  |
|---|--|--|
| will be restricted to medical practitioners registered with the Kenya Medical Practitioners & Dentists Board. |  |  |
| Cover will be on credit facility basis with our providers and on 100% re-imbursment.                          |  |  |
| <b><u>Super Enhanced Cover – Including Pre-existing, Chronic conditions and HIV conditions</u></b>            |  |  |
| <b>Special benefits under the Super Enhanced cover</b>  |  |  |
| Pre-existing, Chronic and HIV should be covered to the full limit of outpatient and inpatient limit.          |  |  |
| Congenital Illness should be Covered  |  |  |
| <b><u>Benefits</u></b>  |  |  |
| The benefits under category Senior and Middle management staff should be based on shared cover per family.    |  |  |
| The benefits for union staff should be based on the member only under the inpatient cover.                    |  |  |
| <b><u>Other benefits:</u></b>   |  |  |
| The Cover should also provide for:  |  |  |
| Last expenses (employees only)  |  |  |
| Caesarean Section   |  |  |
| Inpatient dental hospitalization resulting from an accident.  |  |  |
| Dental Cover up to Kshs. 30,000   |  |  |
| Optical Cover p to Kshs. 30,000   |  |  |
| Inpatient optical hospitalization resulting from an accident.   |  |  |
| Psychiatric conditions.   |  |  |
| Post hospitalisation.   |  |  |
| KEPI vaccines.  |  |  |

|  |  |  |
|--|--|--|
| PAP smear and PSA (employees and spouses).   |  |  |
| Outpatient and Inpatient dental hospitalization resulting from an illness (apart from Laser eye Surgery). Maximum of 30,000.00   |  |  |
| Outpatient and Inpatient optical hospitalization resulting from an illness (apart from Laser eye Surgery). Maximum of 30,000.00  |  |  |
| Air Cross Border Evacuation.   |  |  |
| Local Ambulance services for transportation of a sick Member for treatment from an area where facilities for adequate care do not exist to the next available hospital or licensed medical facility. |  |  |
| Claims related to expenses arising whilst the Member is temporarily abroad and requiring emergency treatment for an illness or injury that occurs during the period of travel.                       |  |  |
| Treatment costs arising from a condition that warrants treatment overseas because the treatment is not available in Kenya.   |  |  |
| <b><u>Premium</u></b>  |  |  |
| All premiums should be on annual basis and should include ITL (0.2%), IPCF Tax (0.25%) and Stamp duty.   |  |  |

## AGRO-CHEMICAL AND FOOD COMPANY LIMITED

### HEALTH INSURANCE POLICY - PLAN 'E' FOR SENIOR MANAGEMENT STAFF

| S/ No. | Name                          | Self        | Gender      | D.O.B      | Category |
|--------|-------------------------------|-------------|-------------|------------|----------|
| 1      | <b>Ashok Agrawal</b>          | <b>Self</b> | <b>Male</b> |            | <b>E</b> |
| 2      | Sushma Agrawal                | Spouse      | Female      | 1959       | E        |
| 3      | <b>John Wagocho</b>           | <b>Self</b> | <b>Male</b> |            | <b>E</b> |
| 4      | Jane.W. Wagocho               | Spouse      | Female      | 05/08/1965 | E        |
| 5      | <b>Joseph Andere</b>          | <b>Self</b> | <b>Male</b> |            | <b>E</b> |
| 6      | Mildred Achieng               | Spouse      | Female      | 26/10/1974 | E        |
| 7      | Cyril Odhiambo                | Son         | Male        | 20/01/1998 | E        |
| 8      | Bradley Andere                | Son         | Male        | 25/06/2000 | E        |
| 9      | Paul Jura Andere              | Son         | Male        | 09/08/2004 | E        |
| 10     | Glenn Andere                  | Son         | Male        | 25/04/2007 | E        |
| 11     | <b>David J. Ojwang'</b>       | <b>Self</b> | <b>Male</b> |            | <b>E</b> |
| 12     | Milka Juma Owino              | Spouse      | Female      | 01/01/1983 | E        |
| 13     | Faith Adongo Babu             | Daughter    | Female      | 13/06/2004 | E        |
| 14     | Hellen Awino                  | Daughter    | Female      | 10/09/1997 | E        |
| 15     | Risper Auma                   | Daughter    | Female      | 25/05/2001 | E        |
| 16     | Joe Rasugu                    | Son         | Male        | 16/12/2015 | E        |
| 17     | <b>Moses Kolum</b>            | <b>Self</b> | <b>Male</b> |            | <b>E</b> |
| 18     | Janeffer N. Kolum             | Spouse      | Female      | 27/06/1972 | E        |
| 19     | Timothy K. Kolum              | Son         | Male        | 28/02/2004 | E        |
| 20     | <b>Dickson Muli</b>           | <b>Self</b> | <b>Male</b> |            | <b>E</b> |
| 21     | Janet M. Muli                 | Spouse      | Female      | 05/08/1968 | E        |
| 22     | Emma Mutu Muli                | Daughter    | Female      | 16/06/2001 | E        |
| 23     | Leah Muli                     | Daughter    | Female      | 01/01/2000 | E        |
| 24     | <b>Albert Mita Mita</b>       | <b>Self</b> | <b>Male</b> |            | <b>E</b> |
| 25     | Juliet Anyango Ayieko         | Spouse      | Female      | 24/04/1967 | E        |
| 26     | Martin E. Mitamita            | Son         | Male        | 10/12/2003 | E        |
| 27     | Loice Atieno                  | Daughter    | Female      | 29/11/2000 | E        |
| 28     | Tracy Rhoda Mitamita          | Daughter    | Female      | 13/01/1997 | E        |
| 29     | <b>Reuben K. Odhiambo</b>     | <b>Self</b> | <b>Male</b> |            | <b>E</b> |
| 30     | Grace Anyango Oloo            | Spouse      | Female      | 08/01/1970 | E        |
| 31     | Ken Moses Omondi              | Son         | Male        | 16/04/1997 | E        |
| 32     | John W. Odhiambo              | Son         | Male        | 25/04/2002 | E        |
| 33     | <b>Cassian Safari Mwasafu</b> | <b>Self</b> | <b>Male</b> |            | <b>E</b> |
| 34     | Fina Shali Mwakima            | Spouse      | Female      | 05/08/1973 | E        |
| 35     | Maximillian Mwasafu           | Son         | Male        | 16/08/1998 | E        |
| 36     | Moris Mwakima                 | Son         | Male        | 12/05/2001 | E        |

|           |                             |             |               |            |          |
|-----------|-----------------------------|-------------|---------------|------------|----------|
| 37        | Faustina M. Safari          | Son         | Male          | 06/02/2004 | E        |
| 38        | Immaculate Kagomba          | Daughter    | Female        | 19/01/2006 | E        |
| <b>39</b> | <b>Alan Mugeru Andagalu</b> | <b>Self</b> | <b>Male</b>   |            | <b>E</b> |
| 40        | Susan Atieno Makitu         | Spouse      | Female        | 22/07/1978 | E        |
| 41        | Victoria M. Andagalu        | Daughter    | Female        | 22/02/2008 | E        |
| 42        | Emanuella Hawi              | Daughter    | Female        | 25.12.2016 | E        |
| 43        | Israel Bahati Andagalu      | Son         | Male          | 17.03.2018 | E        |
| 44        | Precious Favour Andagalu    | Daughter    | Female        | 23.03.2018 | E        |
| <b>45</b> | <b>Martha Chimwene</b>      | <b>Self</b> | <b>Female</b> |            | <b>E</b> |
| <b>46</b> | <b>Linah N. Osiemo</b>      | <b>Self</b> | <b>Female</b> |            | <b>E</b> |
| 47        | Raymond N. Moindi           | Spouse      | Male          | 02/10/1975 | E        |
| 48        | Evelyn Bonareri             | Daughter    | Female        | 31/10/2003 | E        |
| 49        | Lesley Makori               | Daughter    | Female        | 28/12/2006 | E        |
| 50        | Paula Moraa                 | Daughter    | Female        | 08/01/2010 | E        |
| <b>51</b> | <b>Gabriel Munio</b>        | <b>Self</b> | <b>Male</b>   |            | <b>E</b> |
| 52        | Cecil Muthoni Paul          | Spouse      | Female        | 15/01/1961 | E        |
| <b>53</b> | <b>David Morogo</b>         | <b>Self</b> | <b>Male</b>   |            | <b>E</b> |
| 54        | Judith C. Tuimising         | Spouse      | Female        | 01/01/1980 | E        |
| 55        | Caleb Kipkemboi             | Son         | Male          | 08/10/2007 | E        |
| 56        | Nicholas Kiprop             | Son         | Male          | 29/03/2011 | E        |
| <b>57</b> | <b>Edwin O. Owiti</b>       | <b>Self</b> | <b>Male</b>   |            | <b>E</b> |
| 58        | Lilian Atieno Muma          | Spouse      | Female        | 29/03/1975 | E        |
| 59        | Tom A. Owiti                | Son         | Male          | 25/04/2001 | E        |
| 60        | Stacy S. Owiti              | Daughter    | Female        | 26/01/2006 | E        |
| 61        | Ron H. Owiti                | Son         | Male          | 23/01/2009 | E        |
| 62        | Faith Anyango               | Daughter    | Female        | 26/01/2006 | E        |
| <b>63</b> | <b>Peter Macharia</b>       | <b>Self</b> | <b>Male</b>   |            | <b>E</b> |
| 64        | Teresia Wanjiku             | Spouse      | Female        | 13/10/1968 | E        |
| 65        | Patrick M. Kihunyu          | Son         | Male          | 01/01/1999 | E        |
| 66        | Kevin C. Kihunyu            | Son         | Male          | 01/01/2003 | E        |
| 67        | victoria M. Andagalu        | Son         | Male          | 01/01/2007 | E        |
| <b>68</b> | <b>Beatrice A. Odongo</b>   | <b>Self</b> | <b>Female</b> |            | <b>E</b> |
| <b>69</b> | <b>Patrick Ouma</b>         | <b>Self</b> | <b>Male</b>   |            | <b>E</b> |
| 70        | Yvonne Hellen Awiti         | Spouse      | Female        | 01/01/1970 | E        |
| 71        | Paul M. Nyagaya             | Son         | Male          | 02/03/2009 | E        |
| 72        | Aristide Francis Ago        | Son         | Male          | 31/08/2015 | E        |
| <b>73</b> | <b>George Eric Obura</b>    | <b>Self</b> | <b>Male</b>   |            | <b>E</b> |
| 74        | Teresia Musina              | Spouse      | Female        | 01/01/1980 | E        |
| 75        | David Otieno                | Son         | Male          | 01/01/1997 | E        |



|           |                                 |             |               |            |          |
|-----------|---------------------------------|-------------|---------------|------------|----------|
| 76        | Arthur Ojunga                   | Son         | Male          | 01/01/2001 | E        |
| 77        | Talia Awino                     | Daughter    | Female        | 01/01/2008 | E        |
| <b>78</b> | <b>Abel Michael Oichoe</b>      | <b>Self</b> | <b>Male</b>   |            | <b>E</b> |
| 79        | Norah Kemuma Kaosa              | Spouse      | Female        | 20/12/1961 | E        |
| <b>80</b> | <b>Dorothy A.O. Rota</b>        | <b>Self</b> | <b>Female</b> |            | <b>E</b> |
| 81        | Glence Odhiambo Arwa            | Spouse      | Male          | 01/01/1974 | E        |
| 82        | Rachel Atieno                   | Daughter    | Female        | 12/12/1999 | E        |
| 83        | Reagan Omondi Odhiambo          | Son         | Male          | 04/11/2002 | E        |
| 84        | Powell Arwa Odhiambo            | Son         | Male          | 17/05/2010 | E        |
| <b>85</b> | <b>Amos Wanyelo Mwaighonyi</b>  | <b>Self</b> | <b>Male</b>   |            | <b>E</b> |
| 86        | Nancy M. Wangare                | Spouse      | Female        | 19/05/1969 | E        |
| 87        | Dennis W.Mwaghonyi              | Son         | Male          | 13/12/2001 | E        |
| 88        | Nickson M.Mwaghonyi             | Son         | Male          | 26/08/2004 | E        |
| <b>89</b> | <b>Philip Odoyo Odindo</b>      | <b>Self</b> | <b>Male</b>   |            | <b>E</b> |
| 90        | Belinda Adhiambo A. Kitoto      | Spouse      | Female        | 31.08.1979 | E        |
| 91        | Nicole Anyango Odoyo            | Daughter    | Female        | 03.12.2002 | E        |
| 92        | Zena Akinyi Odoyo               | Daughter    | Female        | 14.06.2006 | E        |
| 93        | Stacy Awuor Odoyo               | Daughter    | Female        | 27.05.2008 | E        |
| <b>94</b> | <b>Sharon Nyawira Cheruiyot</b> | <b>Self</b> | <b>Female</b> |            | <b>E</b> |

**NOTE:** Any additions or deletions as at 1st July, 2019 will be proportionately charged.

| <b>HEALTH INSURANCE POLICY - PLAN 'C' FOR MIDDLE MANAGEMENT STAFF</b> |                               |             |               |            |          |
|---|-------------------------------|-------------|---------------|------------|----------|
| Sr.No   | Name                          | Relation    | Gender        | D.O.B      | Category |
| <b>1</b>  | <b>Jacinter Ochieng'</b>      | <b>Self</b> | <b>Female</b> |            | <b>C</b> |
| 2   | Tom Jalang'o Gaya             | Spouse      | Male          | 28/12/1964 | C        |
| <b>3</b>  | <b>Bethah Akoth Okong'o</b>   | <b>Self</b> | <b>Female</b> |            | <b>C</b> |
| 4   | Edward O. Alango              | Spouse      | Male          | 01/01/1958 | C        |
| 5   | Lewis O. Okongo               | Son         | Male          | 30/12/2000 | C        |
| 6   | Antonnettee Aoko              | Daughter    | Female        | 21.07.2000 | C        |
| 7   | Carren Atieno Okongo          | Daughter    | Female        | 25/12/2002 | C        |
| 8   | Anne Atieno                   | Daughter    | Female        | 30.12.2011 | C        |
| <b>9</b>  | <b>Mary Aoko</b>              | <b>Self</b> | <b>Female</b> |            | <b>C</b> |
| 10  | Mary Adhiambo                 | Daughter    | Female        | 17/07/2014 | C        |
| <b>11</b>   | <b>David Leken</b>            | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |
| 12  | Margaret Awar Leken           | Spouse      | Female        | 01/01/1978 | C        |
| 13  | Emmanuel Muya                 | Son         | Male          | 01/01/1997 | C        |
| 14  | Joan Nabenyo                  | Daughter    | Female        | 01/02/1998 | C        |
| 15  | Consolata Ikaru               | Daughter    | Female        | 14/07/1999 | C        |
| 16  | Samuel Ekiru Leken            | Son         | Male          | 01/02/2010 | C        |
| <b>17</b>   | <b>Janet Dawa</b>             | <b>Self</b> | <b>Female</b> |            | <b>C</b> |
| 18  | Walter Dawa Seda              | Spouse      | Male          | 01/01/1970 | C        |
| <b>19</b>   | <b>Maurice Randiek</b>        | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |
| 20  | Alice Atieno Nyabola          | Spouse      | Female        | 31/12/1974 | C        |
| 21  | Stephany Akinyi               | Daughter    | Female        | 27/06/2006 | C        |
| 22  | Peter Randiek                 | Son         | Male          | 04/01/2009 | C        |
| <b>23</b>   | <b>Anne Nyokabi Kamau</b>     | <b>Self</b> | <b>Female</b> |            | <b>C</b> |
| 24  | Peter Kabiru Kariuki          | Spouse      | Male          | 01/01/1970 | C        |
| 25  | Faith Wangechi                | Daughter    | Female        | 06/11/1998 | C        |
| 26  | Johnson Kamau                 | Son         | Male          | 17/11/2004 | C        |
| <b>27</b>   | <b>John Nyawanda</b>          | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |
| 28  | Teddy Odhiambo                | Son         | Male          | 22/11/1997 | C        |
| 29  | Lesley Chepkemboi             | Son         | Male          | 28/12/2000 | C        |
| <b>30</b>   | <b>Gabriel Ochieng Okello</b> | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |
| 31  | Eunice Akoth Ochieng          | Spouse      | Female        | 01/01/1970 | C        |
| 32  | Alfred Okoth                  | Son         | Male          | 11/04/1997 | C        |
| 33  | Martin O. Ochieng'            | Son         | Male          | 30/04/2000 | C        |
| 34  | Eric O. Ochieng'              | Son         | Male          | 11/05/2003 | C        |
| <b>35</b>   | <b>Benard Kiseu</b>           | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |
| 36  | E.Z. Mwadime                  | Spouse      | Female        | 11/11/1972 | C        |
| 37  | Annette Wakio                 | Daughter    | Female        | 09/08/2000 | C        |

|           |                                |             |               |                   |          |
|-----------|--------------------------------|-------------|---------------|-------------------|----------|
| 38        | Elizabeth Pendo                | Daughter    | Female        | 21/04/2008        | C        |
| 39        | Michael K. Mwazuna             | Son         | Male          | 28/09/2010        | C        |
| <b>40</b> | <b>Pamellah Atieno Orwa</b>    | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 41        | Paul Omondi Miguda             | Spouse      | Male          | 01/01/1970        | C        |
| 42        | Tobias B. Miguda               | Son         | Male          | 30/07/1999        | C        |
| 43        | Moses Mich Miguda              | Son         | Male          | 22/09/2001        | C        |
| <b>44</b> | <b>Simon D. Maina</b>          | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 45        | Tabitha Njeri Maina            | Spouse      | Female        | 07/01/1964        | C        |
| <b>46</b> | <b>Elijah Abongo Owino</b>     | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 47        | Joyce Aluoch Ngoye             | Spouse      | Female        | 24/12/1980        | C        |
| 48        | Chiquititor Akinyi             | Daughter    | Female        | 08/01/2000        | C        |
| 49        | Qun Quency Obede               | Daughter    | Female        | 18/11/2005        | C        |
| <b>50</b> | <b>Milton Odhiambo Opiyo</b>   | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 51        | Jackline Akoth                 | Spouse      | Female        | 01/01/1980        | C        |
| 52        | Gloria T. Adhiambo             | Daughter    | Female        | 01/12/2002        | C        |
| 53        | Samuel J.O. Odhiambo           | Son         | Male          | 16/07/2007        | C        |
| 54        | Azriel Onyango Odhiambo        | Son         | Male          |                   | C        |
| <b>55</b> | <b>William Nyore</b>           | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 56        | Beatrice Atieno Ogutu          | Spouse      | Female        | 11/04/1980        | C        |
| 57        | Peter Nyore                    | Son         | Male          | 21/07/2003        | C        |
| <b>58</b> | <b>Sydney Ogutu</b>            | <b>Son</b>  | <b>Male</b>   | <b>23/02/2005</b> | <b>C</b> |
| 59        | Mike Odhiambo                  | Son         | Male          | 23/11/2007        | C        |
| 60        | Elizabeth Okoth                | Daughter    | Female        | 12/12/1999        | C        |
| <b>61</b> | <b>Nelly Awino Wadawi</b>      | <b>Self</b> | <b>Female</b> |                   | <b>C</b> |
| 62        | Carey K. Wadawi                | Son         | Male          | 18/03/1999        | C        |
| 63        | Cindy Wadawi                   | Daughter    | Female        | 28/07/2004        | C        |
| <b>64</b> | <b>Gilbert Wabwire Ongweko</b> | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 65        | Wynegrace Nyongesa             | Spouse      | Female        | 11/12/1972        | C        |
| 66        | Faith N. Wabwire               | Daughter    | Female        | 14/03/1997        | C        |
| 67        | Charity Wabwire                | Daughter    | Female        | 25/05/1998        | C        |
| 68        | Rachel N. Wabwire              | Daughter    | Female        | 18/08/2000        | C        |
| 69        | James A. Wabwire               | Son         | Male          | 06/04/2003        | C        |
| <b>70</b> | <b>James O. Nyamwaya</b>       | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 71        | Sarah Achieng'                 | Spouse      | Female        | 07/04/1980        | C        |
| 72        | Marion G. Apondi               | Daughter    | Female        | 30/06/2001        | C        |
| 73        | Ann Opiyo                      | Daughter    | Female        | 30/09/2002        | C        |
| 74        | Terry Adongo                   | Daughter    | Female        | 30/09/2002        | C        |
| 75        | Dan Emmanuel Opiyo             | Son         | Male          | 09/02/2009        | C        |
| <b>76</b> | <b>Lameck K. Maiyo</b>         | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |

|            |                           |             |               |                   |          |
|------------|---------------------------|-------------|---------------|-------------------|----------|
| 77         | Leonida C. Cheboi         | Spouse      | Female        | 05/03/1997        | C        |
| 78         | Cyprian K. Maiyo          | Son         | Male          | 08/09/1999        | C        |
| 79         | Wayne K. Maiyo            | Son         | Male          | 15/06/2001        | C        |
| 80         | Noelle Jerop              | Son         | Male          | 29/12/2007        | C        |
| <b>81</b>  | <b>Noel Ayuma Sande</b>   | <b>Self</b> | <b>Female</b> |                   | <b>C</b> |
| 82         | Apollo Jaoko Lusi         | Son         | Male          | 01/01/1970        | C        |
| 83         | MaryClair Atieno          | Daughter    | Female        | 26/11/2000        | C        |
| <b>84</b>  | <b>Vitalis Chelimo</b>    | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 85         | Marietta A. Muthoka       | Spouse      | Female        | 06/07/1966        | C        |
| 86         | Ivy C. Chelimo            | Daughter    | Female        | 12/10/2000        | C        |
| 87         | Gloria Jeruto             | Daughter    | Female        | 02/02/2007        | C        |
| <b>88</b>  | <b>Paul A. Oluoch</b>     | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 89         | Pamela Atieno Oloo        | Spouse      | Female        | 06/07/1966        | C        |
| 90         | David Onyango             | Son         | Male          | 01/01/2008        | C        |
| <b>91</b>  | <b>Richard Oloo</b>       | <b>Son</b>  | <b>Male</b>   | <b>01/01/1997</b> | <b>C</b> |
| 92         | Flora Atieno              | Daughter    | Female        | 01/01/2000        | C        |
| 93         | Jerom Oketch              | Son         | Male          | 01/01/2004        | C        |
| <b>94</b>  | <b>Anthony Nyabende</b>   | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 95         | Lilian Adhiambo           | Spouse      | Female        | 12/12/1985        | C        |
| 96         | Volen Atieno              | Daughter    | Female        | 20/12/2003        | C        |
| 97         | Michele Akeyo             | Son         | Male          | 11/07/2012        | C        |
| <b>98</b>  | <b>Leah A. Oduor</b>      | <b>Self</b> | <b>Female</b> |                   | <b>C</b> |
| 99         | John Otieno Olwenyi       | Spouse      | Male          | 01/01/1970        | C        |
| 100        | Purity Beth Auma          | Daughter    | Female        | 28/06/1998        | C        |
| 101        | Angella Taabu             | Daughter    | Female        | 08/01/2000        | C        |
| 102        | Waalace Oduor             | Son         | Male          | 19/06/2004        | C        |
| <b>103</b> | <b>Grace Lulu Minae</b>   | <b>Self</b> | <b>Female</b> |                   | <b>C</b> |
| 104        | Mercy Mware Jata Lulu     | Daughter    | Female        | 05/11/2010        | C        |
| 105        | Matthew Muriu Jaba Lulu   | Son         | Female        | 26/02/2013        | C        |
| <b>106</b> | <b>Rose Akoth Ayiecho</b> | <b>Self</b> | <b>Female</b> |                   | <b>C</b> |
| 107        | Denis Ochieng' Asembo     | Spouse      | Male          | 01/01/1970        | C        |
| <b>108</b> | <b>Ernest K. Langat</b>   | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 109        | Francisca C. Langat       | Spouse      | Female        | 15/12/1998        | C        |
| 110        | Lydia Chelang'at          | Daughter    | Female        | 14/07/2007        | C        |
| 111        | Eucabeth Cherono          | Daughter    | Female        | 06/05/2012        | C        |
| 112        | Ian Kipyegon              | Son         | Male          | 15/08/2014        | C        |
| <b>113</b> | <b>James O. Oware</b>     | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 114        | Merceline Auma Otieno     | Spouse      | Female        | 30/05/1980        | C        |
| 115        | Liam Nollan Siji          | Son         | Male          | 29.01.2018        | C        |

|            |                               |             |               |            |          |
|------------|-------------------------------|-------------|---------------|------------|----------|
| <b>116</b> | <b>Denish Okoth Ogal</b>      | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |
| 117        | Mouline Otieno                | Spouse      | Female        | 25/12/1978 | C        |
| 118        | Ken Ochieng'                  | Son         | Male          | 22/05/2000 | C        |
| 119        | Keith Omondi                  | Son         | Male          | 19/02/2009 | C        |
| <b>120</b> | <b>Carolyn Ambogo Wanyama</b> | <b>Self</b> | <b>Female</b> |            | <b>C</b> |
| 121        | Naomi M. Akaranga             | Daughter    | Female        | 27/12/2001 | C        |
| 122        | Abbygael J.K. Wanjiru         | Daughter    | Female        | 18/05/2012 | C        |
| <b>123</b> | <b>Jacqueline N. Sululu</b>   | <b>Self</b> | <b>Female</b> |            | <b>C</b> |
| 124        | Bulinya Sifuna Roy            | Spouse      | Male          | 01/01/1970 | C        |
| 125        | Christian S. Bulinya          | Daughter    | Female        | 27/02/2011 | C        |
| 126        | Stephen Masinde               | Son         | Male          | 23/07/2013 | C        |
| <b>127</b> | <b>Robert Zakayo Andika</b>   | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |
| 128        | Elina Imbila Andika           | Spouse      | Female        | 04/07/1974 | C        |
| 129        | Harison M. Andika             | Son         | Male          | 28/12/1998 | C        |
| 130        | Wellington O. Andika          | Son         | Male          | 30/06/2002 | C        |
| 131        | Ronald Andika                 | Son         | Male          | 11/01/2005 | C        |
| <b>132</b> | <b>Paul Mahero</b>            | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |
| 133        | Caroline N. Otieno            | Spouse      | Female        | 26/08/1985 | C        |
| 134        | LeeAnn Achieng                | Daughter    | Female        | 18/12/2007 | C        |
| 135        | Eva Atieno Mahero             | Daughter    | Female        | 09/11/2012 | C        |
| 136        | David Omondi Mahero           | Son         | Male          | 29/09/2017 | C        |
| 137        | Antony Okoth Mahero           | Son         | Male          | 03/05/2019 | C        |
| <b>138</b> | <b>Judy Chepkorir Koech</b>   | <b>Self</b> | <b>Female</b> |            | <b>C</b> |
| 139        | Silas Otieno                  | Spouse      | Male          |            | C        |
| 140        | Kevin Kipchumba               | Son         | Male          | 13/12/2002 | C        |
| 141        | Faith Nicole A. Otieno        | Daughter    | Female        | 28/03/2011 | C        |
| 142        | Margaret N. A. Otieno         | Daughter    | Female        | 30/01/2013 | C        |
| <b>143</b> | <b>Mark C.O. Onyango</b>      | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |
| 144        | Jacqueline Vinaywa Sagala     | Spouse      | Female        | 14/08/1979 | C        |
| 145        | Kyle O. Ochieng               | Daughter    | Female        | 16/12/2007 | C        |
| <b>146</b> | <b>Jecinta Okongo</b>         | <b>Self</b> | <b>Female</b> |            | <b>C</b> |
| 147        | Michael Odhiambo Ongiso       | Spouse      | Male          | 01/01/1970 | C        |
| 148        | Beryl Atieno                  | Daughter    | Female        | 20/12/1998 | C        |
| 149        | Annette Atieno                | Daughter    | Female        | 29/10/2004 | C        |
| <b>150</b> | <b>Elvis Oloo Odongo</b>      | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |
| 151        | Hellen Awuor                  | Spouse      | Female        | 30/03/1986 | C        |
| 152        | Josphine I. Odongo            | Daughter    | Female        | 13/06/2012 | C        |
| <b>153</b> | <b>Peterson K. Nyangate</b>   | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |
| 154        | Beatrice K. Okoyo             | Spouse      | Female        | 01/01/1977 | C        |

|            |                                |             |               |            |          |
|------------|--------------------------------|-------------|---------------|------------|----------|
| 155        | Judith Nyambeki                | Daughter    | Female        | 12/10/2007 | C        |
| 156        | Sharley Kwamboka               | Daughter    | Female        | 20/10/2011 | C        |
| 157        | Jeyden Kerry Nyabuto           | Son         | Male          | 02/05/2016 | C        |
| 158        | Andy Carroll Okoyo             | Son         | Male          | 05.02.2016 | C        |
| <b>159</b> | <b>George H. Okwama</b>        | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |
| 160        | Joyce N. Hosea                 | Spouse      | Female        | 01/01/1970 | C        |
| 161        | Nashon O. Hosea                | Son         | Male          | 01/01/1998 | C        |
| 162        | Faith Akinyi Hosea             | Daughter    | Female        | 01/01/1999 | C        |
| 163        | Gad Imbo Hosea                 | Son         | Male          | 01/01/2004 | C        |
| 164        | Joy Achieng Hosea              | Daughter    | Female        | 01/01/2010 | C        |
| <b>165</b> | <b>Stanley M. Luvandale</b>    | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |
| 166        | Kweya Ruth Oneya               | Spouse      | Female        | 03/03/1990 | C        |
| 167        | Shantel Kageha                 | Daughter    | Female        | 12/12/2013 | C        |
| <b>168</b> | <b>Kennedy Otieno Awange</b>   | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |
| 169        | Rosemary Auma Orero            | Spouse      | Female        | 01/01/1970 | C        |
| 170        | Gift Marsha Otieno             | Daughter    | Female        | 14/08/2013 | C        |
| 171        | Pheobe Debora Otieno           | Daughter    | Female        | 25.05.2015 | C        |
| <b>172</b> | <b>Richard Ouma Ogwang</b>     | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |
| 173        | Hallorine A. Otieno            | Spouse      | Female        | 21/03/1984 | C        |
| 174        | Fred Williams Ouma             | Son         | Male          | 17/01/2008 | C        |
| 175        | Melisa J. Jumah                | Daughter    | Female        | 15/11/2010 | C        |
| 176        | Shanell Mellia Ouma            | Daughter    | Female        | 24/07/2017 | C        |
| <b>177</b> | <b>Margaret Nekesa Mubweka</b> | <b>Self</b> | <b>Female</b> |            | <b>C</b> |
| 178        | Daniel M. Ochenja              | Spouse      | Male          | 01/01/1970 | C        |
| 179        | Mary Nafula Ochenja            | Daughter    | Female        | 31/07/2008 | C        |
| 180        | Gift Ochenja Mudanyi           | Daughter    | Female        | 20/04/2009 | C        |
| <b>181</b> | <b>James Kipruto Kili</b>      | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |
| 182        | Susan Jepkoech                 | Spouse      | Female        | 01/01/1980 | C        |
| 183        | Simrith Jeptoo                 | Daughter    | Female        | 25/12/2007 | C        |
| 184        | Jephtah Tigo                   | Daughter    | Female        | 24/11/2010 | C        |
| 185        | Jether Ruto                    | Daughter    | Female        | 05/03/2012 | C        |
| <b>186</b> | <b>Duncan Ochieng Opetu</b>    | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |
| 187        | Lucy Mutinda Mwathi            | Spouse      | Female        | 01/01/1970 | C        |
| 188        | Mark Elly Opetu                | Son         | Male          | 10/08/1998 | C        |
| 189        | Ryan Omondi Opetu              | Son         | Male          | 09/01/2002 | C        |
| <b>190</b> | <b>Isaac Karani Walela</b>     | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |
| 191        | Diana Nafula Wafula            | Spouse      | Female        | 31/08/1988 | C        |
| 192        | Faith Nasimiyu                 | Daughter    | Female        | 22/10/2003 | C        |
| <b>193</b> | <b>Fredrick Otieno Opeyo</b>   | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |

|            |                            |             |               |            |          |
|------------|----------------------------|-------------|---------------|------------|----------|
| 194        | Marseline Atieno Ochido    | Spouse      | Female        | 27/06/1986 | C        |
| 195        | Maxin A. Otieno            | Son         | Male          | 29/09/2007 | C        |
| 196        | Brilliant A. Otieno        | Son         | Male          | 16/01/2012 | C        |
| 197        | Louis Otieno Otieno        | Son         | Male          | 23/09/2015 | C        |
| <b>198</b> | <b>Hellen Onyancha</b>     | <b>Self</b> | <b>Female</b> |            | <b>C</b> |
| 199        | Silas O. Otieno            | Spouse      | Male          | 01/01/1980 | C        |
| 200        | Emmanuel C. Onyancha       | Son         | Male          | 12/12/2001 | C        |
| 201        | Nicholas O. Otieno         | Son         | Male          | 14/03/2007 | C        |
| 202        | Ryan Nathan Otieno         | Son         | Male          | 22/10/2012 | C        |
| <b>203</b> | <b>Reuben Kiptum Mutai</b> | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |
| 204        | Rael Jabet                 | Spouse      | Female        | 11/10/1989 | C        |
| 205        | Betty Jepkosgei            | Daughter    | Female        | 24/08/2011 | C        |
| 206        | Beauty Jeruto              | Daughter    | Female        | 27/07/2014 | C        |
| <b>207</b> | <b>Tom Odongo</b>          | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |
| 208        | Elizabeth Odongo           | Spouse      | Female        | 30/05/1982 | C        |
| 209        | Richard Odongo             | Son         | Male          | 01/01/2005 | C        |
| 210        | Daisy Odongo               | Daughter    | Female        | 01/01/2008 | C        |
| 211        | Michael Richard Odongo     | Son         | Male          | 14/12/2014 | C        |
| <b>212</b> | <b>Rodgers Otieno Oloo</b> | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |
| 213        | Olivia Awino               | Spouse      | Female        | 11/02/1992 | C        |
| 214        | Ashley Maggy Adhiambo      | Daughter    | Female        | 27/06/2013 | C        |
| 215        | Alvan Daniel               | Son         | Male          | 28/04/2016 | C        |
| 216        | Ella Amani                 | Daughter    | Female        | 07.01.2018 | C        |
| <b>217</b> | <b>Martha T. Semo</b>      | <b>Self</b> | <b>Female</b> |            | <b>C</b> |
| 218        | Dickson Amunga             | Spouse      | Male          | 01/01/1970 | C        |
| 219        | James Musumba              | Son         | Male          | 17/08/1998 | C        |
| 220        | Lydia Anyanzwa             | Daughter    | Female        | 18/04/2000 | C        |
| 221        | Derick Sande               | Son         | Male          | 15/12/2003 | C        |
| 222        | William Andabwa            | Son         | Male          | 03/09/2011 | C        |
| <b>223</b> | <b>Samuel Kamau Muthui</b> | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |
| 224        | Beatrice W. Kahara         | Spouse      | Female        | 01/01/1970 | C        |
| 225        | Peter M. Kamau             | Son         | Male          | 18/03/2003 | C        |
| 226        | Joy Wangui Kamau           | Daughter    | Female        | 17/09/2011 | C        |
| <b>227</b> | <b>Washington O. Lusi</b>  | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |
| 228        | Ruth A. Odhiambo           | Spouse      | Female        | 01/01/1970 | C        |
| 229        | Norah Aketch               | Daughter    | Female        | 23/09/2000 | C        |
| 230        | Elsa Atieno                | Daughter    | Female        | 23/12/2002 | C        |
| 231        | Lucy Akoth                 | Daughter    | Female        | 20/12/2004 | C        |
| <b>232</b> | <b>Bonface N. Muyembe</b>  | <b>Self</b> | <b>Male</b>   |            | <b>C</b> |

|            |                                  |             |               |                   |          |
|------------|----------------------------------|-------------|---------------|-------------------|----------|
| 233        | Charity W. Kabutu                | Spouse      | Female        | 28/02/1973        | C        |
| 234        | Deborah Mmbali                   | Daughter    | Female        | 06/07/2005        | C        |
| 235        | Angeline Muyembe                 | Daughter    | Female        | 10/10/1999        | C        |
| 236        | Felix M.Mushika                  | Son         | Male          | 05/10/2010        | C        |
| <b>237</b> | <b>Lily Langat Chepkurui</b>     | <b>Self</b> | <b>Female</b> |                   | <b>C</b> |
| 238        | Clay Ogwang Onyango              | Spouse      | Male          | 01/01/1963        | C        |
| 239        | Austine Aduma                    | Son         | Male          | 19/05/2006        | C        |
| 240        | Abel O. Agoch                    | Son         | Male          | 23/04/2013        | C        |
| 241        | Abigael A. Agoch                 | Daughter    | Female        | 23/04/2013        | C        |
| <b>242</b> | <b>Shem Nyanamba Nyakundi</b>    | <b>Self</b> | <b>Male</b>   | <b>01/01/1963</b> | <b>C</b> |
| 243        | Peres Achieng Otieno             | Spouse      | Female        | 01/01/1970        | C        |
| 244        | Sharon Kwamboka                  | Daughter    | Female        | 20/05/2005        | C        |
| 245        | Bernice Bwari Nyakundi           | Daughter    | Female        | 19.07.2017        | C        |
| <b>246</b> | <b>Stephen Owala Ogonyo</b>      | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 247        | Dorcas Mbula Kiio                | Spouse      | Female        | 01/01/1970        | C        |
| 248        | Stephania Adasa                  | Daughter    | Female        | 25/05/2016        | C        |
| <b>249</b> | <b>Christopher Amolo</b>         | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 250        | Hildgard A. Obiero               | Spouse      | Female        | 02/12/1980        | C        |
| 251        | Evett Phintan Amollo             | Daughter    | Female        | 07/06/2004        | C        |
| 252        | Shantell Chris Amollo            | Daughter    | Female        | 19/10/2005        | C        |
| 253        | Henry Ouma Amollo                | Son         | Male          | 10/03/2007        | C        |
| 254        | Chris Hill Amollo                | Son         | Male          | 05/11/2013        | C        |
| <b>255</b> | <b>Stanslaus Magame Osundwa</b>  | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 256        | Linnet Maina Magame              | Spouse      | Female        | 03/11/1988        | C        |
| 257        | Joy Kanaga Magame                | Daughter    | Female        | 02/09/2015        | C        |
| <b>258</b> | <b>Monica Jebiwott Chepraisi</b> | <b>Self</b> | <b>Female</b> |                   | <b>C</b> |
| <b>259</b> | <b>Pascal Cheng'oli Poipoi</b>   | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 260        | Faridah Nekesa Cheng'oli         | Spouse      | Female        | 01/01/1970        | C        |
| 261        | Paul Khaemba                     | Son         | Male          | 28/09/2001        | C        |
| 262        | Stacy Cheng'oli                  | Daughter    | Female        | 22/09/2002        | C        |
| 263        | Sammy Nyukuri                    | Son         | Male          | 19/11/2012        | C        |
| 264        | Loice Naliaka                    | Daughter    | Female        | 23/06/2016        | C        |
| <b>265</b> | <b>Simon Mwangi Ndururi</b>      | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 266        | Esther Wanjiru Kuria             | Spouse      | Female        | 01/01/1970        | C        |
| 267        | Agnes Waitera Mwangi             | Daughter    | Female        | 03/06/2004        | C        |
| 268        | Charles Ndururi Mwangi           | Son         | Male          | 04/07/2008        | C        |
| 269        | Maryphilips Zawadi Mwangi        | Daughter    | Female        | 05.05.2017        | C        |
| <b>270</b> | <b>Stephen Wasike Opuro</b>      | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 271        | Lucy Khasoa Opuro                | Spouse      | Female        | 01/01/1985        | C        |



|            |                                    |             |               |                   |          |
|------------|------------------------------------|-------------|---------------|-------------------|----------|
| 272        | Elvis Wanjala Opuro                | Son         | Male          | 01/01/2002        | C        |
| 273        | Petronilla Nafuna Opuro            | Daughter    | Female        | 26/09/2003        | C        |
| 274        | Allan Ian Wanja                    | Son         | Male          | 05/03/2008        | C        |
| 275        | Isaac Wasike Opuro                 | Son         | Male          | 21/12/2015        | C        |
| <b>276</b> | <b>Emmanuel Kipkirui Mutai</b>     | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 277        | Eddy Jeptoo Chepkwony              | Spouse      | Female        | 07.08.1984        | C        |
| 278        | Happy Daima Mutai                  | Daughter    | Female        | 17/11/2006        | C        |
| 279        | Derick Kipruto Kirui               | Son         | Male          | 12/01/2009        | C        |
| 280        | Hope Almasi Mutai                  | Daughter    | Female        | 01.12.2018        | C        |
| <b>281</b> | <b>Godfrey Naaman Oyoola</b>       | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 282        | Hopeline Diana Juma                | Spouse      | Female        | 19/09/1984        | C        |
| 283        | Lenny De George                    | Son         | Male          | 09/04/2005        | C        |
| 284        | Peace Mirriam                      | Daughter    | Female        | 09/06/2009        | C        |
| <b>285</b> | <b>Philip Ochieng Hongo</b>        | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 286        | Rose Atieno Ougo                   | Spouse      | Female        | 17.01.1991        | C        |
| 287        | Brian Kelly Ochieng                | Son         | Male          | 23/03/2003        | C        |
| 288        | Terry Peres Auma                   | Daughter    | Female        | 01/01/2007        | C        |
| 289        | Yvonne Hanna Thure                 | Daughter    | Female        | 07/03/2016        | C        |
| <b>290</b> | <b>Hillary Kirior</b>              | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 291        | Viola Chemutai                     | Spouse      | Female        |                   | C        |
| 292        | Desmond Kirop                      | Son         | Male          | 30/07/2005        | C        |
| <b>293</b> | <b>Michael Ochieng Omollo</b>      | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| <b>294</b> | <b>Silas Achando Ouma</b>          | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 295        | Effy Bisonge                       | Spouse      | Female        | 01/06/1989        | C        |
| 296        | Jerome Bisonga Achando             | Son         | Male          | 25/08/2012        | C        |
| <b>297</b> | <b>Sinei Kipkoech Erick</b>        | <b>Self</b> | <b>Male</b>   | <b>05/08/1990</b> | <b>C</b> |
| <b>298</b> | <b>Bonface Opili Ekutu Echosit</b> | <b>Sef</b>  | <b>Male</b>   |                   | <b>C</b> |
| 299        | Elmelda Kwambita Nyakundi          | Spouse      | Female        |                   | C        |
| <b>300</b> | <b>Evans Saisi Ichaminya</b>       | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |
| 301        | Sarah Imali Oduor                  | Spouse      | Female        |                   | C        |
| 302        | Joy Michele                        | Daughter    | Female        | 13/11/2015        | C        |
| 303        | Aiden Kilavuka Saisi               | Son         | Male          | 16.01.2019        | C        |
| <b>304</b> | <b>Denis Kirima Ongaki</b>         | <b>Self</b> | <b>Male</b>   | <b>08.08.1992</b> | <b>C</b> |
| 305        | Everline Moraa Nyamamba            | Spouse      | Female        | 07.04.1994        | C        |
| <b>306</b> | <b>Sheilah Gunyanyi Musera</b>     | <b>Self</b> | <b>Female</b> |                   | <b>C</b> |
| 307        | Evans Ayodo Ochieng                | Spouse      | Male          | 17.07.1986        | C        |
| 308        | Treacey Benta Amaita               | Daughter    | Female        | 21.06.2005        | C        |
| 309        | Ashley Auril Ayodo                 | Daughter    | Female        | 17.06.2013        | C        |
| <b>310</b> | <b>Barnabas Kibet Bor</b>          | <b>Self</b> | <b>Male</b>   |                   | <b>C</b> |

|     |                  |          |        |            |   |
|-----|------------------|----------|--------|------------|---|
| 311 | Gladys Jelegat   | Spouse   | Female | 1980       | C |
| 312 | Brian Kimutai    | Son      | Male   | 23.02.2005 | C |
| 313 | Fridah Jepkirui  | Daughter | Female | 12.11.2006 | C |
| 314 | Bravin Kipchumba | Son      | Male   | 04.07.2015 | C |
| 315 | Felis Jepleting  | Daughter | Female | 22.02.2019 | C |

NOTE: Any additions or deletions as at 1st July, 2019 will be proportionately charged.

**AGRO-CHEMICAL AND FOOD COMPANY LIMITED  
LIST OF STAFF UNDER THE UNION CATEGORY**

| <b>S/No.</b> | <b>PF No.</b> | <b>Name</b>                   |
|--------------|---------------|-------------------------------|
| 1            | 0154          | Charles Obiero Lalo           |
| 2            | 0159          | James Odunga Kungu            |
| 3            | 0162          | Richard Oseko Michura         |
| 4            | 0167          | Samuel Odhoch Odhiambo        |
| 5            | 0223          | Norbert Wanjala Matere        |
| 6            | 0227          | Caleb Egondi Nasubo           |
| 7            | 0249          | Charles Ochieng' Osewe        |
| 8            | 0252          | Francis Omingo Mogeni         |
| 9            | 0272          | Stephen Odeke Omoding         |
| 10           | 0273          | George Otieno Wameyo          |
| 11           | 0289          | Duncan Oguma Oyugi            |
| 12           | 0291          | David Ochwango Onyango        |
| 13           | 0341          | Julius Lian Okhoba            |
| 14           | 0368          | Kennedy Elavatsa Amugune      |
| 15           | 0371          | Vincent Nyandeché Otieno      |
| 16           | 0393          | Ombija Dick Okello            |
| 17           | 0402          | Raphael Ogonji Oketch         |
| 18           | 0426          | Caleb Nyambuo Osawa           |
| 19           | 0434          | Walter Ondiwa Onyango         |
| 20           | 0435          | Sylvanus Onyango Ayuma        |
| 21           | 0438          | Philemon Wainaina Maina       |
| 22           | 0441          | Margaret Wambugha Mwandawiro  |
| 23           | 0450          | Josephat Omungala Epiche      |
| 24           | 0458          | Joseph Ochieng Opondo         |
| 25           | 0459          | Robert Obudho Onunda          |
| 26           | 0496          | Charles Owino Odero           |
| 27           | 0505          | Fredrick Oduol Ochieng'       |
| 28           | 0507          | Isaya Odiwuor Otiu            |
| 29           | 0510          | James Okungu Anduru           |
| 30           | 0513          | Samuel Juma Ojany             |
| 31           | 0514          | Benard Okeyo Ayany            |
| 32           | 0515          | Mwambamba Stanisla Mwashigadi |
| 33           | 0520          | Dennis Wasonga                |
| 34           | 0521          | John Omolo Okere              |
| 35           | 0522          | William Ochieng Mola          |
| 36           | 0524          | Ernest Odhiambo Owino         |

|    |      |                               |
|----|------|-------------------------------|
| 37 | 0529 | Joshua Ochieng Oketch         |
| 38 | 0532 | James Macharia Nguri          |
| 39 | 0533 | Kitonyi Musyoka Kitonyi       |
| 40 | 0544 | Richard Achieng Apiyo         |
| 41 | 0550 | Michael Ouma Omena            |
| 42 | 0551 | Charles Omolo Mayienda        |
| 43 | 0566 | Hezekia Elkana Kungu          |
| 44 | 0567 | Safari Charo Nguma            |
| 45 | 0568 | James Otieno Nyakira          |
| 46 | 0569 | Thomas Oduyo Ayombe           |
| 47 | 0573 | Peter Agwenge Ongaro          |
| 48 | 0575 | Charles Otieno Miya           |
| 49 | 0576 | Peter Kipkirui Bii            |
| 50 | 0594 | Peter Muoki Wambua            |
| 51 | 0605 | Robert Makori Ontinta         |
| 52 | 0610 | Ochieng Collins Omoro         |
| 53 | 0611 | Andrew Kusimba Makokha        |
| 54 | 0612 | Francis Otieno Odera          |
| 55 | 0616 | Thomas Odhiambo Nyamwanda     |
| 56 | 0618 | Anthony Henry Wariadho Oketch |
| 57 | 0619 | George Obwogi                 |
| 58 | 0651 | Cyrus Bukosi Kuremu           |
| 59 | 0656 | Jackson Oduory Wandera        |
| 60 | 0668 | Enock Otieno Onditi           |
| 61 | 0669 | Nicholas Odhiambo Juma        |
| 62 | 0670 | Elijah Akunda                 |
| 63 | 0671 | Francis Otieno Ogongo         |
| 64 | 0672 | Sammy Kipkemoi Torus          |
| 65 | 0673 | Silas Oltimpau Kisoso         |
| 66 | 0674 | Alfred Okero Ondari           |
| 67 | 0675 | Alex Osiba Ogelenge           |
| 68 | 0678 | Daniel Odhiambo               |
| 69 | 0680 | Nicodemus Wesonga Manyasi     |
| 70 | 0685 | Henry Mzera                   |
| 71 | 0686 | Eliud Lagat                   |
| 72 | 0687 | Moses Etyang Oporu            |
| 73 | 0688 | Philip Ogutu Onyang'          |
| 74 | 0690 | Kennedy Okoth Mishael         |
| 75 | 0691 | Jerald Otieno Aloo            |

|     |      |                              |
|-----|------|------------------------------|
| 76  | 0702 | Kenneth Odero Miduma         |
| 77  | 0706 | Charles Odondi Owuor         |
| 78  | 0708 | Henry Oduor George Obuya     |
| 79  | 0709 | John Juma Owino              |
| 80  | 0710 | Patrick Otieno Angong'a      |
| 81  | 0712 | Joab Owiti Nyando            |
| 82  | 0713 | Morrice Kanyakwa Mutangili   |
| 83  | 0714 | Bonface Ochanda Ngoje        |
| 84  | 0715 | Patrick Muindi Kioli         |
| 85  | 0716 | Samuel Onyango Odhiambo      |
| 86  | 0717 | Erick Onyango Nyambere       |
| 87  | 0718 | Gaylord Ochieng' Ouma        |
| 88  | 0719 | Silas Odhigo Awuonda         |
| 89  | 0720 | Ezekiel Nyakwama Mekubo      |
| 90  | 0722 | Julius Othuon Odero          |
| 91  | 0727 | Beatrice Aoko Yogo           |
| 92  | 0732 | Bernard Onyango Kijana       |
| 93  | 0733 | George Owuor Ogonji          |
| 94  | 0734 | John Kipkoech Terer          |
| 95  | 0736 | Daniel Onyango Saka          |
| 96  | 0739 | Shadrack Dodo Achori         |
| 97  | 0741 | Yohana Otubongor Osiba       |
| 98  | 0749 | Carolyne Chepkoech Cheruiyot |
| 99  | 0750 | Erick Owino Anyango          |
| 100 | 0751 | George Odhiambo Oyeng'       |
| 101 | 0754 | Pauline Maero Oketi          |
| 102 | 0756 | Paul Ngunga Mutua            |
| 103 | 0757 | Alfred Yata Munywoki         |
| 104 | 0758 | Millicent Achieng' Onyango   |
| 105 | 0760 | Cosmas Kipkogei Kolumn       |
| 106 | 0761 | Joseph Ogello Onyino         |
| 107 | 0767 | Milka Akelo Atogo            |
| 108 | 0768 | Peter Kimutai Kemboi         |
| 109 | 0769 | Edwin Kiplagat Maiyo         |
| 110 | 0770 | Kennedy Okoth Odago          |
| 111 | 0771 | Sammy Mutua Kimenye          |
| 112 | 0773 | Norbert Awuor Kisengu        |
| 113 | 0776 | Samson Ochaka Amuoro         |
| 114 | 0777 | Harriet Akinyi Opondo        |

|     |      |                          |
|-----|------|--------------------------|
| 115 | 0779 | Linnet Nerima Wanjala    |
| 116 | 0780 | Steven Odhiambo Ojuondo  |
| 117 | 0781 | Michael Imunyo Oporu     |
| 118 | 0782 | Emilly Kiprotich         |
| 119 | 0783 | Bonface Odhiambo Osano   |
| 120 | 0784 | Fredrick Owuor Adem      |
| 121 | 0785 | Dickens Abwao Otieno     |
| 122 | 0786 | Keneth Egosangwa Mwanzi  |
| 123 | 0787 | Maurice Ouma Oware       |
| 124 | 0789 | Nelson T. Langat Kimutai |
| 125 | 0790 | Erick Omondi Kidera      |
| 126 | 0791 | Willis Odhiambo Osire    |
| 127 | 0792 | Domiciano Monange Mwambi |
| 128 | 0794 | Duncan Omondi Menya      |
| 129 | 0798 | Leah Chepchirchir Kosgei |
| 130 | 0801 | Ammon Angwang'o Odiwuor  |
| 131 | 0807 | Hellen Chepkorir         |
| 132 | 0808 | Jackson Kiptoo Sang      |
| 133 | 0809 | Derick Barasa Shikuku    |
| 134 | 0810 | Fredrick Otieno Alosi    |
| 135 | 0817 | Cornel Auma Owuor        |
| 136 | 0818 | David Kipsang Mutai      |
| 137 | 0819 | Austine Odiwuor Kirewe   |
| 138 | 0820 | Fredrick Oduor Onyango   |
| 139 | 0821 | Erick Omondi Otieno      |
| 148 | 0822 | Alfred Kipnetich Mutai   |
| 140 | 0823 | Syprose Achieng' Rapando |
| 141 | 0824 | George Odhiambo Aming    |
| 142 | 0825 | Benard Kibet Rotich      |
| 143 | 0826 | Vincent Okoth Omware     |
| 144 | 0827 | Nicholas Onyango Ochele  |
| 145 | 0828 | Tonui Kipngeno Alfred    |
| 146 | 0829 | Evans Kipkemoi Terer     |
| 147 | 0832 | Felix Odhiambo Were      |

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