**Theme 4: TD Early Repayment**

- Participant 1 (Angella):

- T4Q1: Regular Code Reviews and Mentorship (RCRM)

- T4Q2: Encouraging Code Documentation and Improvement (ECDI)

- Participant 2 (Mooli):

- T4Q1: Regular Code Reviews and Collaboration (RCRC)

- T4Q2: Providing Incentives and Recognition (PIR)

- Participant 3 (Mubarak):

- T4Q1: Continuous Integration and Code Reviews (CICR)

- T4Q2: Encouraging Code Documentation and Career Advancement (ECDCA)

- Participant 4 (Roland Kizza):

- T4Q1: Frequent Code Reviews and Repayment Goals (FCRRG)

- T4Q2: Providing Incentives for Debt Reduction (PIDR)

- Participant 5 (Richard):

- T4Q1: Regular Code Reviews and Continuous Improvement (RCRCI)

- T4Q2: Recognizing Fixing Critical Bugs and Education Programs (RFCBEP)

- Participant 6 (Arnold Rukutatana):

- T4Q1: Regular Code Reviews and Documentation (RCRD)

- T4Q2: Career Advancement Opportunities and Technical Debt Decision-Making (CATD-DM)

- Participant 7 (Tugume Hastings):

- T4Q1: Continuous Integration and Project Planning (CIPP)

- T4Q2: Financial Incentives for Debt Management (FIDM)

Part 2: Theme 4 - TD Management Strategies

- Participant 8 (Ahimbisibwe Job):

- T4Q1: Regular Code Reviews and Repayment Planning (RCRRP)

- T4Q2: Encouraging Code Documentation and Recognition (ECDR)

- Participant 9 (Ben Okello Mwaka):

- T4Q1: Frequent Code Reviews and Education Programs (FCREP)

- T4Q2: Providing Incentives and Career Advancement (PICA)

- Participant 10 (Agaba):

- T4Q1: Regular Code Reviews and Structured Development (RCRSD)

- T4Q2: Recognizing Fixing Critical Bugs and Code Improvement (RFCBCI)

- Participant 11 (Kizza):

- T4Q1: Continuous Integration and Code Documentation (CICD)

- T4Q2: Encouraging Code Quality and Providing Recognition (ECQPR)

- Participant 12 (Apollo Malomo):

- T4Q1: Frequent Code Reviews and Collaboration (FCRC)

- T4Q2: Career Advancement Opportunities and Education Programs (CAOEP)

- Participant 13 (Patrick):

- T4Q1: Regular Code Reviews and Documentation (RCRD)

- T4Q2: Providing Incentives for Debt Reduction (PIDR)

- Participant 14 (Kyeyune Habib):

- T4Q1: Continuous Integration and Repayment Planning (CIRP)

- T4Q2: Financial Incentives for Debt Management (FIDM)

- Participant 15 (Opolot):

- T4Q1: Frequent Code Reviews and Code Improvement (FCCI)

- T4Q2: Encouraging Code Documentation and Recognition (ECDR)

- Participant 16 (Wanzala):

- T4Q1: Regular Code Reviews and Career Advancement (RCRCA)

- T4Q2: Providing Incentives for Debt Reduction (PIDR)

- Participant 17 (Martin):

- T4Q1: Continuous Integration and Collaboration (CIC)

- T4Q2: Recognizing Fixing Critical Bugs and Education Programs (RFCBEP)

- Participant 18 (Ssekamanya):

- T4Q1: Frequent Code Reviews and Structured Development (FCRSD)

- T4Q2: Encouraging Code Quality and Providing Recognition (ECQPR)

- Participant 19 (Solomon):

- T4Q1: Regular Code Reviews and Repayment Planning (RCRRP)

- T4Q2: Career Advancement Opportunities and Technical Debt Decision-Making (CATD-DM)

- Participant 20 (Hassan):

- T4Q1: Continuous Integration and Code Documentation (CICD)

- T4Q2: Providing Incentives and Recognition (PIR)

- Participant 21 (Peter):

- T4Q1: Frequent Code Reviews and Collaboration (FCRC)

- T4Q2: Financial Incentives for Debt Management (FIDM)

- Participant 22 (Isaiah):

- T4Q1: Documentation, Continuous Improvement, and Mentorship (DCIM)

- T4Q2: Organizational Structure and Mentorship for Debt Management (OSMDM)

- Participant 23 (Job):

- T4Q1: Practices: Collaboration and Feedback Collection (PCFC)

- T4Q2: Incentives: Speed and Efficiency in Using Applications (ISEA)

- Participant 24 (Saidi):

- T4Q1: Practices: Structured Searching and Code Reviews (PSSCR)

- T4Q2: Incentives: Meeting Deadlines and Ensuring Functionality (IMDEF)

- Participant 25 (Mabira Conrad):

- T4Q1: Suggestions: Providing Advice and Structured Development Practices (PSADP)

- T4Q2: Emphasizing Clear Project Structure and Problem-Solving (ECPS-PS)

- Participant 26 (Okure Peter):

- T4Q1: Requests: Framework for Identifying Resource-Heavy Code Segments and Tools (RFIRCT)

- T4Q2: Suggested Incentives: Career Advancement and Professional Development (SICAPD)

- Participant 27 (Muganga Charles):

- T4Q1: Balance Feature Delivery and Debt Management (BFDDM)

- T4Q2: Continuous Vigilance and Adaptation (CVA)

- Participant 28 (Sarah Nsereko):

- T4Q1: Step-by-Step Guide, Learning Tools, and Proper Documentation (SLT-DPD)

- T4Q2: Team Building, Realistic Planning, and Providing Guidelines (TBRP-GG)