

| SHILOAH INVESTMENTS LTD      |             |                     |              |                   |           |       |       |         |             |               |                  |         |
|------------------------------|-------------|---------------------|--------------|-------------------|-----------|-------|-------|---------|-------------|---------------|------------------|---------|
| PAYROLL REGISTER FOR 10/2015 |             |                     |              |                   |           |       |       |         |             |               |                  |         |
| #                            | Employee No | Name                | Basic Salary | Housing Allowance | Gross Pay | NSSF  | NHIF  | PAYE    | Loan Repaid | Loan Interest | Total Deductions | Net Pay |
| 1                            | SIL/001     | DIPAK P SHAH        | 500,000      | 0                 | 500,000   | 1,080 | 1700  | 143,608 | 0           | 0             | 146,388          | 353,612 |
| 2                            | SIL/002     | MITESH F SHAH       | 500,000      | 0                 | 500,000   | 1,080 | 1700  | 143,608 | 0           | 0             | 146,388          | 353,612 |
| Directors                    |             |                     | 1,000,000    | 0                 | 1,000,000 | 2,160 | 3,400 | 287,216 | 0           | 0             | 292,776          | 707,224 |
| 3                            | SIL/018     | OTIENO JARED .A.    | 9,780        | 1,467             | 11,247    | 675   | 400   | 0       | 0           | 0             | 1,075            | 10,172  |
| 4                            | SIL/020     | OMONDI WYCLIFFE .O. | 17,490       | 2,624             | 20,114    | 1,080 | 750   | 1,185   | 0           | 0             | 3,015            | 17,099  |
| 5                            | SIL/022     | OGATO WALTER .N.    | 10,954       | 1,643             | 12,597    | 756   | 500   | 106     | 0           | 0             | 1,362            | 11,235  |
| 6                            | SIL/023     | OSIEMO KENNEDY .O.  | 16,007       | 2,401             | 18,408    | 1,080 | 600   | 929     | 5,000       | 34            | 7,642            | 10,766  |
| 7                            | SIL/024     | IMBUSI DOMINIC .L.  | 10,954       | 1,229             | 12,183    | 731   | 500   | 48      | 4,000       | 27            | 5,305            | 6,878   |
| 8                            | SIL/025     | AENDA DORCUS .A.    | 10,954       | 1,643             | 12,597    | 756   | 500   | 106     | 0           | 0             | 1,362            | 11,235  |
| 9                            | SIL/027     | NYAKUNDI SUITA M    | 10,954       | 1,643             | 12,597    | 756   | 500   | 106     | 0           | 0             | 1,362            | 11,235  |
| 10                           | SIL/028     | AIRO WYCLIFFE K     | 10,954       | 1,643             | 12,597    | 756   | 500   | 106     | 0           | 0             | 1,362            | 11,235  |
| 11                           | SIL/030     | KILAHA ABISALOM L   | 10,954       | 1,643             | 12,597    | 756   | 500   | 106     | 0           | 0             | 1,362            | 11,235  |
| 12                           | SIL/032     | OPIYO NICHOLAS O    | 10,954       | 1,643             | 12,597    | 756   | 500   | 106     | 0           | 0             | 1,362            | 11,235  |
| 13                           | SIL/033     | MUNGATIA CATHERINE  | 10,954       | 1,643             | 12,597    | 756   | 500   | 106     | 0           | 0             | 1,362            | 11,235  |
| 14                           | SIL/035     | OKINDA PHOEBE A     | 21,144       | 3,172             | 24,316    | 1,080 | 750   | 1,990   | 5,000       | 302           | 9,121            | 15,195  |
| 15                           | SIL/042     | OCHIENG BENEDICT    | 18,317       | 2,747             | 21,064    | 1,080 | 750   | 1,339   | 0           | 0             | 3,169            | 17,894  |
| 16                           | SIL/049     | ZEDEKIA W OCHIENG   | 20,084       | 3,013             | 23,097    | 1,080 | 750   | 1,746   | 0           | 0             | 3,576            | 19,521  |
| 17                           | SIL/067     | FRED .M. MAYIEKA    | 10,954       | 1,643             | 12,597    | 756   | 500   | 106     | 0           | 0             | 1,362            | 11,235  |
| 18                           | SIL/071     | HARON K. MANWA      | 10,954       | 1,643             | 12,597    | 756   | 500   | 106     | 0           | 0             | 1,362            | 11,235  |

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|-----------|-------------|------------------------|--------------|-------------------|-----------|--------|--------|--------|-------------|---------------|------------------|---------|
| 19        | SIL/078     | ALFRED .N. MONG'ARE    | 10,954       | 1,643             | 12,597    | 756    | 500    | 106    | 0           | 0             | 1,362            | 11,235  |
| 20        | SIL/081     | LYDIAH AKINYI AMBULI   | 15,652       | 2,348             | 18,000    | 1,080  | 600    | 868    | 0           | 0             | 2,548            | 15,452  |
| 21        | SIL/083     | KENNEDY ODIWUOR OLIIRI | 6,840        | 1,026             | 7,866     | 472    | 300    | 0      | 0           | 0             | 772              | 7,094   |
| 22        | STC/004     | ELIJAH M. NYAANGA      | 10,954       | 1,643             | 12,597    | 756    | 500    | 106    | 0           | 0             | 1,362            | 11,235  |
| 23        | STC/006     | EVANS OWITI            | 10,954       | 1,643             | 12,597    | 756    | 500    | 106    | 0           | 0             | 1,362            | 11,235  |
| 24        | STC/007     | KENNEDY OMWOYO         | 10,954       | 1,643             | 12,597    | 756    | 500    | 106    | 0           | 0             | 1,362            | 11,235  |
| 25        | STC/010     | ESTHER AUMA            | 10,954       | 1,643             | 12,597    | 756    | 500    | 106    | 0           | 0             | 1,362            | 11,235  |
| 26        | STC/027     | SOFIA O KERUBO         | 10,954       | 1,643             | 12,597    | 756    | 500    | 106    | 0           | 0             | 1,362            | 11,235  |
| 27        | STC/032     | PETER LUGAYE           | 20,084       | 3,013             | 23,097    | 1,080  | 750    | 1,746  | 0           | 0             | 3,576            | 19,521  |
| 28        | STC/036     | PHILIP S. LUMBASI      | 34,500       | 5,175             | 39,675    | 1,080  | 950    | 5,525  | 0           | 0             | 7,555            | 32,120  |
| 29        | STC/037     | PATRICK OKUMU OWINO    | 10,954       | 1,643             | 12,597    | 756    | 500    | 106    | 0           | 0             | 1,362            | 11,235  |
| 30        | SIL/072     | ROMAN OMUTTO           | 10,954       | 1,643             | 12,597    | 756    | 500    | 106    | 0           | 0             | 1,362            | 11,235  |
| Mega City |             |                        | 377,070      | 56,146            | 433,216   | 23,370 | 15,600 | 17,178 | 14,000      | 363           | 70,508           | 362,707 |
| 31        | SIL/055     | JOHN B WAMAYUYI        | 10,107       | 1,516             | 11,623    | 697    | 400    | 0      | 0           | 0             | 1,097            | 10,526  |
| 32        | SIL/068     | ISABELA NYERESA        | 10,107       | 1,516             | 11,623    | 697    | 400    | 0      | 0           | 0             | 1,097            | 10,526  |
| 33        | SIL/074     | ARTHUR BUKOSIA         | 19,154       | 2,873             | 22,027    | 1,080  | 750    | 1,532  | 0           | 0             | 3,362            | 18,665  |
| 34        | SIL/079     | JOHANES .O. OYOYA      | 15,425       | 2,314             | 17,739    | 1,064  | 600    | 831    | 0           | 0             | 2,495            | 15,244  |
| 35        | STC/012     | JAMILA M. ASMAN        | 13,383       | 2,008             | 15,391    | 923    | 600    | 500    | 0           | 0             | 2,023            | 13,368  |
| 36        | STC/013     | MICHAEL E. INGUTIA     | 10,107       | 1,516             | 11,623    | 697    | 400    | 0      | 0           | 0             | 1,097            | 10,526  |
|           |             |                        |              |                   |           |        |        |        |             |               |                  |         |

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|-----------|-------------|-------------------------|--------------|-------------------|-----------|--------|-------|-------|-------------|---------------|------------------|---------|
| 37        | STC/014     | DONALD O NYABIRA        | 10,107       | 1,516             | 11,623    | 697    | 400   | 0     | 0           | 0             | 1,097            | 10,526  |
| 38        | STC/015     | DAVID O. ONYANGO        | 10,107       | 1,516             | 11,623    | 697    | 400   | 0     | 0           | 0             | 1,097            | 10,526  |
| 39        | STC/016     | EMMANUEL S WABWILE      | 10,107       | 1,516             | 11,623    | 697    | 400   | 0     | 0           | 0             | 1,097            | 10,526  |
| 40        | STC/018     | BETTY M KHAVAYI         | 10,107       | 1,516             | 11,623    | 697    | 400   | 0     | 0           | 0             | 1,097            | 10,526  |
| 41        | STC/019     | ALICE WANDERA           | 10,107       | 1,516             | 11,623    | 697    | 400   | 0     | 0           | 0             | 1,097            | 10,526  |
| 42        | STC/020     | SARAH C BANDI           | 10,107       | 1,516             | 11,623    | 697    | 400   | 0     | 0           | 0             | 1,097            | 10,526  |
| 43        | STC/022     | BENEDICT LUYUGU         | 10,107       | 1,516             | 11,623    | 697    | 400   | 0     | 0           | 0             | 1,097            | 10,526  |
| 44        | STC/023     | ABINAYO BASUTA          | 19,154       | 2,873             | 22,027    | 1,080  | 750   | 1,532 | 0           | 0             | 3,362            | 18,665  |
| 45        | STC/034     | FREDRICK OCHIENG OTIENO | 19,154       | 2,873             | 22,027    | 1,080  | 750   | 1,532 | 0           | 0             | 3,362            | 18,665  |
| Mega Mall |             |                         | 187,340      | 28,101            | 215,441   | 12,197 | 7,450 | 5,927 | 0           | 0             | 25,574           | 189,867 |
| 46        | SIL/011     | OMWOYO HARON .O.        | 17,043       | 2,556             | 19,599    | 1,080  | 600   | 1,108 | 10,000      | 134           | 12,922           | 6,677   |
| 47        | SIL/012     | OPONDO NICHOLAS .M.     | 10,954       | 1,643             | 12,597    | 756    | 500   | 106   | 3,000       | 60            | 4,422            | 8,175   |
| 48        | SIL/013     | OBIERO EDWIN .O.        | 10,954       | 1,643             | 12,597    | 756    | 500   | 106   | 0           | 0             | 1,362            | 11,235  |
| 49        | SIL/015     | ADHIAMBO CAROLINE       | 10,954       | 1,643             | 12,597    | 756    | 500   | 106   | 0           | 0             | 1,362            | 11,235  |
| 50        | SIL/016     | OWUOR CHARLES .M.       | 10,954       | 1,643             | 12,597    | 756    | 500   | 106   | 0           | 0             | 1,362            | 11,235  |
| 51        | SIL/017     | ANDAYI JACKSON .K.      | 10,954       | 1,643             | 12,597    | 756    | 500   | 106   | 0           | 0             | 1,362            | 11,235  |
| 52        | SIL/036     | ELISHA WILLER SUKU      | 41,400       | 6,210             | 47,610    | 1,080  | 1100  | 7,891 | 0           | 0             | 10,071           | 37,539  |
| 53        | SIL/037     | ONYANGO JOHN J          | 26,446       | 3,967             | 30,413    | 1,080  | 900   | 3,210 | 5,000       | 34            | 10,223           | 20,190  |
| 54        | SIL/046     | ANTONY KIBET NGENY      | 32,139       | 4,821             | 36,960    | 1,080  | 950   | 4,847 | 0           | 0             | 6,877            | 30,083  |
| 55        | SIL/047     | JOHN OKEMWA             | 30,000       | 4,500             | 34,500    | 1,080  | 900   | 4,232 | 10,000      | 402           | 16,614           | 17,886  |

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|----|-------------|---------------------|--------------|-------------------|-----------|-------|------|-------|-------------|---------------|------------------|---------|
| 56 | SIL/050     | MICHAEL M OCHIENG   | 24,348       | 3,652             | 28,000    | 1,080 | 850  | 2,727 | 5,000       | 201           | 9,858            | 18,142  |
| 57 | SIL/052     | DISMAS O OGOLA      | 28,000       | 4,200             | 32,200    | 1,080 | 900  | 3,657 | 5,000       | 134           | 10,771           | 21,429  |
| 58 | SIL/053     | FREDRICK TOM OTIENO | 25,000       | 3,750             | 28,750    | 1,080 | 850  | 2,877 | 5,000       | 235           | 9,874            | 18,876  |
| 59 | SIL/057     | CHARLES A. ASIRA    | 35,000       | 5,250             | 40,250    | 1,080 | 1000 | 5,683 | 0           | 0             | 7,763            | 32,487  |
| 60 | SIL/058     | JOHN SALA OMONDI    | 10,954       | 1,643             | 12,597    | 756   | 500  | 106   | 0           | 0             | 1,362            | 11,235  |
| 61 | SIL/059     | FRED .W. WEKESA     | 20,000       | 3,000             | 23,000    | 1,080 | 750  | 1,727 | 0           | 0             | 3,557            | 19,443  |
| 62 | SIL/063     | FRANKLINE .O. OGADA | 16,872       | 2,531             | 19,403    | 1,080 | 600  | 1,078 | 8,000       | 214           | 10,972           | 8,431   |
| 63 | SIL/065     | DOMINIC .N. ONGERA  | 10,954       | 1,643             | 12,597    | 756   | 500  | 106   | 0           | 0             | 1,362            | 11,235  |
| 64 | SIL/066     | ZACHARY .O. ANUNDA  | 10,954       | 1,643             | 12,597    | 756   | 500  | 106   | 0           | 0             | 1,362            | 11,235  |
| 65 | SIL/075     | NELSON .O. ODALO    | 16,872       | 2,531             | 19,403    | 1,080 | 600  | 1,078 | 0           | 0             | 2,758            | 16,645  |
| 66 | SIL/076     | EDWARD .O. OMARI    | 16,872       | 2,531             | 19,403    | 1,080 | 600  | 1,078 | 0           | 0             | 2,758            | 16,645  |
| 67 | SIL/077     | FREDRICK .O. MULAKA | 10,954       | 1,643             | 12,597    | 756   | 500  | 106   | 0           | 0             | 1,362            | 11,235  |
| 68 | SIL/080     | DENIS WAFULA OOLA   | 16,872       | 2,531             | 19,403    | 1,080 | 600  | 1,078 | 0           | 0             | 2,758            | 16,645  |
| 69 | SIL/082     | AMOS MAYUNGA WEKESA | 18,595       | 2,789             | 21,384    | 1,080 | 750  | 1,403 | 0           | 0             | 3,233            | 18,151  |
| 70 | STC/001     | JEREMIAH OTIENO     | 10,954       | 1,643             | 12,597    | 756   | 500  | 106   | 0           | 0             | 1,362            | 11,235  |
| 71 | STC/026     | MAGETO M GEORGE     | 20,000       | 3,000             | 23,000    | 1,080 | 750  | 1,727 | 5,000       | 302           | 8,858            | 14,142  |
| 72 | STC/029     | FREDRICK OWAKO      | 20,084       | 3,013             | 23,097    | 1,080 | 750  | 1,746 | 0           | 0             | 3,576            | 19,521  |
| 73 | STC/030     | CHARLES OMONDI JUMA | 32,000       | 4,800             | 36,800    | 1,080 | 950  | 4,807 | 5,000       | 34            | 11,870           | 24,930  |
| 74 | STC/035     | GODFREY M.          | 29,461       | 4,419             | 33,880    | 1,080 | 900  | 4,077 | 6,000       | 40            | 12,097           | 21,783  |

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| PAYROLL REGISTER FOR 10/2015 |             |                                 |              |                   |           |        |        |         |             |               |                  |           |
| #                            | Employee No | Name                            | Basic Salary | Housing Allowance | Gross Pay | NSSF   | NHIF   | PAYE    | Loan Repaid | Loan Interest | Total Deductions | Net Pay   |
|                              |             | CHANGALWA                       |              |                   |           |        |        |         |             |               |                  |           |
| Mega Plaza                   |             |                                 | 576,544      | 86,481            | 663,025   | 28,080 | 20,300 | 57,091  | 67,000      | 1,790         | 174,090          | 488,935   |
| 75                           | SIL/003     | SUNDARESA<br>N MUTHUKU<br>MAR   | 225,000      | 0                 | 225,000   | 1,080  | 1700   | 61,108  | 0           | 0             | 63,888           | 161,112   |
| 76                           | SIL/004     | ARULRAJ C<br>PANDIAN            | 270,000      | 0                 | 270,000   | 1,080  | 1700   | 74,608  | 0           | 0             | 77,388           | 192,612   |
| 77                           | SIL/045     | SHAILESH<br>RATHNAKAR<br>SHETTY | 134,846      | 0                 | 134,846   | 1,080  | 1700   | 34,062  | 0           | 0             | 36,842           | 98,004    |
| Senior Managers              |             |                                 | 629,846      | 0                 | 629,846   | 3,240  | 5,100  | 169,778 | 0           | 0             | 178,118          | 451,728   |
| 78                           | SIL/005     | CHARLES<br>.O. ONKOBA           | 70,560       | 10,584            | 81,144    | 1,080  | 1500   | 17,951  | 0           | 0             | 20,531           | 60,613    |
| 79                           | SIL/006     | ONKOBA<br>RONALD                | 75,000       | 11,250            | 86,250    | 1,080  | 1500   | 18,958  | 10,000      | 670           | 32,208           | 54,042    |
| 80                           | SIL/007     | SAGWE<br>RICHARD<br>P.O.        | 38,080       | 5,712             | 43,792    | 1,080  | 1000   | 6,745   | 10,000      | 335           | 19,160           | 24,632    |
| 81                           | SIL/008     | JAMES .M.<br>NYAKUNDI           | 37,148       | 5,572             | 42,720    | 1,080  | 1000   | 6,424   | 0           | 0             | 8,504            | 34,216    |
| 82                           | SIL/009     | WILSON .A.<br>OLUKOYE           | 28,660       | 4,299             | 32,959    | 1,080  | 900    | 3,846   | 0           | 0             | 5,826            | 27,133    |
| 83                           | SIL/010     | MOSOTA<br>EVANS .M.             | 24,395       | 3,659             | 28,054    | 1,080  | 850    | 2,737   | 4,000       | 80            | 8,747            | 19,306    |
| Senior Staff                 |             |                                 | 273,843      | 41,076            | 314,919   | 6,480  | 6,750  | 56,661  | 24,000      | 1,085         | 94,976           | 219,942   |
|                              |             |                                 |              |                   |           |        |        |         |             |               |                  |           |
|                              |             | TOTALS                          | 3,044,643    | 211,804           | 3,256,446 | 75,527 | 58,600 | 593,851 | 105,000     | 3,238         | 836,042          | 2,420,403 |