

| SHILOAH INVESTMENTS LTD      |         |                         |                  |               |                  |               |               |                |              |             |                |                |
|------------------------------|---------|-------------------------|------------------|---------------|------------------|---------------|---------------|----------------|--------------|-------------|----------------|----------------|
| PAYROLL REGISTER FOR 11/2016 |         |                         |                  |               |                  |               |               |                |              |             |                |                |
| #                            | Emp #   | Name                    | Basic Salary     | H/A           | Gross Pay        | NSSF          | NHIF          | PAYE           | Loan Repaid  | Loan Intrst | 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        |
| <b>Directors</b>             |         |                         | <b>1,000,000</b> | <b>0</b>      | <b>1,000,000</b> | <b>2,160</b>  | <b>3,400</b>  | <b>287,216</b> | <b>0</b>     | <b>0</b>    | <b>292,776</b> | <b>707,224</b> |
| 3                            | SIL/018 | OTIENO JARED .A.        | 10,954           | 1,643         | 12,597           | 756           | 500           | 106            | 0            | 0           | 1,362          | 11,235         |
| 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            | 0            | 0           | 2,609          | 15,799         |
| 7                            | SIL/025 | AENDA DORCUS .A.        | 10,954           | 1,643         | 12,597           | 756           | 500           | 106            | 0            | 0           | 1,362          | 11,235         |
| 8                            | SIL/027 | NYAKUNDI SUITA M        | 10,954           | 1,643         | 12,597           | 756           | 500           | 106            | 0            | 0           | 1,362          | 11,235         |
| 9                            | SIL/030 | KILAHA ABISALOM L       | 10,954           | 1,643         | 12,597           | 756           | 500           | 106            | 0            | 0           | 1,362          | 11,235         |
| 10                           | SIL/032 | OPIYO NICHOLAS O        | 10,954           | 1,643         | 12,597           | 756           | 500           | 106            | 0            | 0           | 1,362          | 11,235         |
| 11                           | SIL/033 | MUNGATIA CATHERINE      | 10,954           | 1,643         | 12,597           | 756           | 500           | 106            | 0            | 0           | 1,362          | 11,235         |
| 12                           | SIL/035 | OKINDA PHOEBE A         | 21,144           | 3,172         | 24,316           | 1,080         | 750           | 1,990          | 8,000        | 161         | 11,980         | 12,336         |
| 13                           | SIL/042 | OCHIENG BENEDICT        | 18,317           | 2,747         | 21,064           | 1,080         | 750           | 1,339          | 0            | 0           | 3,169          | 17,894         |
| 14                           | SIL/049 | ZEDEKIA W OCHIENG       | 20,084           | 3,013         | 23,097           | 1,080         | 750           | 1,746          | 0            | 0           | 3,576          | 19,521         |
| 15                           | SIL/067 | FRED .M. MAYIEKA        | 10,954           | 1,643         | 12,597           | 756           | 500           | 106            | 0            | 0           | 1,362          | 11,235         |
| 16                           | SIL/071 | HARON K. MANWA          | 10,954           | 1,643         | 12,597           | 756           | 500           | 106            | 0            | 0           | 1,362          | 11,235         |
| 17                           | SIL/078 | ALFRED .N. MONG'ARE     | 10,954           | 1,643         | 12,597           | 756           | 500           | 106            | 0            | 0           | 1,362          | 11,235         |
| 18                           | SIL/081 | LYDIAH AKINYI AMBULI    | 15,652           | 2,348         | 18,000           | 1,080         | 600           | 868            | 0            | 0           | 2,548          | 15,452         |
| 19                           | SIL/083 | KENNEDY ODIWUOR OLIIRI  | 10,954           | 1,643         | 12,597           | 756           | 500           | 106            | 0            | 0           | 1,362          | 11,235         |
| 20                           | STC/004 | ELIJAH M. NYAANGA       | 10,954           | 1,643         | 12,597           | 756           | 500           | 106            | 0            | 0           | 1,362          | 11,235         |
| 21                           | STC/006 | EVANS OWITI             | 10,954           | 1,643         | 12,597           | 756           | 500           | 106            | 0            | 0           | 1,362          | 11,235         |
| 22                           | STC/007 | KENNEDY OMWOYO          | 10,954           | 1,643         | 12,597           | 756           | 500           | 106            | 0            | 0           | 1,362          | 11,235         |
| 23                           | STC/010 | ESTHER AUMA             | 10,954           | 1,643         | 12,597           | 756           | 500           | 106            | 0            | 0           | 1,362          | 11,235         |
| 24                           | STC/027 | SOFIA O KERUBO          | 10,954           | 1,643         | 12,597           | 756           | 500           | 106            | 0            | 0           | 1,362          | 11,235         |
| 25                           | STC/036 | PHILIP S. LUMBASI       | 34,500           | 5,175         | 39,675           | 1,080         | 950           | 5,525          | 0            | 0           | 7,555          | 32,120         |
| 26                           | STC/037 | PATRICK OKUMU OWINO     | 10,954           | 1,643         | 12,597           | 756           | 500           | 106            | 0            | 0           | 1,362          | 11,235         |
| 27                           | SIL/072 | ROMAN OMUTTO            | 10,954           | 1,643         | 12,597           | 756           | 500           | 106            | 0            | 0           | 1,362          | 11,235         |
| 28                           | SIL/084 | DICKENS GUYA OTIENO     | 10,954           | 1,643         | 12,597           | 756           | 500           | 106            | 0            | 0           | 1,362          | 11,235         |
| 29                           | SIL/085 | KEVIN MAKOKHA WASIKE    | 10,954           | 1,643         | 12,597           | 756           | 500           | 106            | 0            | 0           | 1,362          | 11,235         |
| 30                           | SIL/087 | Collins Otieno Ouma     | 13,044           | 1,957         | 15,001           | 900           | 600           | 445            | 0            | 0           | 1,945          | 13,056         |
| 31                           | SIL/090 | Evans Awino Owuor       | 18,595           | 2,789         | 21,384           | 1,080         | 750           | 1,403          | 0            | 0           | 3,233          | 18,151         |
| <b>Mega City</b>             |         |                         | <b>393,913</b>   | <b>59,086</b> | <b>452,999</b>   | <b>24,660</b> | <b>16,500</b> | <b>17,550</b>  | <b>8,000</b> | <b>161</b>  | <b>66,870</b>  | <b>386,128</b> |
| 32                           | SIL/055 | JOHN B WAMAYUYI         | 10,107           | 1,516         | 11,623           | 697           | 400           | 0              | 0            | 0           | 1,097          | 10,526         |
| 33                           | SIL/068 | ISABELA NYERESA         | 10,107           | 1,516         | 11,623           | 697           | 400           | 0              | 0            | 0           | 1,097          | 10,526         |
| 34                           | SIL/074 | ARTHUR BUKOSIA          | 19,154           | 2,873         | 22,027           | 1,080         | 750           | 1,532          | 0            | 0           | 3,362          | 18,665         |
| 35                           | SIL/079 | JOHANES .O. OYOYA       | 15,425           | 2,314         | 17,739           | 1,064         | 600           | 831            | 0            | 0           | 2,495          | 15,244         |
| 36                           | STC/012 | JAMILA M. ASMAN         | 13,383           | 2,008         | 15,391           | 923           | 600           | 500            | 0            | 0           | 2,023          | 13,368         |
| 37                           | STC/013 | MICHAEL E. INGUTIA      | 10,107           | 1,516         | 11,623           | 697           | 400           | 0              | 0            | 0           | 1,097          | 10,526         |
| 38                           | STC/014 | DONALD O NYABIRA        | 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         |
| <b>Mega Mall</b>             |         |                         | <b>177,233</b>   | <b>26,585</b> | <b>203,818</b>   | <b>11,500</b> | <b>7,050</b>  | <b>5,927</b>   | <b>0</b>     | <b>0</b>    | <b>24,477</b>  | <b>179,341</b> |
| 46                           | SIL/011 | OMWOYO HARON .O.        | 17,043           | 2,556         | 19,599           | 1,080         | 600           | 1,108          | 0            | 0           | 2,788          | 16,811         |
| 47                           | SIL/012 | OPONDO NICHOLAS .M.     | 10,954           | 1,643         | 12,597           | 756           | 500           | 106            | 0            | 0           | 1,362          | 11,235         |
| 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         |
|                              |         | ONYANGO JOHN J          |                  |               |                  |               |               |                |              |             |                |                |

## PAYROLL REGISTER FOR 11/2016

| #                          | Emp #   | Name                     | Basic Salary     | H/A            | Gross Pay        | NSSF          | NHIF          | PAYE           | Loan Repaid   | Loan Intrst  | Deductions     | Net Pay          |
|----------------------------|---------|--------------------------|------------------|----------------|------------------|---------------|---------------|----------------|---------------|--------------|----------------|------------------|
| 53                         | SIL/037 |                          | 26,446           | 3,967          | 30,413           | 1,080         | 900           | 3,210          | 0             | 0            | 5,190          | 25,223           |
| 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        | 271          | 16,483         | 18,017           |
| 56                         | SIL/050 | MICHAEL M OCHIENG        | 24,348           | 3,652          | 28,000           | 1,080         | 850           | 2,727          | 0             | 0            | 4,657          | 23,343           |
| 57                         | SIL/053 | FREDRICK TOM OTIENO      | 25,000           | 3,750          | 28,750           | 1,080         | 850           | 2,877          | 7,000         | 94           | 11,900         | 16,850           |
| 58                         | SIL/058 | JOHN SALA OMONDI         | 10,954           | 1,643          | 12,597           | 756           | 500           | 106            | 0             | 0            | 1,362          | 11,235           |
| 59                         | SIL/059 | FRED .W. WEKESA          | 20,000           | 3,000          | 23,000           | 1,080         | 750           | 1,727          | 5,000         | 134          | 8,691          | 14,309           |
| 60                         | SIL/063 | FRANKLINE .O. OGADA      | 16,872           | 2,531          | 19,403           | 1,080         | 600           | 1,078          | 4,000         | 27           | 6,784          | 12,619           |
| 61                         | SIL/065 | DOMINIC .N. ONGERA       | 10,954           | 1,643          | 12,597           | 756           | 500           | 106            | 0             | 0            | 1,362          | 11,235           |
| 62                         | SIL/066 | ZACHARY .O. ANUNDA       | 10,954           | 1,643          | 12,597           | 756           | 500           | 106            | 0             | 0            | 1,362          | 11,235           |
| 63                         | SIL/075 | NELSON .O. ODALO         | 16,872           | 2,531          | 19,403           | 1,080         | 600           | 1,078          | 0             | 0            | 2,758          | 16,645           |
| 64                         | SIL/076 | EDWARD .O. OMARI         | 16,872           | 2,531          | 19,403           | 1,080         | 600           | 1,078          | 0             | 0            | 2,758          | 16,645           |
| 65                         | SIL/077 | FREDRICK .O. MULAKA      | 10,954           | 1,643          | 12,597           | 756           | 500           | 106            | 0             | 0            | 1,362          | 11,235           |
| 66                         | SIL/080 | DENIS WAFULA OOLA        | 16,872           | 2,531          | 19,403           | 1,080         | 600           | 1,078          | 0             | 0            | 2,758          | 16,645           |
| 67                         | SIL/082 | AMOS MAYUNGA WEKESA      | 18,595           | 2,789          | 21,384           | 1,080         | 750           | 1,403          | 0             | 0            | 3,233          | 18,151           |
| 68                         | STC/001 | JEREMIAH OTIENO          | 10,954           | 1,643          | 12,597           | 756           | 500           | 106            | 0             | 0            | 1,362          | 11,235           |
| 69                         | STC/026 | MAGETO M GEORGE          | 20,000           | 3,000          | 23,000           | 1,080         | 750           | 1,727          | 5,000         | 67           | 8,624          | 14,376           |
| 70                         | STC/029 | FREDRICK OWAKO           | 20,084           | 3,013          | 23,097           | 1,080         | 750           | 1,746          | 0             | 0            | 3,576          | 19,521           |
| 71                         | STC/030 | CHARLES OMONDI JUMA      | 32,000           | 4,800          | 36,800           | 1,080         | 950           | 4,807          | 0             | 0            | 6,837          | 29,963           |
| 72                         | SIL/086 | ALLAN OMONDI OLOO        | 14,875           | 2,625          | 17,500           | 1,050         | 600           | 797            | 0             | 0            | 2,447          | 15,053           |
| 73                         | SIL/092 | MIHESO HUDSON JOAB       | 24,719           | 3,708          | 28,427           | 1,080         | 850           | 2,812          | 0             | 0            | 4,742          | 23,685           |
| 74                         | SIL/093 | BRYAN OTIENO LUMUMBA     | 35,638           | 5,346          | 40,984           | 1,080         | 1000          | 5,903          | 0             | 0            | 7,983          | 33,001           |
| <b>Mega Plaza</b>          |         |                          | <b>559,315</b>   | <b>84,291</b>  | <b>643,606</b>   | <b>28,050</b> | <b>19,950</b> | <b>53,186</b>  | <b>31,000</b> | <b>627</b>   | <b>132,777</b> | <b>510,829</b>   |
|                            |         |                          |                  |                |                  |               |               |                |               |              |                |                  |
| 75                         | SIL/003 | SUNDARESAN MUTHUKUMAR    | 225,000          | 0              | 225,000          | 1,080         | 1700          | 61,108         | 0             | 0            | 63,888         | 161,112          |
| 76                         | SIL/004 | ARULRAJ C PANDIAN        | 270,000          | 0              | 270,000          | 1,080         | 1700          | 74,608         | 0             | 0            | 77,388         | 192,612          |
| 77                         | SIL/091 | SURESH KUMAR KURUMANGHAT | 280,555          | 0              | 280,555          | 1,080         | 1700          | 77,774         | 0             | 0            | 80,554         | 200,001          |
| <b>Senior Managers</b>     |         |                          | <b>775,555</b>   | <b>0</b>       | <b>775,555</b>   | <b>3,240</b>  | <b>5,100</b>  | <b>213,490</b> | <b>0</b>      | <b>0</b>     | <b>221,830</b> | <b>553,725</b>   |
|                            |         |                          |                  |                |                  |               |               |                |               |              |                |                  |
| 78                         | SIL/005 | CHARLES .O. ONKOBA       | 70,560           | 10,584         | 81,144           | 1,080         | 1500          | 17,951         | 0             | 0            | 20,531         | 60,613           |
| 79                         | SIL/006 | ONKOBA RONALD            | 75,000           | 11,250         | 86,250           | 1,080         | 1500          | 18,958         | 10,000        | 201          | 31,739         | 54,511           |
| 80                         | SIL/007 | SAGWE RICHARD P.O.       | 38,080           | 5,712          | 43,792           | 1,080         | 1000          | 6,745          | 10,000        | 67           | 18,892         | 24,900           |
| 81                         | SIL/008 | JAMES .M. NYAKUNDI       | 37,148           | 5,572          | 42,720           | 1,080         | 1000          | 6,424          | 0             | 0            | 8,504          | 34,216           |
| 82                         | SIL/009 | WILSON .A. OLUKOYE       | 28,660           | 4,299          | 32,959           | 1,080         | 900           | 3,846          | 0             | 0            | 5,826          | 27,133           |
| 83                         | SIL/010 | MOSOTA EVANS .M.         | 24,395           | 3,659          | 28,054           | 1,080         | 850           | 2,737          | 0             | 0            | 4,667          | 23,386           |
| <b>Senior Staff</b>        |         |                          | <b>273,843</b>   | <b>41,076</b>  | <b>314,919</b>   | <b>6,480</b>  | <b>6,750</b>  | <b>56,661</b>  | <b>20,000</b> | <b>268</b>   | <b>90,159</b>  | <b>224,759</b>   |
|                            |         |                          |                  |                |                  |               |               |                |               |              |                |                  |
| <b>Total Employees: 83</b> |         |                          | <b>3,179,859</b> | <b>211,038</b> | <b>3,390,896</b> | <b>76,090</b> | <b>58,750</b> | <b>634,030</b> | <b>59,000</b> | <b>1,022</b> | <b>828,889</b> | <b>2,562,006</b> |