

MEMBERS CONCERNS

1. Term of office of trustees.

Whereas the trust deed Rules provides for the limit of term of a trustee, which is a 3-year term, and a further final term of three years, providing for a maximum of **six years**, two trustees have served for more than **eight years**, one has already retired while the other one continues to serve.

2. Term of the schemes' auditor.

Whereas there is no given time limit to which an auditor can serve, it is worth noting that since the inception of the scheme in 1st July 2010, the scheme has had one auditor.

3. Inclusivity and method of members nominating their trustees.

The proposed method and venues of election will not give every member an opportunity to vote/nominate his/her trustee. Some areas will have the disadvantage whereas some will be locked out by the nature of their work schedule. As much as it is practically impossible to have every member to vote/nominate, the method and venue selected should so much try to make it easy and accessible for members to nominate/elect their preferred trustees.

4. Investment by the scheme

The various investment avenues and decisions were made without consultation with members; some of those investments have had negative returns. To date no Policy Investment statement document has ever been shared with the members.

5. Call for forensic Audit

With the aforementioned, it is the general mood of scheme members that a forensic audit be done in the schemes' general operations as from the date of its inception, it is thus factual that such an audit cannot be conducted while the current board of trustees (and or any other person who has been a trustee of the scheme before) are still in office, hence the dissolution of the entire board will help ensure such an objective is

achieved. It should further be noted that most members will be happy when the report assures them that the scheme is sound. The exercise should be construed to be more concerned about the interest of the scheme rather than a target to individuals. This will help restore the confidence of members.

BOYCOT OF ELECTION PETITION/DISBANDMENT OF THE ENTIRE BOARD

Illegal composition of board of trustees and its illegal adoption of trust documents

The GDC staff Retirement scheme has been managed by AN ILLEGALLY composed board of trustees, in contravention to both the TRUST DEED and Retirement Benefits Act since its inception. Consequently, the scheme is a Defined Contribution (DC) scheme, whose composition is clearly regulated in the said documents (Retirement Benefits Act and TRUST DEED). The main reason of regulating the ratio of trustees is to ensure that both the sponsors and members interest are adequately catered for in the deliberations of the scheme. Thus the following provisions are in place to ensure sound representation;

- a) Further reference is made to Clause 11(a) of the Trust Deed and Rules that provides for appointment of trustees and states as follows;.....the number of trustees shall always be not less than four (4) and not more than nine (9), **at least half of whom shall be nominees of members**".
- b) Retirement Act

That said, it is worth noting of the following developments, which were greatly intentional with gross violations to the various regulation(s):

1. As of 15th August 2017, the board of trustees had the following ratio: sponsor nominated 3 (three)-60%, members nominated 2(two)-40%. This composition was already **illegal**.
2. On 16th August 2017, the sponsor further nominated two trustees, the new ratio as a result was thus: sponsor nominated 5 (five)-71%, members nominated 2(two)-29%. **This further entrenched the illegality in composition**. The two nominations were intentional because the ratio was already illegal.
3. The illegally composed board of trustees further went ahead and adopted an amended TRUST DEED on the 1st day of January 2018. In this act, members' interest was not represented given the ratio of trustees notwithstanding the importance of TRUST DEED Rules.
4. The same illegally constituted board of trustees purported to hold an AGM in the year 2018.
5. The illegally constituted board of trustees has gone ahead and called for an election of 3(three) trustees, with reference to a TRUST DEED whose validity is in question.

Therefore, we the undersigned, being cognizant of the importance in the adherence of existing regulations, and further to the realization that sound management of the scheme through trustees MUST be anchored in law, do hereby demand the below:

- a) **That the board of trustees be newly reconstituted in compliance with the prevailing laws.**

- b) That the election so declared for members' nomination is cancelled and a new arranged in strict adherence to the TRUST DEED and RBA act 1997.
- c) That the TRUST DEED so adopted by the illegally constituted trustees be declared NULL and VOID.

Staff Number	Name	Signature	Date
100314	FREDRICK MAYOGA		29/08/2018
100374	DEBORAH KANOGO		29/08/2018
100235	Joseph Cucira		29/08/2018
100928	Peter Kamau		29/08/2018
100315	John Kigwa		29/08/2018
100786	David Mwan		29/08/2018
100037	Lucy Njiru		29/8/18
100072	Marietta Mutunga		29/8/18
100745	Loice KIPCHUMBIK		29/8/18
100369	TITO LOPEYOK		29/08/18
100337	JOSEPH MURUA		29/08/18
100322	ATW OYANG		29/8/18
100038	HOCKEY SINGOJI		29/08/18
100572	Francis Ojino		29/08/18
100209	Rose Kiamba		29/08/18
100135	Fridah Wabwa		29/08/18
100067	Dyanthea Dreen		29/08/18
100299	TERESIAH KURIA		29/08/18
100118	Pascal Mwan		29/8/18
100905	Natun Kuyagi		29/08/18
100195	PANITAH NATULA		29/08/2018
100241	ERIC MBATI		29/08/2018
100884	Alexander Kioko		29/8/18
100911	JAMES AKALI		29/8/18
100898	Ronald Moruosi		29/8/18
100856	Laban Mwangi		29/8/18
100990	Anthony Kihico		29/8/18
100336	Leonard Kamelwa		29/8/18
101044	Tanet Okoth		29/8/2018
100216	Sharon Chebet		29/8/2018
100045	ROBERT MUKIRI		29/8/2018
100498	MICHAEL MURUA		29/08/2018
100136	Emmah Kashiidi		29/08/2018
100229	PAUL PARKA		29/08/2018
100344	Henry Wamalwa		29/8/18
100329	Margaret Njiru		29/08/2018
100040	Tred Ogada		22/08/2018

Staff Number	Name	Signature	Date
100764	ANNE WANGUI		29/8/18
101029	BUNCKW WAKURUA		29/08/18
100298	Medialix Okindah		29/08/2018
100747	Fredrick Mutha		29/08/2018
100334	ISIBA EMERIKWA		29/08/2018
100734	HUMPHREY NYONGESA		29/08/2018
100698	JADHEH NISO		29/08/2018
100572	Leakey Ochieng		29.08.18
100355	Bett Cwano		29.08.18
100579	Yussuf Owar		29.08.18
100597	JOHN MURANI		29.08.18
100246	Sharon Chebet		29.08.18
100664	Shamsh Kiptani		29.08.18
100250	Daniel Loupin		29.08.18
100165	CAROLINE Ekman		29.08.18
100899	Miriam Chelegat		29.08.18
100838	Leonard Karani		29.08.18
100755	Edwin Kiracy		29/8/18
100868	Philip Burudi		29/8/18
100363	Hilary Mwawasi		29/8/18
100636	Moses Chemetoi		29/08/2018
100051	IRENE MBOIN		29/08/2018
100106	Lawrence Lorogor		29/08/18
102042	Mudiso		29/08/2018
100874	Radical Kariki		29/8/18
100860	Wyckoff Omasete		29/8/18
100936	BANSON LOMETO		29/8/18
100306	GRACE WAMATI		29/8/18
100312	MAT MUMBA		29/8/18
100544	Bernard Lochang		29/8/18
102655	Manon Ireni		29/8/18
100785	Kennedy Odun		29/8/18
100047	Chebon Chebet		29/8/2018
100085	Felix Ochieng		29/8/2018
100870	Abel Cheloti		29/8/2018
102523	Miriam Njoroge		29/08/18
107025	Moses Mwach		29/08/18

Staff Number	Name	Signature	Date
100313	Gerald Njiru		30/08/2018.
100423	James Madegga		30/8/18
100092	Benjamin Njiru		30/8/18.
100236	Raymond Mwakirani		30/8/18.
100046	Rose Nanyumbia		30/08/18
101062	Galgallo Hapanis		30.8.18
100970	MAGAZINE WAKIRI		30/8/18
100703	John Muriuki		30/8/18
100831	Brody Akoko		30/8/18
10062	David Mwangi		30/08/2018.
100243	RICHARD GOMBA		30/8/2018
100153	Elizabeth Oriffa		30/8/18
100164	Elizabeth Chumba		30/8/18
100083	Janet Junguti		30/8/18
100783	Dickson Ochi		30/8/18
101046	Staff Njiru		30/8/18
100999	Kathleen Mucheria		30/08/18
100867	Raymond Yego		30/8/18.
100833	Osaka Kirati Ochi		30/8/2018
100387	PAUL BUIRIE		30/8/2018
100955	Patrick Ketta		30/9/17.
100228	James Timonin		30/8/18
100123	Allan Mwangi		30/8/18
100465	Edel Mwangi		30/7/18
100756	Elizabeth Wadhwa		30.08.18
100300	James Karori		30/8/2018
100392	Lawrence Ranka		30/08/2018
100301	Beatrix Nyairo		30/08/2018
100892	Amos Adan		30/08/2018
100399	Wanyonyi Simon		30/8/2018.
100908	Edgar E. Peter		30/8/2018.
101070	FELIX KIRUI		30/08/18
100672	Simone Kennedy		30/8/18
100964	Hellen Njoki		30/08/18.
100403	ABRAHAM KITEMBA		30/08/18
100133	Lawrence Mwangi		30/08/18
101083	Martin Mwangi		30/08/18
100505	STEPHEN KARIUKI		30/08/18
100633	Simon Mwangi		30/8/18
100413	Henry Mwangi		30/8/18

Staff Number	Name	Signature	Date
100194	Rose Gaxu		29/8/18
100068	Calistus Malongeli		29/8/18
100846	Umur Kivuli		29/8/18
100366	WELLINGTON KIVURE		29/08/2018
100806	SANDRA C. SOY		29/08/2018
100362	DIANA MACODAWA		29/08/2018
100276	Peter Karungi		29/08/18
100192	Jack Kirya		29/08/18
101043	Laura Temutai		29/08/18
100744	DAVID ODUOR		29/08/18
100569	Kipyego Isaac		30/08/18
100109	Simon Mumbwa		30/8/18
101074	Kimwend Kimi		30/8/18
100401	VICTOR WASWA		30/8/18
100828	Nancy Lomoto		30/8/18
100902	Samuel Kimani		30/8/2018
100504	KEDDI JUDOP		30/8/2018
100807	ABDI HAJI		30/8/18
100200	GODFREY DKINDA		30/8/18
100760	ANN MATHARIA		30/8/18
100623	DAVID KOWEN		31/8/2018
100309	Hillary Komon		31/8/2018
100496	PATRICIA WINDO E		31/08/2018
100338	ESTHER ESTHER		31/08/2018
100939	JANET LEMAIAN		31/08/2018
101014	MOSES BARASA		31/08/2018
101013	Collins Simuyi		31/08/2018
100345	ISMAEL DILLO		31/8/2018
100902	Evans Kimani		31/08/2018
100029	PETER MBIKA		03/09/2018
100204	Irene Cheptum		03/9/2018
105604	Muhos Muh		03/9/2018
100127	Eng. Nathan Arthur		03/9/18

Staff Number	Name	Signature	Date
100650	Margaret Ndlovu		31/08/2018
100658	ANASTACIA DINDURU		31/08/2018
100246	Marta Gachem		31/08/18
100656	Jane Oyugi		31/08/18
100683	Philip Masinde		31/08/2018
100255	Stephen Buluma		31/08/2018
100200	GODFREY DRINDA		31/08/2018
100701	Daniel Ndlovu		31/08/2018
100980	Tosid Arnold		31/8/2018
100681	THOMAS MBOYA		31/8/2018
161022	Samuel Ngari		31/8/2018
101068	KUAN M.S.		31/8/2018
100277	EUGENE OMOWI		31/8/2018
100907	RAPHAEL BRYAN		31/8/2018
100383	Edmond Nguni		31/8/2018
100919	MARVIN BAKOMO		31/8/2018
100584	Samuel Mwangi		31/8/2018
100468	Teresa Joseph		31/8/18
100226	LEATO WANANA		31/8/18
100547	DEONIS OJEMO		31/8/18
100288	John Koster		31/8/18
100358	Ludovic Ochier		31/8/18
100491	PAUL OCHIENG		31/8/18
100602	Shadrach Kanari		31/8/18
100260	Kennedy Mwangi		31/8/18
100349	GEORGEY TOO		31/08/18
100774	DONALD MURRAY		31/08/18
100830	Joseph Mwangi		31/08/18
100182	Fidel Mwangi		31/08/2018
100994	JAMES MURRAY		31/09/2018
100974	CATHERINE ACHAR		31/09/2018

I AM OPPOSED TO SEPTEMBER 6TH GDC RETERMENT BENEFIT SCHEME ELECTIONS UNTILL MEMBERS AGREE ON ISSUES RAISED AND OTHERS NOT LISTED. I SIGN TO OPPOSE THE 6TH SEPTEMBER ELECTIONS.

Staff Number	Name	Signature	Date
100217	Abraham Mbugua		30.08.2018
100039	Maitu Wasire		30.08.18
151541	L.S.B. Amunang		30.08.18
100372	GILBERT KIPTUI		30/8/18
100739	John Kimani		30/8/18
100514	Azinas Okendo		30/08/18
100024	Mohamed Abd		30/8/18
100220	NICHOLAS KIPURU		30/8/18
100987	Jennifer Owa		30/8/18
100892	Rene Kiplangat		30/8/18
100682	John Mutu		30/8/18
100303	Paul Kiprono		30/8/18
101072	Geoffrey Sigei		30/08/18
100521	David Paschen		30/08/18
100732	Edith Mwikumba		30/08/18
100753	Nancy Mwangi		30/8/2018
100492	Peter Godhena		30/8/18
100486	Eric Okoti		30/7/18
100630	GODFREY BOGOTHO		30/8/2018
100733	SAMSON DINYUA		30/8/2018
100736	JOHN MWANGI		30/8/2018
100288	ELIJAH KIPYENO		30/8/2018
100603	IOBLAS ODOTO		30/8/2018
101005	ERIC C. ROSE		30/08/2018
101060	Elisha Talim		30/08/2018
100890	FELIX KAKORER		30/08/2018
100827	Benson Kasuror		30/08/2018
31 - 100269	John Peter		30/08/2018
101011	Francis Ndung'u		30/08/2018
100720	Thomas Serehi		30/8/2018
100694	Calvine Okhebi		30/08/2018
100517	NANCY K. KIMANI		30/8/2018
100925	DAVID KIBICHO		30/08/2018
100695	ABRAHAM BITI		30/08/18
100546	DENSON MUAZIRA		30/08/18
100702	CHRIS MUGAMBI		30/08/18
100817	DESIJ STANIS		30/08/18

