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Is hereby awarding this certificate to

Maloba Joseck Joab, Priscillah M. Omagwa, Dr. Douglas Musiega & David Alila Anekeya

In recognition of the publication of the paper entitled

Analysis Of Effect Of Employee Qualifications And Experience On Selected Total
Quality Management Determinants, A Case Of Nzoia Sugar Company Limited

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Editor In Chief

A rectangular box containing a handwritten signature in black ink, which appears to read "B. K. Ghosh".

B. K. Ghosh