

Proudly Canadian, Truly Global

Format: Electronic Book

**7th Global Conference on
International Business and
Marketing 2024**

January 26-28, 2024 – Vancouver, Canada

Conference Abstract

Venue

The University of British Columbia

January 26-28, 2024

Vancouver, Canada

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Welcome

As Conference Chair I'm honored to welcome all participants to the **7th Global Conference on International Business and Marketing (GCIBM)** held on January 26-28, 2024, in beautiful Vancouver, Canada.

This conference will be an excellent opportunity to meet and network with delegates from around the world in areas of management, marketing, international business, human resource management, accounting, finance, entrepreneurship, digital marketing, informational technology, Nursing, healthcare, business, and economics. Participants should benefit from conference presentations exploring cutting-edge reviews and investigations in basic and applied research.

Attending this conference also gives you an opportunity to explore Vancouver and enjoy its scenic views, tropical climate, and friendly people. Vancouver enjoys a global reputation as one of the world's top cities for quality of life and recreation. Vancouver attracts many international conferences and events, including the 2010 Winter Olympics and Paralympics.

Thank you for considering attending the **7th Global Conference on International Business and Marketing (GCIBM) 2024**. A wide scope of participation will enrich our conference and help us all add significant value and experience to our shared research objectives.



Dr. Afzalur Rahman

CEO & Conference Chair

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Conference Venue

UBC ROBSON SQUARE

ROOM: C215

800 Robson Street, Vancouver, British Columbia

Canada V6Z 3B7

Directions:



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Public Transit

UBC Robson Square is a short walk from the Burrard, Granville, and City Centre SkyTrain stations. Use the TransLink website to plan your trip via transit from any location in the Lower Mainland: <https://www.translink.ca/>

Driving & Parking

To access the West Park lot for 800 Robson Street (Lot 189), head south on Howe Street to the corner at Nelson Street. The parking lot entrance will be on your right, just before Nelson. Note that Howe is a one-way street. Once you have entered the parking lot, follow the directional signs to UBC Robson Square. Please consult the West Park website for current pricing. Or Call Westpark at: 604-669-7275 [PARK]

Accessibility

UBC Robson offers elevator access via our entrance on Hornby Street at Robson Street.

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Conference Time Schedule

7th Global Conference on International Business and Marketing (GCIBM) – January 26-28, 2024 – Vancouver, Canada

- **Friday, January 26, 2024** – Arrival & Reception of the participants to Vancouver, Canada
- **Saturday, January 27, 2024 (Conference Day)** – Registration, opening speech, keynote speech, and technical sessions:

Activity - Saturday, January 27, 2024 (Conference Day)	Time
Registration and Lunch	1:00 pm to 1:30 pm
Opening Remarks Dr. Afzalur Rahman <i>Douglas College, Canada</i>	1:30 pm to 1:35 pm
Keynote Speech Daniel Verhagen, MBA <i>Professor and Curriculum Developer, Marketing Leader, Entrepreneur, and Philanthropist</i>	1:35 pm to 2:05 pm
Photo Session	2:05 pm to 2:15 pm
Technical Session (Paper presentation)	2:15 pm to 2:55 pm
Break	2:55 pm to 3:10 pm
Technical Session (Paper presentation)	3:10 pm to 4:00 pm
Certificate Awarding and Closing Ceremony	4:00 pm to 5:00 pm

- **Sunday, January 28, 2024**– City visit (optional to the participants)

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Conference Committee

Keynote Speech



Daniel Verhagen, MBA

Professor and Curriculum Developer, Marketing Leader, Entrepreneur, and Philanthropist

Daniel Verhagen is a professor and curriculum developer at a growing list of private and public post-secondary institutions in the Lower Mainland and remotely across Canada; Stenberg College and Conestoga College to name a couple. In his academia-focused work, he tends to focus on courses in business ethics, marketing, and app or web development. Outside of his work in academia, Daniel is the founder and president of a marketing and business development company called UrBiz Marketing, having worked with several well-known brands and not-for-profits like SAXX Underwear and 3M. Throughout his journey, he has also had the pleasure of working in many in-house marketing leadership roles across a multitude of industries as well. Daniel holds a bachelor's degree in the social sciences field from Western University, a collegiate diploma in Marketing from Fanshawe College, an MBA in Business Analytics Leadership from the University of Fredericton, and he has a goal of achieving his PhD in Consumer Behaviour over the next five years. Education is something that he holds in high regard; he currently sits on the Student Advisory Board of the University of Fredericton and founded a scholarship to improve post-secondary education accessibility for secondary school students with difficult home lives. Daniel's past upbringing within the foster care system informed the creation of the scholarship and his current servitude as an Ambassador for the Children's Aid Foundation of Canada.

Keynote Speaker topic: Building a Marketing Strategy for a Globalized World.

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Committee Members

- **Dr. Afzalur Rahman**, Douglas College, Canada Conference Chair
- **Dr. Michael Henry**, Thompson Rivers University, Canada; Dean, School of Business & Economics – Adviser
- **Masum Billah Bhuiyan**, Founder of Giant Marketers
IT Entrepreneur || Public Speaker || Business Coach || Digital Marketing Expert
- **Mr. John O’Fee**, QC, Thompson Rivers University, Canada - Business Law and Human Resource Management
- **Dr. Erika Skita**, Instructor, Granville College in Vancouver, Canada
- **Dr. Dushyant Gosai**, Colorado State University-Global Campus, United States - Accounting
- **Mr. Simon Parker**, Douglas College, Canada - Marketing and International Business
- **Dr. Ahmed Hoque**, Vancouver Island University, Canada - Economics and Banking
- **Dr. Emrul Hasan**, The University of British Columbia, Canada -Finance
- **Dr. Murat Eroglu**, Faculty Member, Adelphi University, USA
- **Ms. Marisa McGillivray**, Economist at Statistics Canada Consumer Prices Division
- **Mr. Quazi M. Ahmed**, IFC/World Bank Group Certified Master Trainer
- **Mrs. Yasmin Jahir**, Divisional Chair, Electrical and Computer Engineering Director of Operations, USA

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Authors' Presentation Review

Saturday, January 27, 2024

Name and Affiliation	Title
Henry Sarpong Asante <i>Engage Now Africa</i>	The Impact of Sales Staff Job Turnover on Firm Performance and Customer Satisfaction in the Automobile Sector: A Case Study of JA Plant Pool

Name and Affiliation	Title
Panteha Khodakarami <i>University Teknologi Malaysia</i>	Systematic Literature Review on Higher Education Export: Investigating Internal and External Factors Shaping Internationalization Strategies

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Instructions for Oral Presentation

Saturday, January 27, 2024

Devices provided by the conference organizer:

- ❖ Laptop (with MS-Office and Adobe Reader)
- ❖ Projector and Screen

Materials provided by the presenters:

- ❖ PowerPoint or PDF files (files should be copied to the conference laptop at the beginning of each session)

Duration of each presentation:

- ❖ Regular oral presentation – 10 minutes including Q&A
- ❖ Keynote speech – 30 minutes

Instructions for Publication

All accepted papers in the 7th Global Conference on International Business and Marketing (7th GCIBM 2024) will be published in the online conference proceedings:

Title: Abstract Book of 7th Global Conference on International Business and Marketing 2024

Format: Electronic book

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Authors' Presentation Schedule

Saturday, January 27, 2024,

Technical Session

02:15 pm to 02:55 pm

Name and Affiliation	Title and Abstract
<p>Henry Sarpong Asante <i>Engage Now Africa</i></p>	<p>The Impact of Sales Staff Job Turnover on Firm Performance and Customer Satisfaction in the Automobile Sector: A Case Study of JA Plant Pool.</p> <p>Abstract:</p> <p>Employee turnover intention poses significant challenges to corporate entities as it negatively impacts firm progress, productivity, and customer fulfillment. This research assesses sales staff job turnover at JA Plant Pool, identifies its causes, and examines its implications on the sales team, customers, and the organization. A mixed-methods approach was used, with 237 respondents randomly and purposively selected. SPSS, Microsoft Excel, and content analysis were employed for data analysis. The study reveals that sales staff job turnover at JA Plant Pool is alarmingly high, with turnover rates reaching 35.9% over the past year. This rate highlights the urgent need for intervention to address the adverse effects on the company's performance and customer satisfaction. Among the causes of turnover, improper management systems were identified as the primary factor, contributing to approximately 23.4% of turnover cases. Additionally, low salaries accounted for 15.7% of turnover cases, while delayed promotions and limited growth opportunities were responsible for 12.8% and 9.3% of cases, respectively. The presence of better job opportunities in the market played a significant role, contributing to 19.6% of turnover cases, and the lack of adequate tools and resources accounted for 13.2% of turnover cases. The turnover not only disrupts team dynamics but also incurs significant recruitment and training costs for replacements, averaging approximately \$12,000 per new hire. This hampers the overall productivity of the</p>

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organization, resulting in an estimated 15% decrease in sales revenue over the past year. Moreover, poor customer service delivery was reported by 41.5% of respondents as a direct consequence of high sales staff turnover. The disruption caused by frequent turnover leads to inconsistent service quality, resulting in 28.6% of customers expressing dissatisfaction and considering switching to competitors. The inability to meet daily sales targets affected approximately 36.2% of sales staff, directly correlated to the turnover rate. The study found that the turnover-related decrease in team productivity resulted in a failure to achieve 17% of the monthly sales targets during the study period. Furthermore, the study's findings hold significant implications for the broader automobile industry. In conclusion, this study sheds light on the critical issue of sales staff turnover and its impact on JA Plant Pool's performance and customer satisfaction. By addressing the identified causes and implementing the recommended strategies, the company can foster a positive work environment, enhance employee retention, and elevate customer service standards. The lessons learned from this research have the potential to benefit the broader automobile industry, ultimately contributing to improved organizational efficiency and customer loyalty.

Keywords: Turnover, Firm Performance, Customer satisfaction, Automobile Sector, Low Salaries, Job Opportunities, Recruitment Costs.

Name and Affiliation	Title and Abstract
<p>Panteha Khodakarami <i>University Teknologi Malaysia</i></p>	<p>Systematic Literature Review on Higher Education Export: Investigating Internal and External Factors Shaping Internationalization Strategies.</p> <p>Abstract: The international education market is becoming more competitive as the number of higher education institutions (HEIs) increases worldwide. This requires higher education institutions to seek new ways to improve their inward export performance (IEP) in the international market. For this, a systematic literature review (SLR) could help researchers and policy makers to systematically review and understand the existing literature regarding higher education export. The objective of this study is to identify the internal, external factors and international marketing strategies that influence inward export performance of higher education industry. Based on the SLR inclusion and exclusion criteria, this paper discovered a total of 61 peer-reviewed papers published over a 10-year period (2011-2021), and reviewed by this paper. The SLR reports demonstrated that different countries used various strategies to attract international students to develop internationalization and to increase their higher education export. The role of factors such as higher education agents is repeated in some studies. Findings also highlighted the significant role of factors such as export market orientation (EMO), mobility, education quality, country image, visa regulation, social, cultural, political factors, and language, as export facilitating factors. This study contributes to higher education internationalization, development of export international marketing in the higher education industry, from the systematic literature review in higher education export. The higher education providers can use the results of this review in designing their strategies to attract international students.</p> <p>Keyword: Higher education export, Higher education internationalization, International Marketing strategy, Mobility, Systematic literature review</p>

List of Participants

SL	Name	Affiliation	City and Country	Role
1.	Bridgart Richard Andoh	Bridgart Motors/University of Cape Coast	Cape Coast, Ghana	Listener
2.	Mohammed Noor Abdi	Sky Drips Limited	Nairobi, Kenya	Listener
3.	Kabwika Wadi Eliezer	Kazeline	Kinshasa, Congo	Listener with Notarization
4.	Tim Muange Munyao	Terimedic Supplies Limited	Nairobi, Kenya	Listener
5.	Atenkeng Kenneth Fotabong	A F Electrical Services and Distribution	Douala, Cameroon	Listener
6.	Achankeng Sidonie Fotabong	Achankeng and Sons Consulting	Douala, Cameroon	Listener
7.	Yaa Foriwaa Adomako	Rolex Impact Ltd	Accra, Ghana	Listener
8.	Grace Addai	Rolex Impact Ltd	Accra, Ghana	Listener
9.	Isaac Appiah	Rolex Impact Ltd	Accra, Ghana	Listener
10.	Peter Wainaina Gakwa	CK Zuri Adventures	Nairobi, Kenya	Listener
11.	Abakar Bechir Abakar	ETS AL Chorouk	Ville De Ndjamena, Chad	Listener with Notarization
12.	Bajeh Abdul Aziz Nicholas	Ndula Techno-Allied Services Ltd	Lagos, Nigeria	Listener with Notarization
13.	Henry Sarpong Asante	Engage Now Africa	Accra-north, Ghana	Author (Early Bird)
14.	Safi Ahmed Elmi	Hormuud Telecom	Mogadishu, Somalia	Listener
15.	Xu Wang	Shanshan Country Fengou Yuntai Trading Co., LTD	Urumqi, China	Listener
16.	Priceilla Gyapong Darkwa	Rolex Impact Ltd	Accra, Ghana	Listener with Notarization
17.	Seidu Soale	Rolex Impact Ltd	Accra, Ghana	Listener with Notarization
18.	Gyamfi Naana Afisei	Omnibbsic Bank	Kaasi, Ghana	Listener with Notarization

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19.	Jimmy Ngunyi Ajua	Oute GA Groupe	Douala, Cameroon	Listener
20.	Oniyide Abimbola Esther	AA	Ibadan, Nigeria	Listener with Notarization
21.	Majekodunmi Festus Olusegun	Ardnock Ventures Limited	Abeokuta, Nigeria	Listener
22.	Torgbor Solomon Nii Sai	Jetstream Africa	Accra, Ghana	Listener with Notarization
23.	Richmond Henry Cudjoe Wonzee	Rolex Impact Ltd	Accra, Ghana	Listener with Notarization
24.	Sunday Olakunle Francis	Hydesunn Integrated Ltd	Akure, Nigeria	Listener with Notarization
25.	Mohamed Irfan Mohamed Ismail	Beyond Bakery & Restaurant	Nintavur, Sri Lanka	Listener with Notarization
26.	Namiiro Damalie	JK Future Agencies Ltd	Kampala, Uganda	Listener with Notarization
27.	Ahamefula Kennedy Nwankwo	Maydok Ventures	Lagos, Nigeria	Listener with Notarization
28.	Nafees Aboothahir	I T A Online Campus (PVT) Ltd	Vavuniya, Sri Lanka	Listener with Notarization
29.	Vinthuja Prapakaran	I T A Online Campus (PVT) Ltd	Vavuniya, Sri Lanka	Listener with Notarization
30.	Nabukenya Mary	Jubilee International Mining Company	Makindye, Uganda	Listener
31.	Lyamba Cuthbert Ilukena	Zamlops General Dealers	Lusaka, Zambia	Listener
32.	Nanyonjo Jannet	Bantu Africa Travel	Kampala, Uganda	Listener
33.	Sara N'diaye	Malaica Diagnostics	Bamako, Mali	Listener with Notarization
34.	James Kipkogei Ngetich	Boma Hotel	Kapsabet, Kenya	Listener
35.	Clarence Brown	The Browns Empire	Johannesburg, South Africa	Listener with Notarization
36.	Hedi Faqe Hamad Ameen	Nabat Company	Soran, Iraq	Listener with Notarization
37.	Panteha Khodakarami	University Teknologi Malaysia	Hamedan, Iran	Author with Notarization

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38.	Natanael Daniel Tegegn	BakeMa' Cake, Cookies and Bread Manufacturing Company	Addis Ababa, Ethiopia	Listener with Notarization
39.	Abenezer Tadele Shiferaw	Masbira Trading PLC	Addis Ababa, Ethiopia	Listener
40.	Pakeenthiran Sithamparappillai	Aanish Global (PVT) Ltd	Mullaitivu, Sri Lanka	Listener with Notarization
41.	Harsha Maduwantha Punchihewa	Leeads Holdings (Pvt) Ltd	Rambewa, Sri Lanka	Listener with Notarization
42.	Alireza Feyz	Andisheh Fakher Management and Business Consultancy	Tehran, Iran	Listener with Notarization
43.	Ernest Gyimah	Sefasoft Ventures	Accra, Ghana	Listener
44.	Sangar Azeez Qader	Cihan University-Erbil	Erbil, Iraq	Listener with Notarization
45.	Okedele Adedayo Olabisi	White Unicorn Nig Enterprises	Lagos, Nigeria	Listener with Notarization
46.	Anthony Appiah	Avenue Chemist	Kumasi, Ghana	Listener
47.	Alpha Omar Diallo	Alpa Omar Diallo Global Business	Rufisque, Senegal	Listener with Notarization
48.	Diallo Mamadou Bailo	Bobo Business	Pikine, Senegal	Listener with Notarization
49.	Reza Zarbalizadeh	Mehrbahar Emami Co. (Ltd)	Tehran, Iran	Listener with Notarization
50.	Hamidu Lebbe Fazal Mohamed	Duwa Management (Pvt) Ltd	Kuliyapitiya, Sri Lanka	Listener with Notarization
51.	Cherno Trawally	Trawally & Family Enterprise	Banjul, Gambia	Listener
52.	Seedy Bojang	Trawally & Family Enterprise	Banjul, Gambia	Listener
53.	Ablaye Fall	Khaira Services	Pikine, Senegal	Listener with Notarization
54.	Gwagsi Edwin Kaah	DKT International	Akwa, Cameroon	Listener
55.	Abdourahmane Diallo	ETS Abdourahmane Diallo	Pikine, Senegal	Listener with Notarization
56.	Alhassane Sall	Alhassane et Frères	Dakar, Senegal	Listener with Notarization
57.	Mamadou Bobo Sow	Flash Pressing et Services Electronique	Rufisque, Senegal	Listener with Notarization

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59.	Mamadou Issagha Diallo	Gonglish Confection	Conakry, Guinea	Listener with Notarization
60.	Tumac Ismailoglu	Istanbul Commerce University	Istanbul, Türkiye	Listener
61.	Foguin Guy Jean Blaise	Quiferou	Bastos, Cameroon	Listener
62.	Adama Amadou Sall	AGS-ADA Global Services	Dakar, Senegal	Listener with Notarization
63.	Ibrahima Diallo	ETS Ibrahima Diallo	Conakry, Guinea	Listener with Notarization
64.	Phillip Jerad Sithamparam	Heal Way Medical (Pvt) Ltd.	Mount Lavinia, Sri Lanka	Listener with Notarization
65.	Ampong Agyekum Daniel	Asante Akim Central Cassava Processing Company Ltd	Konongo, Ghana	Listener
66.	Modou Lamin Colley	The Gambia Armed Forces	Banjul, Gambia	Listener
67.	Selasporrajan Clinton	University of British Columbia	Jaffna, Sri Lanka	Listener
68.	Okechi Branson Mocha	Fraenak Brothers Limited	Umuahia, Nigeria	Listener
69.	Fred Asomani Ntiamoah	Fast Logistics Ltd	Awoshie Accra, Ghana	Listener
70.	Lambert Kofi Oppong	Shalina Healthcare Ghana Limited	Kumasi, Ghana	Listener with Notarization
71.	Abdul-Rahman Ahmed Tijani	Royal Samil Ltd	Weija, Ghana	Listener
72.	Farman Abdulazeez Ameen	Salahadin University Erbil	Erbil, Iraq	Listener with Notarization
73.	Ahmad Raza	National Bank of Pakistan	Sargodha, Pakistan	Listener with Notarization
74.	Ajibade Adesanmi Taiwo	De Godstime Industry Nigeria Limited	Owerri, Nigeria	Listener
75.	Musana Simon Peter	Demmy Chicken Products	Kampala, Uganda	Listener with Notarization
76.	Ritemba Sherpa	Everest Extreme Adventure Pvt. Ltd.	Sankhuwasabha, Nepal	Listener

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77.	Aang Phurba Sherpa	Everest Extreme Adventure Pvt. Ltd.	Kathmandu, Nepal	Listener
78.	Junaid Waheed Olabode	Kamelle Consult Limited	Abeokuta, Nigeria	Listener
79.	Bolarinwa Abdulwasiu Damilare	De Godstime Nigeria Limited	Onitsha, Nigeria	Listener
80.	Yusuph Adekunle Ismael	Cyprian Hotel	Warri, Nigeria	Listener
81.	Brian Kimtai Lagat	Self Employed Business	Eldoret, Kenya	Listener
82.	Shima Nedaei Bahambari	Paliz Pet Shop	Bandar Anzali, Iran	Listener
83.	Nwachukwu Ndubuisi Chukwudubem	Dream Stuff Kids Enterprises	Port Harcourt, Nigeria	Listener
84.	Melo Fuehngahre Barres	Emma4Christ Ltd	Yaoundé, Cameroon	Listener
85.	Anyaahek Andeabeh Clarant	Business Consultant, Alpha Marine Shipping Services Ltd	Buea, Cameroon	Listener
86.	Kusi Francis	Asare's American Hotel	Kumasi, Ghana	Listener with Notarization
87.	Alexander Gebremeskel Teklu		Addis Ababa, Ethiopia	Listener with Notarization
88.	Hassan Olusola Omowumi	Tosinsho Travels & Tours Limited	Ikeja, Nigeria	Listener
89.	Abdoul Aziz Diallo	AAD Global Services	Conakry, Guinea	Listener with Notarization
90.	Abdoul Rahim Diallo	Diary Service Global	Conakry, Guinea	Listener with Notarization
91.	Simon Muriithi Njagi		Doha, Qatar	Listener
92.	Reza Fazollah Zadeh	Amitis Tejarat Rahbaran Co.	Ahvaz, Iran	Listener with Notarization
93.	Moustahine Fall	Ets Moustahine Fall	Pikine, Senegal	Listener with Notarization
94.	Hamidou Diallo	General Sahel Trading	Rufisque, Senegal	Listener with Notarization
95.	Acheampong Kese Dominic	Father Six Enterprise	Kumasi, Ghana	Listener

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98.	Narh Frank	Royal Yoyo Enterprise	Nsawam, Ghana	Listener with Notarization
99.	Patrick Kabu Kartey	Blessed Assurance Freight Forwarding Ghana Ltd	Tema, Ghana	Listener
100.	Thierno Amadou Dia	ETS Thierno Amadou Dia	Dakar, Senegal	Listener with Notarization
101.	Alpha Oumar Diallo	ETS D.A.O.	Conakry, Guinea	Listener with Notarization
102.	Kennedy Osei-Tutu	Christian Service University College	Kumasi, Ghana	Listener
103.	Mamadou Moustapha Diallo	Mmd Business	Conakry, Guinea	Listener with Notarization
104.	Abdou Seye	As Services	Pikine, Senegal	Listener with Notarization
105.	Mosongo Simon Itoe	Monash Traders Sarl	Douala, Cameroon	Listener with Notarization
106.	Samba Sall	Sall Business	Ratoma, Guinea	Listener with Notarization
107.	Berivan Omer Hassan	Maratoo	Erbil, Iraq	Listener with Notarization
108.	Sheshar Abdulqader Jameel	Maratoo	Erbil, Iraq	Exhibitor Table with Notarization
109.	Niwemugore Djamila	Bank Of Africa , Kigali	Kigali, Rwanda	Listener
110.	Harrison Agarther Adomako	Mantle Minerals Resources Company Limited	Accra, Ghana	Listener with Notarization
111.	Raman Sharma	Kehsev Industries	Ludhiana, India	Listener
112.	Olaniyi Aboosed Christianah	Bay-lee International Agencies Limited	Apapa, Nigeria	Listener with Notarization
113.	Ogboko Francis Ifeanyichukwu	Bay-lee International Agencies Limited	Apapa, Nigeria	Listener with Notarization
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116.	Abdoul Wahaby Barry	Ets Barry Abdoul Wahaby	Conakry, Guinea	Listener with Notarization
117.	Ebenezer Tetteh	Build Port	Accra, Ghana	Listener with Notarization
118.	Prince Kwame Osei	Hayden Company Limited	Accra, Ghana	Listener
119.	Paria Azhari	Bluenile Ltd	Tbilisi, Georgia	Listener with Notarization
120.	Samuel Tettey Pinto	Chief Executive Officer, Heights Energy Ltd	Dawhenya Tema, Ghana	Listener
121.	Nima Pourhajiagha Golestani		Tehran, Iran	Listener
122.	Mamadou Bano Diallo	Groupes Mamadou Bano Diallo Consulting	Conakry, Guinea	Listener with Notarization
123.	Aissatou Diallo	Groupes Aissatou Diallo Holding	Conakry, Guinea	Listener with Notarization
124.	Babacar Nene Hane	Hane Pro Tech	Dakar, Senegal	Listener with Notarization
125.	Fatimata Kide	ETS Fatimata Kide	Senegal	Listener with Notarization
126.	Mohammed Yasir Arafat	Abekah Document Clearing Services	Dubai, UAE	Listener with Notarization
127.	Bitas Asadi	Morely College	United Kingdom	Listener
128.	Awa Derick Khan	Mitanyen Cooperative Credit Union Ltd	South West, Cameroon	Listener
129.	Cheplaiti Elijah Korir	College of Human Resource and Economics	Keiyo, Kenya	Listener
130.	Karemera Fabrice	Karepassy Ltd(Bella Vitae Medical Clinic)	Kigali, Rwanda	Listener
131.	Bright Adase	Chief Executive Officer, Silky Oil Ghana Limited	Tema, Ghana	Listener
132.	Gurpreet Singh	Managing Partner, GSA Industries	Punjab, India	Listener
133.	Saravjeet Kaur	Marketing Executive, GSA Industries	Kurukshetra, India	Listener
134.	Alfred Adu Mensah	Maka Shipping & Log Co Ltd	Tema, Ghana	Listener

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135.	Saeed Khanezad	Yasha Group	Alanya Antalya, Turkey	Listener with Notarization
136.	Talib Hussain	Technical Controller, The University of British Columbia	Faisalabad, Pakistan	Listener
137.	Amit Kumar	Amit Foundry & Engg. Works	Cheeka, India	Listener
138.	Bhupinder Singh	Brilliant Engineers	Jind, India	Listener
139.	Awe Busola Racheal Abimbola	Corporate Affairs Executive, Bay-lee International Agencies Limited	Apapa, Nigeria	Listener with Notarization

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