

**Format: Electronic Book**

**27<sup>th</sup> Global Conference on Business  
Management and Economics 2023**

*December 15-17, 2023 – Vancouver, Canada*

**Conference Abstract**

**Venue**

**800 Robson Street, Vancouver, British Columbia  
Canada V6Z 3B7**

**December 16, 2023**

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### Global Conference Alliance Inc.

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## Welcome

As Conference Chair I'm honored to welcome all participants to the **27<sup>th</sup> Global Conference on Business Management and Economics (GCBME)** held on December 15-17, 2023, in beautiful Vancouver, BC, 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 **27<sup>th</sup> Global Conference on Business Management and Economics (GCBME) 2023**. 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

**Global Conference Alliance Inc.**

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## Conference Venue

### **ROOM: C680 HSBC HALL**

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

### **27<sup>th</sup> Global Conference on Business Management and Economics (GCBME) December 15-17, 2023 –Vancouver, BC, Canada**

- **Friday, December 15, 2023** – Arrival & Reception of the participants to Vancouver, BC, Canada
- **Saturday, December 16, 2023 (Conference Day)** – Registration, opening speech, keynote speech, and technical sessions:

<b>Activity - Saturday, December 16, 2023 (Conference Day)</b>	<b>Time</b>
Registration and Lunch	1:00 pm to 1:30 pm
Opening Remarks <b>Dr. Afzalur Rahman</b> <i>Douglas College, Canada</i>	1:30 pm to 1:35 pm
Keynote Speech <b>Dr. Afzalur Rahman</b> <i>Douglas College, Canada</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, December 17, 2023**– City visit (optional to the participants)

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## Conference Committee

### Keynote Speech



#### **Dr. Afzalur Rahman**

*Faculty Member, Douglas College, Canada*

Afzalur Rahman, DBA, is a full-time faculty member at Douglas College, British Columbia, Canada. Previously he has worked at Thompson Rivers University, The University of British Columbia, Okanagan College, and Shanghai Institute of Technology. Dr. Rahman's research has focused primarily on the areas of International Business, International Marketing, Human Resource Management, Business Strategy, and Global Entrepreneurship. Afzalur completed his Doctor of Business Administration (DBA) in International Business from Argosy University-Tampa in Florida, United States. He also completed a Master of Business Administration (MBA) degree from North South University and a B.Comm. (Honors Business Administration) degree from University of Windsor.

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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



## Authors' Presentation Review

**Saturday, December 16, 2023**

Name and Affiliation	Title
<b>Okon Josephine Ita (Author)</b> <i>University of Port Harcourt</i>	<b>Enhancing Financial Analysis And Curbing Fraud In Nigerian Publicly Listed Banks Through Forensic Accounting</b>

Name and Affiliation	Title
<b>Hamid Erfaniankhanzadeh(Author)</b> <i>Islamic Azad University of Mashhad</i>	<b>Identifying factors affecting organizational trauma with a focus on ways to reduce consequences and improve productivity (case study: employees of Mashhad Real Estate and Deeds Registration Department)</b>
<b>SyedmohammadrezaNajafzadeh (Co-Author)</b> <i>Islamic Azad University of Mashhad</i>	

Name and Affiliation	Title
<b>Anayem Musah (Author)</b> <i>Anayem's Construction and Real Estate Agency</i>	<b>The African Economy: The Strength And Weakness Of It To The World</b>

Name and Affiliation	Title
<b>Neda Jalaliyoon (Author)</b> <i>University Technology Malaysia</i>	<b>Combination of Balanced Scorecard and Malcolm Baldrige National Quality Award for Strategic Management</b>
<b>Hamidreza Hamidzadeh Mashhadi</b> <i>Aluminum foundry co</i>	
<b>Mohammad Reza Sadeghi</b> <i>University of Tehran</i>	
<b>Mohammad Hosein Soleimani Sarvestani</b> <i>University of Tehran</i>	

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Name and Affiliation	Title
<b>Nana Kwadwo Dwamena Sakyi (Author)</b> <i>Sunyani West Municipal Assembly (SWMA)</i>  <b>Vincent Offeh Berkoh ( Co-Author)</b> <i>Sunyani West Municipal Assembly (SWMA)</i>	<b>Adopting Smart Home-grown Waste Management approaches, the most sustainable and efficient way to transform waste to wealth in the Sub-Saharan Africa: Case Study of decentralized Government structures</b>

Name and Affiliation	Title
<b>Benjamin Akwasi Hene (Author)</b> <i>Habben Enterprise</i>	<b>Cross-cultural Management – A case study of Ghana</b>

Name and Affiliation	Title
<b>Chukuakadibia Eresia Eke (Author)</b> <i>University of Pretoria</i>	<b>A Pandemic Context Examination of the Role of Social Media Usage and Employee Engagement in Employee Productivity</b>

## **Instructions for Oral Presentation**

**Saturday, December 16, 2023**

**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 27<sup>th</sup> Global Conference on Business Management and Economics (27<sup>th</sup> GCBME 2023) will be published in the online conference proceedings:

**Title:** Abstract Book of 27<sup>th</sup> Global Conference on Business Management and Economics 2023

**Format:** Electronic book

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## Authors' Presentation Schedule

**Saturday, December 16, 2023,**

**Technical Session**

**02:15 pm to 02:55 pm**

Name and Affiliation	Title and Abstract
<p><b>Okon Josephine Ita</b> <i>University of Port Harcourt</i></p>	<p><b>Enhancing Financial Analysis And Curbing Fraud In Nigerian Publicly Listed Banks Through Forensic Accounting</b></p> <p><b>Abstract</b> Financial analysis and fraud detection are essential to bank stability, especially in emerging economies like Nigeria. This study investigated the impact of forensic accounting strategies on fraud reduction in registered banks in Nigeria. The research adopted a cross-sectional approach, utilizing primary sources of data, through the use of questionnaires. The data was analysed with multiple regression analysis by the use of Statistical Package for Social Sciences (SPSS). The study found that investigative support and litigation support have a significant and positive relationship with data mining and internal control. From the analysis of the data collected and interpretation of results. It was therefore concluded that forensic accounting strategies may play a significant role in influencing fraud reduction in registered banks in Nigeria. The study recommended amongst others that banks should create forensic accounting units and experienced forensic accountants should investigate suspected fraud, support litigation, and advise on internal control systems in this unit.</p> <p><b>Keywords:</b> Financial analysis, forensic accounting, banks, fraud, fraud detection strategies.</p>

Name and Affiliation	Title and Abstract
<p><b>Syedmohammadreza Najafzadeh (Author)</b></p> <p><i>Islamic Azad University of Mashhad</i></p> <p><b>Hamid Erfaniankhanzadeh ( Co-Author)</b></p> <p><i>Islamic Azad University of Mashhad</i></p>	<p><b>Identifying factors affecting organizational trauma with a focus on ways to reduce consequences and improve productivity (case study: employees of Mashhad Real Estate and Deeds Registration Department)</b></p> <p><b>Abstract:</b> Organizational trauma is one of the challenges in the field of organizational behavior that deals with mental and physical side effects on an individual or group in the organization and is considered as one of the hidden organizational diseases that indirectly indicates organizational productivity. In the Delphi panel, 9 experts were selected by snowball method to reach the saturation stage of the data. The results of the qualitative part indicate that 14 factors are effective in creating organizational trauma, 13 are the consequences of neglecting it, and 10 methods aimed at improving productivity and reducing the effects of organizational trauma were also counted. In the quantitative part of the research, the organizational trauma standard questionnaire "Vivaan and Horman" (2015) was distributed among 175 people out of a total of 320 employees of Mashhad Real Estate and Deeds Registry Office by simple random method. Therefore, according to the 14 factors affecting trauma, solutions such as clarity of goals, appreciation and participation from employees, compliance with job and employee compatibility, attention to welfare issues, creating a happy and fun work environment, teamwork training, attention to creative ideas and the creation of psychological counseling centers in The organization was presented.</p> <p><b>Keywords:</b> Mashhad Real Estate Registry Office, consequences and solutions, organizational trauma, effective factors</p>

Name and Affiliation	Title and Abstract
<p><b>Anayem Musah (Author)</b>  <i>Anayem's Construction and Real Estate Agency</i></p>	<p><b>The African Economy: The Strength And Weakness Of It To The World</b></p> <p><b>Abstract:</b>  In today's globalized world, economic activities of individual countries have a role of impact on how another country's economy will thrive; positive or negative. A classic example is the 2008 financial crisis which shuttered most major and minor economies in the world and affected all institutions of the economy world. IMF (2009a, and 2010), estimated the economic growth of emerging economy and developing economies to drop drastically to 6.1% in 2008 from 13.8% in 2007. This clearly shows the drastic impact of one country's economic downturn on other countries and even continent as a whole. Recent shutdown of economic activities caused by the COVID-19 also came with it disadvantage on the global economy which many are still in recovery. The Africa as a whole contribute marginally, 2.84% to the global GDP, in nominal terms, as reported by statistics Times. Inasmuch as the continent contribute marginally to global GDP, its role in protecting the world economy cannot be disputed as, most of the stability enjoyed across globe all been the strength of the African economy. The era in which the global look to strengthen the African economy by enrolling major investment opportunities to boost the economies of the African countries to alleviate the weakness that it has to combat major problems associated with the weak economy of the African continent, the better it would be for the world to reduce the terrorism rise on the continent. The rise of poverty, oppression of the citizens on the continent are all due to struggling economic activities which needs to revamped to protect the world at large.</p> <p><b>Keywords;</b> Economy, GDP, COVID-19, IMF, ANAYEM, MUSAH</p>

Name and Affiliation	Title and Abstract
<p><b>Neda Jalaliyoon(Author)</b> <i>University Technology Malaysia</i></p> <p><b>Hamidreza Hamidzadeh Mashhadi</b> <i>Aluminum foundry co</i></p> <p><b>Mohammad Reza Sadeghi</b> <i>University of Tehran</i></p> <p><b>Mohammad Hosein Soleimani Sarvestani</b> <i>University of Tehran</i></p>	<p><b>Combination of Balanced Scorecard and Malcolm Baldrige National Quality Award for Strategic Management</b></p> <p><b>Abstract:</b> During the 1980s and 1990s, increasing criticism was mounted against the use of performance measures based on traditional financial management. Consequently, strategic frameworks were developed for managing organizational performance. This study is going to integrate Balanced Scorecard (BSC) and Malcolm Baldrige National Quality Award (MBNQA). Each model is briefly explained and the strengths and weaknesses are discussed. Moreover, with using Quality Function Deployment (QFD), the advantages of the two models will be strengthened and the weaknesses will be reduced.</p> <p><b>Keywords:</b> Balanced Scorecard (BSC), Malcolm Baldrige National Quality Award (MBNQA), Quality Function Deployment (QFD), Performance Evaluation.</p>

Name and Affiliation	Title and Abstract
<p><b>Nana Kwadwo Dwamena Sakyi (Author)</b>  <i>Sunyani West Municipal Assembly (SWMA)</i></p> <p><b>Vincent Offeh Berkoh (Co-Author)</b>  <i>Sunyani West Municipal Assembly (SWMA)</i></p>	<p><b>Adopting Smart Home-grown Waste Management approaches, the most sustainable and efficient way to transform waste to wealth in the Sub-Saharan Africa: Case Study of decentralized Government structures</b></p> <p><b>Background:</b>  The clarion call for Home-grown Waste to Energy Technology is gaining momentum in Sub-Saharan Africa as it is gradually becoming the surest bet for clean energy and wealth creation. According to the Zoomlion Alliance Africa (2017 Index Report) close to 900,000MT of both Solid and Liquid wastes are generated per each Cosmopolitan region half yearly. These wastes are left to the dictates of nature which add up to the ongoing climatic changes in the form of rise in sea levels as 70% of these waste materials find their route into sea bodies. However, any refuse or waste can be an economic resource to others depending on the application of the rightful technologies with Waste to Energy Technology (WTE) as the most tried and tested in the Asian Regions. <b><i>Waste is just value that we are too stupid not to use (Albert Einstein).</i></b> Examples of Solid Waste includes Wood residuals from lumber mills (off-cuts, sawdust), Expired trees, Agricultural waste and Sorted municipal wastes (plastic, paper). Project assumptions of setting up a successful Waste to Energy Technology is estimated at an Installed capacity cost of: \$4,500,000 Includes equipment, shipping, customs and installation, Annual Operations and Administrative cost of \$250,000. The Project useful lifetime is 20 years, Electricity generation: 7,560 MWh, Price of 1kWh to national grid = USD 0.15 and the Cost of acquiring 1kWh worth of waste = USD 0.01. These facts make Waste to Energy Technologies not only reliable but cost effective and efficient.</p> <p><b>Keywords:</b> Agricultural waste; Sorted municipal wastes; Clean Energy; Climatic Changes; Logistic Regression, Urban sustainability.</p>



Name and Affiliation	Title and Abstract
<p><b>Benjamin Akwasi Hene (Author)</b>  <i>Habben Enterprise</i></p>	<p><b>Cross-cultural Management – A case study of Ghana</b></p> <p><b>Abstract:</b>  This paper presents a comprehensive case study of cross-cultural management in the context of Ghana, a nation characterized by its rich cultural diversity and rapidly growing economic landscape. The study explores the challenges and opportunities that arise when managing a multicultural workforce in Ghana, aiming to shed light on effective strategies for fostering a harmonious work environment while maximizing productivity. Utilizing a mixed-methods approach, we analyze the cultural dynamics within Ghanaian organizations and the strategies employed by managers to bridge cultural gaps. The findings provide valuable insights into the intricate balance required for successful cross-cultural management, emphasizing the importance of understanding and respecting cultural nuances in achieving organizational objectives.</p> <p><b>Keywords:</b> Cross-cultural management, Ghana, cultural dimensions, multinational organizations, cultural sensitivity, organizational performance.</p>

Name and Affiliation	Title and Abstract
<p><b>Chukuakadibia Eresia Eke</b>  <i>University of Pretoria</i></p>	<p><b>A Pandemic Context Examination of the Role of Social Media Usage and Employee Engagement in Employee Productivity</b></p> <p><b>Abstract:</b></p> <p>This study seeks to determine how the usage of social media and employee engagement has influenced productivity of employees in the digital marketing industry during the COVID-19 pandemic era. Data was collected with the use of an online survey, in a cross-sectional manner, from a sample of employees working within the digital marketing industry during the COVID-19 pandemic.</p> <p>The instrument for data collection employed previously validated scales for the measurement of the latent constructs that were of interest to the study. Subsequently, data were subjected to descriptive and statistical analysis using SPSS Data Analysis Software interrogate the hypothesised relationships between social media usage, employee engagement and the productivity of digital marketing employees before and during the COVID-19 pandemic.</p> <p>The results of the study revealed a significant positive relationship between social media usage and employee productivity, which in the pre-COVID era was non-existent. Additionally, the study established that employee engagement demonstrated a significant positive relationship with employee productivity before the pandemic and this subsisted even during the pandemic.</p> <p>It is anticipated that employers in the digital marketing industry will benefit from the results of this study as it engenders better understanding of some of the antecedents of employee productivity in the industry. Conducted within the context of a developing economy, this study's significance is linked to the contribution that it makes towards filling existing research gap with respect to the touted nexus of employee productivity, employee engagement and social media usage, as studies in this area located within a COVID-19 pandemic premise in Africa are lacking.</p> <p><b>Keywords:</b> Keywords: social media, employee engagement, employee productivity, digital marketing, COVID-19 pandemic.</p>

## List of Participants

SL	Name	Affiliation	City and Country	Role
1.	Mohamed Nur Mohamud	Office of the Prime Minister of Federal Government of Somalia	Mogadishu, Somalia	Listener
2.	Martin Mbugua Macharia	Beverage Three Sixty	Kenya, Kenya	Listener
3.	Nicholas Obuya Oriko	Yatovel Enterprises Limited	Nairobi, Kenya	Listener
4.	Christine Murugi Nyaga	Safaricom Limited	Nairobi, Kenya	Listener
5.	Alois Ngita Munywoki	Pema Communications Limited	Nairobi, Kenya	Listener
6.	Muthomi Kennedy Mutabari	Blue Nile International Ltd	Nairobi, Kenya	Listener
7.	Fatou Kiney Lowe	Royal Building Materials Enterprise	Banjul, Gambia	Listener
8.	Robert Anton Nilanth Vijeyanathan	Nilmaa Manufacturers	Negombo	Listener
9.	Abena Konadu Dankwa	Ab Konadu Enterprise	Accra, Ghana, Sri Lanka	Listener
10.	Ena-dokafei Serge Jean Rodolphe	Ets Ena-dks	Bangui, Central African Republic	Listener
11.	Humphrey Miriti Nthiri	Firsttrack Media Limited	Nairobi, Kenya	Listener
12.	Juliana Wathikwa Mbuthia	Abadin Limited	Nairobi, Kenya	Listener
13.	David Ayivor	Akomaah Glory Company Limited	Asofan, Ghana	Listener
14.	Sharif Mohamed Abdi	Shariff One Limited	Nairobi, Kenya	Listener
15.	Yainkain Santious Bangura	Vision for the Blind	Makeni, Sierra Leone	Listener
16.	Geoffrey Kimani Muriu	Techatronix Solutions	Naiorbi, Kenya	Listener
17.	Mazamba Moke Antoinette	Mazamba Moke Antoinette	Kinshasa, Congo	Listener

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18.	Sadika Abdul-Razak Baba	Sadika Abdul-Razak Baba	Odokor official town, Ghana	Listener
19.	Felix Esuon Andzie -Walters	Fidelity Bank Limited	Accra, Ghana	Listener
20.	Halimatu Sadiya Abdullai	Yusif Abodie Company Ltd	Kumasi, Ghana	Listener
21.	Matarr Manjang	National Water and Electricity Company Ltd.	Banjul, Gambia	Listener
22.	Ibrahim Hassan Abdi	Luck General Store	Nairobi, Kenya	Listener
23.	Mubeezi Gerald Alibawa	Mubeezi Organic Products	Kampala, Uganda	Listener
24.	Lumpungu Kitenge Jeremie	Independent Institute of Education	Cape Town, South Africa	Listener
25.	Serwaa Akoto-Amoako	Serwaa's Cold Store	Sunyani, Ghana	Listener
26.	Simranjit Singh	Goyum Screw Press	Ludhiana, India	Listener
27.	Eric Nkansah	Teabag Technial and Life Skills Institute	Osedze, Ghana	Listener
28.	Talla Bogne Aime Ledoux	ETS Bati Express	Douala, Cameroon	Listener
29.	Ngo Sohna Marcelle	Casino Golde Cash Yaounde	Yaounde, Cameroun	Listener With Notarization
30.	Seyedmohammadreza Najafzadeh	Islamic Azad University of Mashhad	Ravenna, Italy	Author With Notarization
31.	Hamid Erfaniankhazadeh	Islamic Azad University of Mashhad	Mashhad, Iran	Author With Notarization
32.	Okon Josephine Ita	University of Port Harcourt	Uyo, Nigeria	Author
33.	Eric Obeng	Ericusmod 2021 Enterprise	Kumasi, Ghana	Listener With Notarization
34.	Peprah Twumasi-Ankrah	JK-Tap Autos	Accra, Ghana	Listener
35.	Fredrick Kagai Wangari	Happy Valley Kitchenett	Nakuru, Kenya	Listener
36.	Jifack Dongfack Guillaume	Jifack and Sons Enterprise Ltd.	Yaounde, Cameroon	Listener
37.	Abdou Rahman Touray	G Farms Limited	Kombo South, Gambia	Listener
38.	Christian Kwame	The United Youth League	Accra, Ghana	Listener

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39.	Engeda Wintana Kassahun	Bio and Emerging Technology Institute	Addis Ababa, Ethiopia	Listener
40.	Aminat Omolara Abdulfatah	Leeds Beckett University	Leeds, United Kingdom (UK)	Listener
41.	Biankeu Hugues Valery	Global Engineering Solution SARL	Douala, Cameroon	Listener
42.	Alireza Mohammadi	United Nations Development Programme	Tehran, Iran	Listener With Notarization
43.	Opele Gnalobo Cécilia Pacquerelle	Halluburton	Pointe Noire, Congo	Listener With Notarization
44.	Jagjot Singh	AaroHi Trading Company	Ludhiana, India	Listener
45.	Ouafo Meka Valerie	Ecofood	Cameroon	Listener
46.	Calvin Tatenda Madya	Publicis Groupe Africa	Pretoria, South Africa	Listener With Notarization
47.	Oware Theophilus	Phrezh AD	Accra, Ghana	Listener
48.	Namazzi Joelia	Kakimu Merchandise Limited	Mpigi, Uganda	Listener
49.	Arash Razmdideh	Bank Keshavarzi Iran	Milano, Italy	Listener With Notarization
50.	Divine Precious Rere	Agape Construction & Inter-Maritime Services	Douala, Cameroon	Listener
51.	Mbollo Mbollo Yves Christian	ETS. Mbollo Mbollo	Douala, Cameroon	Listener
52.	Alhassan Ismail	Dansafriy Company Limited	Accra, Ghana	Listener With Notarization
53.	Mbuwir Gwendoline Nangsinnyuy	ETS Celi-B	Yaoundé, Centre, Cameroon	Listener With Notarization
54.	Shehzad Hussain	Shehzad Enterprises	New Karachi, Pakistan	Listener With Notarization
55.	Tchamba Pascaline	Cameroon Trading Company and Services	Douala, Cameroon	Listener
56.	Femi Moses Olatunde	Logistics Manager	Ikeja, Nigeria	Listener
57.	Hilaire Ebwanga Fotso	Ebwanga Communication Group	Douala, Cameroon	Listener
58.	Roggers Ondande Ratemo	Upstream Transport and Logistics Limited	Nairobi, Kenya	Listener

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59.	Adefulu Adebukonla Adedare	Leeds Beckett University	Leeds, United Kingdom (UK)	Listener
60.	Muheez Tunde Egbeleke	Golding Max Ideal Limited	Ibadan, Nigeria	Listener With Notarization
61.	Hayford Adomako	KMH Adomako Ventures	Accra, Ghana	Listener
62.	Gladys Serwaa Owusu	PSS Grande Limited	Accra, Ghana	Listener With Notarization
63.	Gouo Iwouo Gbambie Mahmoud	Gbambie Aliyou Investment	Yaounde, Cameroon	Listener With Notarization
64.	ABD - Afees Olusola ABD - Roheem	Islamic University of Madinah	Madinah, Saudi Arabia	Listener With Notarization
65.	Meli Tankeu David	Best Business Solution SARL	Douala, Cameroon	Listener With Notarization
66.	Anayem Musah	Anayem's Construction and Real Estate Agency	Kumasi, Ghana	Author with Notarization
67.	Senait Gizaw Terefe	Lake View Hawassa	Addis Ababa, Ethiopia	Listener With Notarization
68.	Adesola Rukayat Omofolake	Aiico Insurance American International	Isoo, Nigeria	Listener
69.	Farshad Khazaeli	Wittenborg University	Apeldoorn, Netherlands	Listener
70.	Ali Sattarpouredalat	Tad Sazand Sahand Engineering Company	Tabriz, Iran	Listener
71.	Massol Moïse Dieudonne Prosper	Pharaoh Arts Digital Distribution	Douala, Cameroon	Listener
72.	Ngueyap Kungne Christador	Pharaoh Arts Digital Distribution	Yaounde, Cameroon	Listener
73.	Tchumtcha Vianny Appolinaire	Africa Immobilier and Services	Douala, Cameroon	Listener
74.	Mefo Kanga Marlyse Lucie	Africa Immobilier And Services	Douala, Cameroon	Listener
75.	Orekunrin Idowu Dayo	University of Lagos	Ojodu, Nigeria	Listener
76.	Fozeu Fozo Dewilbis	Complexe Prada Metal	Douala, Cameroon	Listener
77.	Ojelabi Sunday Moses	SMB Ojesco Nigeria Ltd	Ikeja, Nigeria	Listener With Notarization
78.	Nana Kwadwo Dwamena Sakyi	Sunyani West Municipal Assembly (SWMA)	Bono, Ghana	Author

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79.	Vincent Offeh Berkoh	Sunyani West Municipal Assembly (SWMA)	Bono, Ghana	Author
80.	Adesope Adekunle Wasiu	Odua Cooperative Conglomerate Limited	Ibadan, Nigeria	Listener
81.	Gustave Ngeulleu Njany	ETS Gus Bulding Supplies	Douala, Cameroon	Listener With Notarization
82.	Hashim Abeid Hemed	Nasser Mohammed Al Zinbiq Transport	Khumrah, Saudi Arabia	Listener With Notarization
83.	Mulenda Feruzi Jukas	Orient & Partners Ltd (Jomo Kenyatta University of Agriculture and Technology)	Bukavu, Republic Democratic of the Congo	Listener
84.	Freddy Mark Ofori	National Youth Authority	Accra, Ghana	Listener
85.	Dilip Barua	Ramu Central Sima (Bihar) Buddhist Temple	Chakaria, Fasia Khali - 4741, Bangladesh	Listener With Notarization
86.	Gyan Alex	Apex Company Limited	Kumasi, Ghana	Listener With Notarization
87.	Ezekiel Abiodun Samuel	Sephis Global Service Ventures	Ikeja, Nigeria	Listener
88.	Okyere Francis	UrbanCraft Company Limited	Koforidua, Ghana	Listener With Notarization
89.	Frank Okyere	Newmont Ghana Gold Ltd.	Kenyasi, Ghana	Listener
90.	Ouedraogo Rimpanga Denis Jean Leonard	Entreprise Rimpanga ET Freres	Ouagadougou, Burkina Faso	Listener
91.	Patricia Bamfoa Forson	University of Ghana	Asamankese, Ghana	Listener
92.	Theophilus Sarpei Landon	Theolandon Ventures	Accra, Ghana	Listener
93.	Edmond Sobengole Ngole	International School of Law and Business Lithuania	Lithuania	Listener
94.	Kingsley Sarfo	University of Trier, Germany	Trier, Germany	Listener
95.	Neda Jalaliyoon	University Technology Malaysia	Tehran, Iran	Author With Notarization
96.	Augustine Bio	BIO Refrigeration & Air Condition Ltd	Kumasi, Ghana	Listener With Notarization



97.	Louis Owusu	Louis Owusu 2020 Enterprise	Kumasi, Ghana	Listener With Notarization
98.	Nyirabizeyimana Olive	Elmer Business Ltd	Nyanza, Rwanda	Listener
99.	Aaditya Roy	Shukla Roy Label	Kolkata, India	Listener
100.	Dennis Acheampong	Denpong Enterprise	Accra, Ghana	Listener
101.	Mohammadamin Moshare	Behin Shaloudeh Tabriz Consulting Engineer	Tabriz, Iran	Listener
102.	Moh'd Juma Khamis	Nasser Mohamed Attla Al-Zanbaki	Khumrah, Saudi Arabia	Listener With Notarization
103.	Traore Lotio	Lotio Fashion	Ouagadougou, Burkina Faso	Listener
104.	Ahmed Mutakilu	ABM Al-Qibla Limited	Dansoman, Ghana	Listener With Notarization
105.	Manju Shrestha	Cover Investment Pvt. Ltd.	Kaski, Nepal	Listener
106.	Sanaz Honarpazhooh	Pariz Pishro Sanaat Toseyeh CO.	Sirjan, Iran	Listener With Notarization
107.	Asana Adam	Fakaaz Engineering Enterprise	Nima, Ghana	Listener
108.	Zelmer Nyakundi Bonuke	Bonuke & Company Advocates	Kisii, Kenya	Listener
109.	Gun Prasad Biswakarma	Shanker Dev Campus	Myagdi, Nepal	Listener
110.	Adesanya Ismail Ayokunnu	Kuda Bank	Lagos, Nigeria	Listener with Notarization
111.	Mujib Quartey	Jeeps Swipe Ventures	Accra, Ghana	Listener
112.	Ensieh Rostami	Knowledge-based Laboratory Products Production Company	Tehran, Iran	Listener
113.	Micheal Ninsin	Miklin Business	Kasoa, Ghana	Listener
114.	Olaopa Damilola Adewale	Edinburgh Napier University	Edinburgh, United Kingdom (UK)	Listener With Notarization
115.	Antwi Daniel Obeng	Business and Economics	Accra, Ghana	Listener
116.	Christopher Mulbah	Give Directly	Monrovia, Liberia	Listener With Notarization

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117.	Baban Jamal Ali	Travel Guide Agency	Sulaymaneyah, Iraq	Listener With Notarization
118.	Fliescher Quarshie Lartey	Premier Care Hospital	Accra, Ghana	Listener
119.	Laryea Godfred Odoi	Transport and Agriculture	Accra, Ghana	Listener With Notarization
120.	Frank Nkrumah	Aseye Pharmaceuticals Ltd	Accra, Ghana	Listener
121.	Muhammad Abbas	Ever Green Services (Private) Limited	Peshawar, Pakistan	Listener With Notarization
122.	Derrick Anokye Addae	Zulka Sports Arena	Accra, Ghana	Listener
123.	Kwame Boamah Mensah	NKAY Ventures	Dansoman, Ghana	Listener
124.	Adam Yahya	Fakaaz Engineering Enterprise	Accra, Ghana	Listener
125.	Sujan Lamsal	Pokhara Finance Limited	Kaski, Nepal	Listener With Notarization
126.	Stanley Danquah Oduro	Sharnyb Company Limited	Ashongman Estate, Ghana	Listener
127.	Abdou Karim Diallo	Karim BTP ET Services	Pikine, Senegal	Listener With Notarization
128.	Zahra Sharifi Khoobdeh	Guilan University	Tehran, Iran	Listener
129.	Mireille Gateka	Songa Business Initiative	Bujumbura, Burundi	Listener
130.	Selima Abdul Razak	Fakaaz Engineering Enterprise	Accra, Ghana	Listener
131.	Yinka Ismail Bisi	Pardyz International	Abuja, Nigeria	Listener With Notarization
132.	Issah Alhassan	Fakaaz Engineering Enterprise	Accra, Ghana	Listener
133.	James Harris	Harris Kay Enterprise	Accra, Ghana	Listener
134.	Onyejieke Izuchukwu	Steve Izu Global Nigeria Limited	Lagos, Nigeria	Listener

135.	Sylvester Oluwagbeminiyi Kalesanwo	EdgePlus Creative	Ikoyi, Nigeria	Listener With Notarization
136.	Mohamed Ali Warsame	MohamedAli Construction Company	Addis Ababa, Ethiopia	Listener
137.	Uwimana Pascasie	Bank of Kigali Plc	Muhanga, Rwanda	Listener
138.	Kwadede Anthony	Vivero Guzman	Malaga, Spain	Listener
139.	Jean Pierre Birara	Urban Sustainability Rwanda Ltd	Rwanda	Listener
140.	Tonfack Folefack Kevin	Societe TFK Rent Car	Douala, Cameroon	Listener
141.	Avraz Ali Mohammed	University of Duhok	Duhok, Iraq	Listener With Notarization
142.	Ndobegang Sylvian Ntejia	Nkong Hill Top Association for Development (NADEV)	Yaounde, Cameroon	Listener
143.	Nkezabera Aimable	Amazi Yego Ltd	Huye, Rwanda	Listener
144.	Thiam Khady	Resto Senegalaise Chez Hadja	Senegal	Listener
145.	Ouamba Bouity Florida	Universite Marien Ngouabi	Congo	Listener
146.	Anomah Emmanuel	Abdul Gadget House	Accra, Ghana	Listener With Notarization
147.	Bongben Claudette Vernyuy	IWOMI Technologies LTD	Douala, Cameroon	Listener
148.	Seth Nana Ameyaw Kunaming	S.K Ameyaw Kumaning	Accra, Ghana	Listener
149.	Yushaw Mustapha	ST.Cos enterprise	Accra, Ghana	Listener
150.	Prince Bortei Sango	Nuhu Moro Engineering Works	Accra, Ghana	Author with Notarization
151.	Hagenimana Jean Sauveur	Urban Sustainability Rwanda	Rusizi, Rwanda	Listener
152.	Chijioke Julius Agu	Healthmatas Limited	Port Harcourt, Nigeria	Listener

153.	Walter Benga	Emmando Production	Limbe, Cameroon	Listener
154.	Christiane Ingabire	Nard Consult Ltd	Kamonyi, Rwanda	Listener
155.	Callistus Akulga Asosega	Crystal Calis Trading and Consult	Bolgatanga, Ghana	Listener
156.	Ankrah Hayford	ABM Al-Qibla Limited	Nsawam, Ghana	Listener
157.	Bih Fabiola Ngufor	North West Cooperative Association	Bamenda, Cameroon	Listener With Notarization
158.	Marco Antonio Garcia Rodriguez	United Dental Partners	Elmhurst, IL	Listener
159.	Abigail Sarpong	Universal Merchant Bank	Accra, Ghana	Listener With Notarization
160.	Fidelis Edzii-kubin	University of Miskolc	Miskolc, Hungary	Listener
161.	Joseph Appiah		Accra, Ghana	Listener with Notarization
162.	Ndahimana Clément	Nard Consult Ltd	Gicumbi, Rwanda	Listener
163.	Anthony Agyekum Boateng	Anthony Agyekum Boateng Enterprise	Accra, Ghana	Listener
164.	Mishaël Kofi Ayivor	M&A Ultimate Solution	Accra, Ghana	Listener With Notarization
165.	Regis Nkurunziza	Access Finance Group	Bujumbura, Burundi	Listener With Notarization
166.	Degiri Thilak Kithsiri De Zoysa	Singer Sri Lanka Plc	Medirigiriya, Sri Lanka	Listener
167.	Som Nath Adhikari	Adhikari Brothers Trades	Pokhara, Nepal	Listener With Notarization
168.	Njikang Vivian Dielle	International School of Law and Business Vilnius, Lithuania	Vilnius, Lithuania	Listener
169.	Owusu Maame Afua Akyaa	Phoenix Insurance Company Limited	Accra, Ghana	Listener With Notarization
170.	Benjamin Akwasi Hene	Habben Enterprise	Kumasi, Ghana	Author (Regular)
171.	Ibrahim Seidu Jawando	Ghana National Fire Service	Nk-Estate, Ghana	Listener

172.	Gifty Kyei	Lakesyyde Farms Ltd	Volta Region, Ghana	Listener
173.	Christian Atuomu	By His Grace CJ Enterprise	Accra, Ghana	Listener
174.	Baidoo Francis	Mic-Geo-Pat Investment	Accra, Ghana	Listener With Notarization
175.	Nkuah Hagar	Nkuah Company Limited	Kumasi, Ghana	Listener With Notarization
176.	Boakye Benjamin Atta	B&B Investment	Sefwi, Ghana	Listener With Notarization
177.	Adams Gibrila	Gabrance Investment Limited	Kumasi, Ghana	Listener With Notarization
178.	Mugisha Didier	Next Growth Ltd	Kigali, Rwanda	Listener
179.	Ngirimana Pacific	The Private Sector Federation of Rwanda ( PSF)	Kigali, Rwanda	Listener With Notarization
180.	Gedion Gidebo Gita	Gedion Retails Business Inc	Wolata Soddo, Ethiopia	Listener
181.	Clement Robert Ntihwanya	Entrepreneur	Bujumbura, Burundi	Listener
182.	Iman Soleimanikarimabad	Gharb Cement Industries	Tehran, Iran	Listener
183.	Ngano Remi Agha	ETS Cameroon Solutions Company	Douala, Cameroon	Listener
184.	Adama Baba Top	TDS- Top Digital Services	Dakar, Senegal	Listener With Notarization
185.	Bakasibye Doreen	East African Professional Institute Ltd	Kampala, Uganda	Listener
186.	Awamenghwi Joycline	ASB Group RC	Douala, Cameroon	Listener
187.	Willy Ndibanje	TN & WES Investment	Kinindo, Burundi	Listener
188.	Md Shahin Teto	Global Knowledge	Chattogram, Bangladesh	Listener
189.	Oseni Lateef Omobolaji	Trust Access Prints	Ikeja, Nigeria	Listener With Notarization
190.	Wellington Kofi Darko Ampem	Top Don Eatery	Kumasi, Ghana	Listener With Notarization

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192.	Ramadane Batil Bechir	Société TENG PENG Sarl	N'djamena, Chad	Listener
193.	Chelimo Sharon	Global Rift Valey Institute of Science and Technology	Trans Nzoia, Kenya	Listener
194.	Roberta Adoley Allotey	British Columbia College	Accra, Ghana	Listener With Notarization
195.	Amir Hooshang Rezavand	Bousini Clothing Production	Tehran, Iran	Listener
196.	Mohammad Asadiardali	Ayandeh Bank	Tehran, Iran	Listener
197.	Ademola Adedeji David	Urban and Rural Development Organization	Akowonjo, Nigeria	Listener With Notarization
198.	Nkola Cyrus Charmand	Cyrus Group	Brazzaville, Congo	Listener With Notarization
199.	Mahamad Djibrine Adoum	Busness Telecommunication Informatique	N'djamena, Chad	Listener With Notarization
200.	Kiptoo Vivian Jepkoech	Kobujoi Training Institute	Eldoret, Kenya	Listener
201.	Ebenezer Opoku	Gary Healthcare Limited	Uxbridge, United Kingdom (UK)	Listener With Notarization
202.	Richmond Kwao	University of Ghana	Accra, Ghana	Listener With Notarization
203.	Rachael Boateng	Kwame Nkrumah University of Science and Technology	Kumasi, Ghana	Listener With Notarization
204.	Cobbinah George	Kessy Home Enterprise	Takoradi, Ghana	Listener
205.	Rebecca Opoku	Evolve Care Group	Barnstaple, United Kingdom (UK)	Listener With Notarization
206.	Chukuakadibia Eresia Eke	University of Pretoria	Fourways, Johannesburg, South Africa	Author
207.	Nsiah Perry Okatakyie	Peer's Building & Construction	Kumasi, Ghana	Listener

208.	Ohemen Emmanuel Kwaku	Ohemen Electrical Engineering Company Limited	Kumasi, Ghana	Listener
209.	Ismael Abdalrahman Ahmed Ahmed	Sardar Automobile and Machinery Trading Company	Sulaymaneyah, Iraq	Listener
210.	Dalil Tahir	Etablissement Dias Freres	N'djamena, Chad	Listener With Notarization
211.	Lydia Yeboah	Peer's Building & Construction	Akomadan, Ghana	Listener
212.	Sadia Hamida Abakar	Busness Telecommunication Informatique	Chad	Listener With Notarization
213.	Emmanuel Bentil	Ghana National Gas Ltd Company	Accra, Ghana	Listener With Notarization
214.	Ashish Devkota	Hotel Center Point	Kailali, Nepal	Listener With Notarization
215.	Karimba Theoneste	IEKO Hardware Ltd	Kigali, Rwanda	Listener
216.	Tinderet Shamim Hanifa	Alsolami International Group Limited	Nairobi, Kenya	Listener With Notarization
217.	Kipkoech Collins	Kobujoi Training Institute	Transzoia, Kenya	Listener
218.	Lawrence Agble	Asa Savings and Loans	Accra, Ghana	Listener
219.	Diallo Mamadou Diawo	African Field Epidemiology Network (AFENET)	Conakry, Guinea	Listener
220.	Ursule Julia Matuka Mbela	Hotel De Ville De Kinshasa	Kinshasa, Congo	Listener With Notarization
221.	Habimana Antoine	AR-BC Austrian Rwanda Building Company Ltd	Kigali, Rwanda	Listener
222.	Andoh Justice	Justice Andoh Enterprise	Kumasi, Ghana	Listener
223.	Asante Grandy Ofosu	Grandy Ofosu Enterprise	Nsawam, Ghana	Listener
224.	Soyoye Bolutife Akinmorin	Hiclasswireless.com	Akowonjo, Nigeria	Listener With Notarization
225.	Boateng George	Coleman Family Enterprise	Old Tafo, Ghana	Listener

226.	Isaac Boakye	Kwaku Boakye Enterprise	Kumasi, Ghana	Listener With Notarization
227.	Prince Abbrey	Kwaku Boakye Enterprise	Kumasi, Ghana	Listener With Notarization
228.	Charles Kusi Appiah Kubi	Corporate Vision Consult	Accra, Ghana	Listener With Notarization
229.	Shirajul Islam	Asian University for Women	Cumilla, Bangladesh	Listener With Notarization
230.	Kibor Abel	African Institute of Research and Development	Trans-Nzoia, Kenya	Listener
231.	Gerard-Giraldo Rita	Alpha G Enterprise	Accra, Ghana	Listener
232.	Blaise Bokea Basanga	Hotel De Ville De Kinshasa	Kinshasa, Congo	Listener
233.	Mimie Lisolo Muisa	Hotel De Ville De Kinshasa	Kinshasa, Congo	Listener
234.	Ginette Buende Dilanda	Hotel De Ville De Kinshasa	Kinshasa, Congo	Listener
235.	Yilak Fekadu Taye		Addis Ababa, Ethiopia	Listener With Notarization
236.	Diana Asamoah	Ghana Revenue Authority	Kumasi, Ghana	Listener
237.	Yannick Biwandu Talasi	Office Congolaise De Controle	Democratic Republic of the Congo	Listener
238.	Ndi Mungye Gaggini Jacques	Vicmag Commodities and Services Limited	Yaounde, Cameroon	Listener
239.	Hoang Trong Phu	Vietnam National Seed Group Joint Stock Comany	Ha Noi City, Vietnam	Listener
240.	Phan Hong Nhung	Vietnam National Seed Group Joint Stock Company	Ha Noi City, Vietnam	Listener
241.	Johnson Miracle Ezekwesili	Everight Diagnostic and Laboratory Services Ltd	Owerri, Nigeria	Listener

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