

CURRICULUM VITAE (C.V)

DR. PAUL KIPYEGON SANG

1.1 Personal Profile

1.1.1 Personal Details

NAME	Dr. PAUL KIPYEGON SANG
ADDRESS	P.O.BOX 5510-00200,CITY SQUARE POST OFFICE, NAIROBI, KENYA
E-MAIL	sangpaulkip@yahoo.com paulksang@gmail.com sang.paul@ku.ac.ke
PHONE CONTACT	Cell-Phone : 0722686105 /0737686105 Office : 8710901-19 Ext 3522 or 3723
DATE OF BIRTH	09/07/1975
ID NUMBER	11843683
CITIZENSHIP	KENYAN
LANGUAGES	ENGLISH, KISWAHILI

1.1.2 Academic and Professional Qualification

Period	Name of Institution	Course taken	Qualification
2009-2015	Kenyatta university, school of Business.	PhD in Business; Research Title: <i>Sustainability of World Bank funded projects in Kenya</i>	Doctor of Philosophy in Project Management
1999-2001	Kenyatta university	Master of Business administration (M.B.A) <i>Finance Option.</i>	Master of Business Administration
1994-1998	Kenyatta University	Undergraduate Degree	Bachelor of Arts, Business and Mathematics
1989-1992	Baringo High School	Ordinary level	Kenya certificate of Secondary Education
Additional Qualification			
- Project in Controlled Environment (PRiNCE 2) foundation certificate			
- Statistical Data Analysis competency in SPSS			
- General Computer literacy skills-Ms word, Ms excel and Ms Access, Ms project			
- Report writing and Analytical skills.			
- Case study writing skills			

1.1.3 Employment History

Date	Institution	Position
June 2003- April 2010	Kenyatta University	Assistant Lecturer
April 2010-Date	Kenyatta University	Lecturer
Jan-April2003	Catholic University of Africa	Adjunct lecturer
2002-2003:	Kicher Management Consultancy	Research Associate and data Analyst

1.1.4 Major Achievement since Last Appointment

- Spearheaded the offering of Master of public policy and administration at Kericho as a director of the campus-January 2018.
- Led a team that developed a Guide for chairmen of departments in 2017
- Actively participated in the development of PhD programme with coursework examination and thesis at the School- 2009 which was launched and offered in 2010.
- Led a team that wrote over twenty case studies for teaching and the School of Business under funding from IFC and ministry of trade and industrialization in 2009.
- Participated in the development of Bachelor of Public Policy and Administration 2011
- Participated in the development of Master of Public Policy and Administration 2011

1.2 RESEARCH AND PUBLICATIONS

Antony Kiarie Kariuki., **Sang, Paul.** (2018). “Foreign Direct Investment and Bank Performance in Kenya” IOSR Journal of Business and Management (IOSR-JBM) e-ISSN: 2278-487X, p-ISSN: 2319-7668. Volume 20, Issue 7. Ver. VII (July. 2018), PP 10-20 www.iosrjournals.org

Cornelius Mirowe,; **Sang Paul** (2018): “ Enterprise Resource Planning and Project Implementation in State Regulatory Agencies in Kenya” International Journal of Current Aspects in Project Management (IJCAPM), Volume I, Issue 2, pages 11-25, ISSN 2616-6976, www.ijcab.org/journals

Kaumbulu, A. **Sang, Paul.**(2018). “Assessment of critical risks and influence of success of construction projects” Scholars Bulletin., Vol-4, Iss-3 (Mar, 2018): ISSN 2412-9771 Page 258-271, <http://scholarsbulletin.com/>.

Owoko ,R.,**Sang,Paul.**(2018). “Stakeholders and Sustainable Construction of building projects: a literature Review and research agenda” Scholars Bulletin, Vol-4, Iss-3 (Mar, 2018): ISSN 2412-9771 Page 272-285, <http://scholarsbulletin.com/>

Omeno,B., **Sang,Paul.**(2018). “ Project Management and Performance of Public Sector Construction Projects: A case of Constituency Development Funds Projects In Migori East,Kenya.” International Journal of current aspects in Project Management,Volume 1, Issue 1 February 2018, Pages 13-26. www.ijcab.org/journals

Bett, Emmanuel,; **Sang, Paul** (2018): “The Role of Stakeholder Engagement in Project Procurement in the Kenyan Public Sector” Scholars Bulletin, Scholars Middle East Publishers,Vol-4, Iss-3 (Mar, 2018): ISSN 2412-9771 **Vol-4, Iss-4 (Apr, 2018): 325-331**, <http://scholarsbulletin.com/>

Sang,Paul.,Wawire,N.,Ombuki,C.,Muathe, S. (2017). “Institutional Influence on Sustainability of World Bank Funded Projects in Kenya”, *International Journal of Current Advanced Research*, 06(11), :ISSN 2319-6475,page. 7725-7730. DOI: <http://dx.doi.org/10.24327/ijcar.2017.7730.1213>.

Wandera,T.,**Sang,Paul.**(2017): “Financial Management Practices and Sustainability of Non-Governmental Organisations Projects in Juba, South Sudan” *International Journal of Finance*, Vol.2, Issue No. 4, pages 38 – 57, 2017.ISSN 2520-0852 (Online) www.carijournals.org.

Parrot,Y,N., **Sang,Paul.** (2017): “Influence of system role on the performance of ICT firms in Nairobi County” *International Journal of Technology and System* ISSN 2518-881X (Online) Vol.2, Issue 1 No.2, pp 20 - 28, 2017. www.iprjb.org.

Parrot,Y,N., **Sang,Paul.** (2017): “ Influence of User Acceptance on the Performance of ICT Firms in Nairobi County” *European Journal of Business and Strategic Management*: ISSN 2520-9183,Page 8-88. www.iprb.org.

Ngonga, A., **Sang,Paul.**(2017): “Examining the factors Influencing the adoption of Monitoring and Evaluation systems among Non-Governmental Organizations in Murang’a County, Kenya.”*Journal of Management and Business Administration*,Vol.2, Page 28-36,ISSN 2519-0016. www.writerbureau.net/journals/jmba.

Mugarura, Y.,;**Sang,Paul** (2017): “Governance and Resilience of Project Networks: On a Rising yet a Misunderstood Trajectory” *The International Journal of Business & Management* Vol. 5 Issue 6 pages 144-151, ISSN 2321–8916, www.theijbm.com

Gichohi, W. R. & **Sang, Paul** (2016). Public-Private Partnership projects: A panacea for infrastructure deficit? *The International Journal of Business and Management*, 4(12), 20-26. Link: <http://www.theijbm.com/wp-content/uploads/2016/12/3.-BM1612-010.pdf>

Augustus, Z, Barasa; **Paul Sang** ; Nelson, Wawire (2015): “The effects of availability of funds on income generation activities by civil society organizations in Kenya” *European Journal of Business and Social Sciences*, Vol. 4, No. 05, **August 2015. P.P. 79 - 87** ISSN: 2235 -767X. <http://www.ejbss.com/recent.aspx/>

1.3 QUALITY TEACHING AND LEARNING

I have been rated Excellent and Good in 2016/2017 first semester

- 2016/2017 First semester: BMS 840: Quantitative Techniques 94.78%
- 2016/2017 First semester : BMS 403: Electronic commerce 89.20%

1.4 PROFESSIONAL/ COSULTING

<i>S/no</i>	<i>Position</i>	<i>Funding Organization</i>	<i>Project</i>	<i>Tasks</i>	<i>Value of the contract in Ksh</i>
1.	Team Leader	Kenya Rural Roads Authority- 2018	- Development of Business case for ERP	- Development of Business case for ERP	- 1,350,000
2.	Team Leader- Siemens Stifung project	- Siemens Stiftung Munich, Germany -2015	- Small business Management Training	- Development of training materials. - Training of youth Entrepreneurs - Monitoring and evaluating the success of the project.	- 4,000,000
3.	Team Leader	- Association of Africa Universities - 2010	- Case Studies writing	- Development of ICT case study	- 500,000
4.	Team leader - Global Business School Network (GBSN) - Funded by the World Bank	- World Bank , Ministry of Industrialization-2009	- Case writing Project	- Mentoring the faculty on case teaching methodology. - Training of researchers on case teaching and writing. - Training of Entrepreneurs on Business management skills. - Guide in writing the case studies	- 7,000,000
5.	Team Leader - Partnership of Higher Education Project (PHEA)-ETI	- Partnership of Higher Education in Africa	- PHEA-ETI Project	- Leading the team in writing modules for teaching - Editing the written modules	- 3,000,000
6.	Team Member - UNIDO investment survey Project in Kenya.	- UNIDO	- Investment Survey Project	- Carrying out a survey on investment level in Kenya. - Data analysis - Overall supervision of data collection	- 2,000,000
7.	Member NACC Technical working group on sustainable financing of HIV/AIDS in Kenya.	- National Aid Council, Kenya	- Sustainable Financing of HIV/AIDS in Kenya	- Development of alternative financing Strategies for HIV intervention in Kenya	-

1.5 ADMINISTRATIVE RESPONSIBILITIES.

1.5.1 Recognized University Administrative Positions

March 2018-date:	Ag. Dean School of Business Kenyatta University
October 2017- March 2018:	Director Kericho Campus
January 2016-October 2017:	Head Teaching Programmes- Kenyatta University
Nov 2011- Nov 2015 :	Associate Dean, school of Business- Kenyatta University
October 2008-Nov 2011:	Chairman Department of Management Science - Kenyatta University
May 2007- August 2008:	School Examination Coordinator - Kenyatta University
Dec 2003-May 2007 :	Departmental Examination Co-ordinator- Kenyatta University

1.5.2 Other Responsibilities in the University

September 2018:	Appointed to committee on proposed accreditation of certificate and diploma programmes by TVETA.
June 2018 :	Appointed Tender Processing Committee
May 2018 :	Appointed to Tender Processing Committee
April 2018 :	Appointed to a committee to Vet students and develop criteria for selection for LEAP Beneficiaries
April 2018 :	Appointed to a committee on cutting down on cost and expenses
March 2017 :	Appointed Establish of Mama Ngina Kenyatta University college as a constitute college of Kenyatta University
May 2015 :	Appointed to a Tender processing committee
October 2014 :	Appointed to a committee on Rebranding of the School of Business
September 2014:	Appointed to City campus Management Committee, Kenyatta University
January 2014 :	Re-appointed to City campus Management Committee, Kenyatta University
May 2010 :	Appointed committee Member on revision of University Strategic Plan.
April 2010 :	Appointed Member of Senate ad-hoc committee on integration of East African Studies into Kenyatta University Curricula.
January 2010 :	Appointed member of Ad-Hoc committee to prepare a Proposal to National Bank.
September 2009:	Member of Kenyatta University City Campus Management Committee.
October 2009 :	date: Member of Kenyatta University, Accommodation Service Board.
May 2009 :	Chairman; Case study writing Committee, School of Business.

1.6 EXTERNAL EXAMINER IN OTHER UNIVERSITIES.

2016- date: External Examiner, School of Business, Management University of Africa

1.7 PARTICIPATION IN CONFERENCES /WORKSHOPS .

- MAY 2018: Association of African Business Schools Conference held in University of Dar Es Saalam, Tanzania.
- APRIL 2018: The Euromoney East Africa Conference held at Radisson Blue Hotel, Nairobi Kenya
- JUNE 2013 : Workshop on mathematical modeling conducted by Mathematics department
- JUNE 2013 : Teaching Methodology workshop conducted by Centre for Teaching Excellence & Evaluation, Kenyatta University.
- AUGUST 2012 : Teaching the Practice of management held in Strathmore University Kenya
- MARCH 2011 : Public-Private Partnership Model Training in South Africa
- APRIL 2011 : International ToT Programme in International Perspectives in Youth Entrepreneurship Training in Zambia by ILO and Commonwealth.
- AUGUST 2009 : Management of university departments and schools short course organized by Centre for capacity development in Higher education, Kenyatta University.
- MARCH 2009 : Management development workshop organized by Association of African Universities and held in Mzumbe University, Morogoro Tanzania.
- MAY 2006 : Case Writing Workshop organized by Richard Ivey school of Business, University of Western Ontario, at Safaripark Hotel Kenya.

1.8 COMMUNITY ENGAGEMENT AND OTHER CONTRIBUTIONS

- Jan 2009-2017 :** Chairman, Board of Management; Masaita Secondary School, Londiani Division, Kipkelion District.
- October 2009-2017 :** Chairman, Board of Management; Londiani Girls Boarding Primary School, Londiani Division, Kipkelion District.
- November 2010- date** Member Board of Management; Londiani Boys High School

1.9 ACADEMIC LEADERSHIP AND CURRICULUM DESIGN:

- Participated in the development of curriculum for Monitoring and Evaluation
- Participated in the development of project Management curriculum
- Participated in the development of MPPA Curriculum
- Participated in the development of Bachelor of Public Policy and Administration
- Participated in development of PhD (Business) programme
- Participated in development of EMBA(Executive M.BA) programme
- Guided the writing of department Strategic plan.
- Participated in writing School of Business Strategic Plan.

1.10 POST GRADUATE STUDENTS SUPERVISED

1.1.1 Completed

#.	NAME	REG. NO	TOPIC
1.	Fowzia Ibrahim Hussein	D53/CTY/PT/21282/2010	Determinants of Performance of UNDP Projects in Somaliland
2.	Richard Isaac Mwangangi	D53/CTY/PT/20827/2010	Determinants of Performance of Government Funded Projects in Kenya: A Case Study of Ministry of Public Works' Projects in Nairobi County
3.	Esther Gakii Ngiri	D53/PT/13077/09	Factors Influencing Performance of Rural Development community – Based Projects in Murang'a South District, Murang'a County
4.	Jayne Khwivaso Makale	D53/CTY/PT/20714/2010	Determinants of Effective Performance of Contact Centres in Commercial Banks in Kenya: Case Study of Selected Banks in Kenya
5.	Rita Njambi Ng'ang'a	D53/15290/2008	An Analysis for the Factors Influencing the Implementation of the Youth Enterprise Development Fund (YEDF) in Kenya. A Survey of Westlands Constituency, Nairobi County
6.	Muthuri Wallace Lee Koome	D53/CTY/PT/21236/2010	The Determinants of the Logical Framework Adoption Among Non-Governmental Organizations in Nairobi County, Kenya
7.	David Rogo	D53/CTY/PT/20686/2010	Factors Influencing the Growth of Digital Media in Kenya. Case of Selected Media Firms in Kenya
8.	Mege Harry Odiwuor	D53/OL/11068/2006	An Assessment of Factors Influencing the Implementation of Rural Electrification Projects in Homabay District, Homabay County
9.	Maina P. Gichuki	D53/OL/11062/2007	Factors affecting Monitoring and Evaluation of Microfinance Institutions' (MFI's) Projects in Kenya. A Case Study of Murang'a County
10.	Peter Kibocha Maina	D53/OL/16334/04	The Effect of Project Management Processes on Performance of Secondary Schools in Kenya (A Case of Nyeri County)
11.	Rop Ronald R.	D53/CE/16113/2006	Factors Influencing Sustainability of Development Projects in Public Secondary Schools in Kenya: A Case of Eldoret Municipality
12.	Meri Jino Bornd	D53EA/CTY/PT/20840/10	
13.	Joshua N. Muiruri	D133/CTY/PT/21193/2010	Factors Affecting the Computerization of Government Services in Kenya (A Case of Ministry of Finance)
14.	Charles M. Jumba	D53/OL/16188/2006	The Effect of Corporate Culture on Project Success at Nation Media Group
15.	Elizabeth Wanda Mutisya	D53/PT/12492/2009	The Role of Participatory Monitoring and Evaluation for Sustainable Backyard Aquaculture (A Survey of Fish Projects in Kikuyu, Lari and Githunguri)
16.	Kipketer Julius Leley	D53/CTY/PT/20628/2010	Determinants Hindering the Effectiveness of Business Plans in Infrastructural Projects in North Eastern Part of Kenya
17.	Amimo Benard Mukhwana	D53/PT/15481/2008	Determinants of Performance of Telehealth Projects in Kenya
18.	Sikujua Seboru	D53/OL/14127/2005	Factors Affecting Performance of the Cement Industry in Kenya – A Case of East African Portland Cement
19.	Maurice Odhiambo Otieno	D53/OL/4590/04	The Role of Performance Appraisal on the

20.	Beatrice Ongaki	D53/CTY/PT/20915/2010	Organization Performance. A Case Study of Sugar Companies in Kenya Factors Affecting the use of Information and Communication Technology in Government Parastatals a Case of National Environment Management authority
21.	Peter Mathenge	D53/CTY/PT/23270/11	Challenges Facing Project Implementation in Public Sector Organizations: A Case of the Kenya Parastals
22.	Ogoti Ruth Bitutu	D53/CTY/PT/21227/2010	Cloud Computing in Integrated Financial Management Information System at the Ministry of Finance in Kenya
23.	Samuel Ndirangu	D53/RI/11394/04	Integrated Project Evaluation and Selection Using Multiple-attribute Decision Making a Case Study of Kenya Power
24.	Moses Mayaka Momanyi	C154/CTY/PT/21196/2010	Factors Affecting the Performance of Gaming Inspectors in Casino Industry in Nairobi
25.	Joseph K. Mbithi	C154/CTY/PT/21474/2010	Social-Economic Effects of Gambling on Casino Gamblers in Nairobi
26.	Limiri Mururu Eric	D53/CTY/PT/24235/2011	Effects of Total Quality Management Implementation on Performance of Constituency Development Funds Projects (A case study of Tigania West Constituency Development funds projects)
27.	Joshua O. Buromu	D53/CTY/PT/20675/2010	Challenges in Implementing of Enterprise Resource Planning System in Kenya: A Case of National Cereals and Produce Board
28.	Jacqueline Ochieng	D53/CTY/PT/20812/2010	Determinants of Effectiveness of Community Based Organizations Projects in Nairobi
29.	Ogada A. Anita	D53/10774/2007	Factors Influencing Successful Enterprise Resource Planning Implementation in Parastatals in Kenya
30.	Charles Mahinge Githinji	D53/OL/14838/2009	Factors Affecting Sustainability of Community based Projects: A Case study of Mutomo District of Kitui County
31.	Njiru James Njue	D53/CE/22084/10	Factors influencing implementation of income generating projects in Kenya. A survey of indigenous poultry rearing projects in Mukaa District, Makueni county
32.	Janice Njeru	D53/CTY/PT/24253/11	Importance of Project Management Practices on Performance of Projects in Public Sector Organizations. A Survey of State Corporations in Nairobi, Kenya
33.	Mercy Ng'ethe	D53/RI/1151/04	Determinants of Service Delivery in Commercial Parastatals: A Case of Kenya Power and Lighting Company
34.	Samuel Chege Kariuki	D133/CTY/PT/22059/2012	Factors Affecting the Success of Information Technology Projects within the Kenyan Banking Industry: Commercial Bank of Africa
35.	Aloice Ouma Onyango	D53/OL/16256/06	Effect of Business Process Management Methodologies on Project Performance in Service Industry in Kisumu City
36.	Dominic Mulwa Ndambuki	D53/CTY/PT/24258/11	Factors Affecting Resource Monitoring In The Sustainability Of Home Care Support Programs In The Rural Areas
37.	Mwende Mwendwa	D53/CTY/PT/23272/11	Determinants Influencing Effective Implementation of Donor Funded Projects in Non Governmental Organizations (NGOs) in Nairobi,

38.	Esther Wambui Muigai	D53/CTY/PT/23222/11	Kenya An Assessment of the Effectiveness of Project Monitoring and Evaluation Processes in Multinational Companies. A Survey of Multinational Commercial Banks in Kenya
39.	Ngure Mwaniki	D53/CTY/PT/20897/10	Determinants of Implementation of Projects: A Case study of Kibera Slum Upgrading project
40.	Nelson C. Gitau	D53/CTY/PT/23882/2011	Influence of Youth Enterprise Development Fund on Growth of Youth Owned Economic Enterprises in Kasarani Constituency, Nairobi County in Kenya
41.	Mwaura Samuel	D53/CTY/PT/24257/2011	Determinants of Performance for USAID Funded Projects in Kenya
42.	Diana Nyakerarion Omwenga	D53/PT/12473/2009	Factors Affecting the Implementing the Humanitarian Emergency Response Project for the Vulnerable Refugees in Dabaab
43.	Margaret Mweu	D53/CTY/PT/20726/10	Project Risks that Affect Implementation of Constituency Development Fund Project in Kenya: A Case of CDF Projects in Starehe Constituency
44.	David O. Ogogo	D53/OL/22099/2011	The effects of Cost overrun on Successful Completion of Government Construction Projects in Kenya
45.	Mary K. Kassia	D53/CTY/PT/20022/10	Challenges Facing the Implementation of Hunger Eradication Projects in Kenya. A Case Study of Better Seed Distribution Project in Kitui County
46.	Chetnah Cheptoo Koech	D53/NKU/PT/23833/2011	A Case Study of St. Mary's Mission Hospital – Nakuru County
47.	Andrew Kimani	D53/RI/11646/2004	Effects of Risk on Project Performance in the Banking Sector. A Case of Kenya Commercial Bank
48.	Isaac Maina Manyeki	D53/OL/11064/2007	Evaluation of Key Success Factors and Challenges Facing Knowledge Management in Kenyan NGOs – Case Study: All NGOs Implementing the Global Fund Round Seven on HIV/Aids
49.	Mercy Mutindi Musyoka	D53/CTY/PT/13080/09	Analysis of the Challenges Facing Developers in the Development of Low Cost Housing Project in Nairobi County
50.	Marubu Jonathan Maina	D53/OL/14657/2009	Factors Affecting Performance of Construction Projects. A Case of Ruiru District in Kiambu County
51.	Esther A. Kwoba	D53/CTY/PT/23238/11	Non-Governmental Organizations Projects Contributions Towards Employment Creation in Kenya: A Case of Nairobi County
52.	Muriithi H. Wangari	D53/CTY/PT/20021/2010	Project Risks; How To Mitigate Financial Risks In Community Based Water Project (A Case Of Juja Constituency)
53.	Jane Juma Okumu	D53/CTY/PT/11533/2007	The Effect of Information and Communication Technology on Project Performance in Aviation Sector in Kenya
54.	Makau Elizabeth Kalekye	D53/OL/20453/2012	A survey of the relationship between high quality products and good customer service in the measuring business excellence. A case study of commercial Banks in Kiambu County
55.	Salome Njau	D53/CTY/PT/21542/2012	Sustainability debate and the future prospects of CBOs. A case of Nairobi County
56.	Edith Njoki Ng'ang'a	D53/OL/20440/2012	The Effect of Non-Permanent Employment on the Extrinsic Motivation of Project Staff: Case of NGOs in Nairobi.

57.	Teri Hudson Mwarisha	D53/OL/13429/2004	The Challenges that affect the Successful Implementation of a Project: Case of the 24 Hour Economy in Kenya
58.	Festus Mwambingu Mwatee	D53/CTY/PT/24254/11	The Challenges Facing Implementation of Projects in the Sacco Sector: A Case of Deposit Taking Saving & Credit Co-operative Societies in Nairobi, Kenya
59.	Ngari David Njeru	D53/OL/20237/2012	Influence of Management Practices of Sustainability of Flower Firms' Corporate Social Responsibility Projects in Kenya
60.	Beatrice Muthoni	D53/CTY/PT/24691/2013	Determinants of Implementation of Information and Communication Technology Projects in Kenya A Case of Government Ministries
61.	Joy Karimi Mbobua	D53/CTY/PT/23136/2011	Effect of Talent Management on Project Performance in "Water for All" Projects in Nairobi County
62.	Andrew Habel Odongo	D53/OL/23078/2012	The Effectiveness of Donor Funded Projects in Promoting Development in Deepsea Slum, Nairobi
63.	Wanyoike Patrick Mbugua	D53/CTY/PT/23945/2013	The influence of green zones development support project on forest conversation in the East of Rift Valley Tea Belt of the Nyayo Tea Zones Development Corporation Kenya.
64.	Caren Cherotich Mutai	D53/CTY/PT/22215/2012	Influence of participatory monitoring and evaluation on performance of public private partnership projects in Nairobi County. The case of Thika Super Highway
65.	Simion Kimutai Langat	D53/KER/PT/25093/2012	Assessing the Effectiveness of Information Technology in Monitoring and Evaluation of Projects a Case of Constituency Development Projects in Konoin Sub-county Bomet County

1.1.2 On- going supervision

#	Name	Registration number	Title
1	Gichohi R wanjiru	D86/CTY/32193/2015	Results-Based Management and sustainability of water Supply project in Informal settlements areas in Nairobi County
2	Jones Mobegi	D86/CTY/22859/2012	Macro environment and Performance of Donor Funded Heath Projects in Kenya
3	Maithya Rose Ndoti	D58/CTY/PT/28161/2014	Itax adoption and Value added tax compliance among Corporate Taxpayers in Kenya

REFEREES

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