

# FIRM PROFILE



**G.M GAMMA ADVOCATES LLP<sup>®</sup>**  
Advocates, Commissioners for Oaths & Notaries Public



MEMBER



**World Law Alliance**

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# G.M GAMMA ADVOCATES LLP

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## Who We Are

**G.M Gamma Advocates LLP** is a premier full service law firm operating from the Kenyan capital city of **Nairobi** and the coastal town of **Mombasa**. We offer a wide spectrum of legal, advisory and training services. The Firm's Legal Team comprises of legal practitioners, consultants and professional assistants who ensure that our clients' needs are studiously attained in an environment of trust and confidentiality. The Legal Team is complemented by an Administration Department headed by a versatile Firm Manager supervising a support staff team consisting of executive assistants, secretaries, administrative assistants, office assistants, accountants and clerks.

The Firm prides itself on its highly resourceful team members with impressive track records which assures quality professional legal and advisory services to our clients. Our lawyers are distinguished and honourable legal practitioners in their various areas of specialization.

## Our Global Outlook

The Firm is a member of **World Law Alliance**, an integrated global law practice and service delivery organization, serving excellence through the collaborative innovation of its members around the world. Its mission is to put clients first, solve client challenges, and provide solutions to help clients thrive in a changing world.

The Alliance is as a result of a careful selection of 2000 foremost legal practitioners in the globe. Our Firm is the only member from the East, Central and North African Region. With this international affiliation and experience, our services transcend the Kenyan borders assuring our clients of solutions encompassing both local and international facets.

Besides membership with the World Law Alliance, the Firm also has a collaborative understanding with **Henley & Partners**, a global legal advisory Firm based in London, United Kingdom with branches in thirty (30) countries. The Firm is the world's largest investment migration consultancy and advises governments on residence and citizenship-by-investment policies and works with them to develop and implement residence and citizenship programs.



## Our Services

The Firm's lawyers are excellent practitioners in various fields of law including Banking and Finance Law, Energy Law, Contracts & Commercial Law, Data Governance and Privacy Law, Employment and Labour Law, Litigation, Public Procurement Law, Public and Governmental transactions amongst others.

Their track record of multiple successes, pragmatic results and commendable conduct of various matters in these fields are the hallmarks of their reputation. Together as a Team, the Firm demonstrates model competence and excellence making it a hub of legal experts geared up to provide first class services to its esteemed clients.

## Why Choose Us

We endeavour to cultivate, nurture and maintain a bond of professional trust and confidence with our clients. In doing so, we work to provide legal solutions that aptly correspond to the unique and specific needs of each client.

**G.M Gamma Advocates LLP** is absolutely committed to excellence. It prides itself in its resolute and dynamic ability to find innovative solutions to legal issues and challenges, whether complex or ordinary. Our diverse and expanding client base is a true testament to this. With our Team of committed lawyers, our clients are assured of optimal value in the best legal, advisory and managerial services.

## What Inspires Us

At **G.M Gamma Advocates LLP**, we offer timely, practical and desired solutions to our esteemed clients in a professional and effective manner to advance their best interests at all times. These are embodied in our core values including: professionalism, integrity, excellence, service and team work.

## Our Experience

The Firm's lawyers possess an aggregate experience of over 38 years in various fields of law more particularly in Energy, Data Governance, Litigation & Dispute Resolution, Environment & Land, Corporate Governance Contracts & Commercial, Public Procurement, Public and Governmental Transactions, Labour & Employment, Constitutional and Administrative law, Arbitration, Aviation,



Banking and Financial Services, Capital Markets, Competition and International Trade, Legal and Compliance Audits, Elections, Energy, Family, Information Technology & Communication, Insurance, Intellectual Property, Labour & Employment, Litigation & Dispute Resolution, Mediation, Mining, Oil & Gas, Public, Real Estate and Taxation.

Our lawyers have undertaken successful litigious matters in the Kenyan Courts right from the apex, the Supreme Court to the Magistrates' Courts. They have also been successful in matters before various Tribunals such as the Public Procurement and Administrative Review Board as well as other alternative dispute resolution fora.

Their experience is further buttressed in acting for State parastatals in the sectors of Energy, over 15 commercial banks; Oil & Gas; Communications; Aviation; Health; Employment, Labour & Social Security; Retirement/ Pension Schemes; over 10 regulated insurance companies; several County Governments; numerous private limited companies and a host of individuals.

## Our Clients

The extensive experience of our lawyers renders **G.M Gamma Advocates LLP** the Firm of choice. The Firm has represented various institutional and individual clients in energy, agribusiness, construction, finance, hospitality and leisure, information technology, insurance, life sciences and healthcare, manufacturing and industrial sectors, mining, private equity, real estate and telecommunications sectors. Others include private and public companies and Public Benefit Organizations (PBOs). Our legal acumen and capacity has been a valuable asset in establishing our reputable and growing clientele. A detailed list may be availed upon request.



# THE STRATEGIC PLAN, 2021-2023

## Our Strategic Plan

In March, 2020 the Firm embarked on a nine-months strategic plan development process. The exercise was collaborative and involved the participation of all our stakeholders including our esteemed clients, peers, regulators and the public.

The above elaborate process ultimately culminated into the Firm's Plan for the next three (3) years as contained in **G.M Gamma Advocates LLP Strategic Plan, 2021-2023** which was officially launched on 6<sup>th</sup> January, 2021. This Plan will enable the Firm to take bold initiatives in redefining the business and practice of law, and propel it to greater heights through delivering a unique mix of value for our clients.

## Our Strategic Direction

In determining our theory of change for the Firm, we have collectively determined and set out our vision, mission and core values that guide us in achieving our strategic priorities.



### Our Vision

To be the legal practice of choice committed to excellence.



### Our Mission

To offer legal solutions to our clients in a fulfilling relationship of professional trust and confidence.



### Our Core Values

Our core values reflect our culture as a Firm and guide the manner in which we interact with our clients and each other. These are the standards we hold ourselves accountable to and they are:

#### ► Professionalism

We will demonstrate the highest levels of competence, efficiency and ethical values in executing tasks on behalf of our clients.



➤ **Integrity**

We will uphold the highest standards of trust, honesty, fairness and accountability for the benefit of our clients.

➤ **Excellence**

We will persistently strive to create better ways of executing our tasks by demanding more of ourselves than our clients do.

➤ **Service**

We will be responsive to our clients' needs and resourceful in providing innovative alternatives and solutions to our clients' real or perceived challenges.

➤ **Team work**

We will collaborate and build synergy of our combined and individual contributions to elevate the success we achieve for our clients and our Firm

## Our Strategic Priorities

Our strategic direction as outlined in **The G.M Gamma Advocates LLP Strategic Plan 2021-2023** is amongst others anchored on two (2) strategic priorities identified as major areas of strategic focus for the Firm in the next three (3) years, each aligned with our mission and values:

- Strategic priority 1: **Client Management**
- Strategic priority 2: **Institutional Capacity Development**

### 1. Client Management

We realize that our clients are our greatest asset and strongest business development tool. Our clients are the reason we do what we do. This strategic priority will enable us focus on who our clients are, what they do and how to best address their legal needs.

### 2. Institutional Capacity Development

In order to ensure that **G.M Gamma Advocates LLP** is performing optimally, we will obtain, improve, and retain the skills, knowledge, tools, equipment, and other resources needed to carry out our core business. We will do this by employing a series of strategies that shall assist in helping us serve our clients better.



# OUR RESOURCES

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## Our People

The people at **G.M Gamma Advocates LLP** are its greatest resource. The lawyers, legal assistants and support staff are accessible to our clients at all times. Our diverse, talented and specialized Team with our international affiliation ensures that we render real time, dedicated legal and advisory services. These are all geared towards addressing the varied needs and demands of our clients.

## Our Library

Our place of pride is our library and its resource materials. These are necessary to provide rigorous, results-oriented legal and advisory services. The Firm continues to invest immensely in the library and digital resource materials to afford its staff the appropriate updated legal knowledge coupled with general information. The library facilitates and complements the Team's efforts in arriving at suitable, bespoke and timely solutions for our clients.

## Technology Integration

We are well aware that clients desire value for their money. Timely and reliable communication is paramount. In benefitting from the most secure advancements in technology, we have adopted the **Elite Law System** which integrates our data and client management functions. The system also imparts knowledge for project and analytics management. Our significant investment in modern equipment and video-conferencing ensures our constant availability and ability to address our clients' needs with versatility. This IT infrastructure has discernibly improved our productivity which ultimately benefits our clients.

## Professional Indemnity Cover

The Firm has taken out a Professional Indemnity Insurance Policy with Heritage Insurance Company Limited in the sum of Kenya Shillings Two Hundred and Fifty Million (KShs.250,000,000/-) (Approx. USD. 2,500,000/-).





## Corporate Social Responsibility

**G.M Gamma Advocates LLP** strongly believes in supporting the community and society around us. To date, our CSR activities have been rendering free legal services through partnerships with bodies like the Law Society of Kenya, Public Benefit Organizations such as The Independent Medico Legal Unit (IMLU) and Kenya Medical Association Technical Working Group. We also continue to engage in various sponsorships including financial assistance to deserving students in the local universities and secondary schools.



### Our Location

#### Head Office

Our Head Office is in Blue Violets Plaza, 5<sup>th</sup> Floor,  
Kamburu Drive

#### Branch

Our Mombasa offices are on the 4<sup>th</sup> Floor  
Off ACK Cathedral Complex, along Nkrumah Road.

Both offices are ultra-modern and conveniently located. They are near the respective towns' court precincts, fine Malls, numerous public and private institutions, businesses, restaurants and other social amenities



# THE TEAM

## Partners



### Gad Ouma

Managing Partner

[gad.ouma@gammaadvocates.com](mailto:gad.ouma@gammaadvocates.com)

**G**AD OUMA is a holder of a Bachelor of Laws Degree with distinction from Moi University. He also holds a Postgraduate Diploma from the Kenya School of Law and three distinguished academic awards from the School. Gad is a seasoned litigation Advocate who has represented various clients including banks and other financial institutions, state corporations, government ministries, county governments, county assemblies, pension schemes and other private institutions in complex matters. Additionally, he is a certified Legal Auditor, Data Governance expert, Commissioner for Oaths and Notary Public

Prior to establishing **G.M Gamma Advocates LLP**, Gad was the Head of Litigation Department at Robson Harris and Company Advocates where he was in charge of the Litigation and Alternative Dispute Resolution Department. Gad has a preference for, highly competent and certified in Energy law, Commercial and Contract law, Litigation, Arbitration and Dispute Resolution.

His other areas of practice include Constitutional and Administrative law, Corporate law, Employment & Labour laws and Taxation law.



Gad's strategic planning, infatigable spirit, forward thinking has greatly helped to catapult/propel the Firm to greater heights through delivering a unique mix of value for our clients by taking bold initiatives in redefining the business and practice of law at the Firm

## **Key Matters**

### **Legal Advisories**

Key member of a Team that provided legal advisory services to an electricity generating company in a Wellheads Geothermal Power Generation project worth USD \$41 Million.

Lead counsel in a Team of lawyers who carried out a comprehensive legal audit of a power utility with regional presence in East Africa with an estimated asset value of KShs. 273 Billion.

### **Litigation and Dispute Resolution/ Contract**

Successfully represented a leading power utility in a complex commercial/contractual litigation matter with a value of KShs. 4.7 Billion where the claim arose from the abrupt cancellation of a supply of goods contract against his client.

Represented a leading power generating Firm in court in a commercial/construction dispute whose subject value was KShs. 3.2 Billion and relating to breach of contract for the construction of power plants. The matter was successfully settled in favour of his client.


### **Data Governance**

Rendered advisory services to banks, insurance companies and government agencies on the Data Protection Act, Access to Information and other laws pertaining to personal information in Kenya. Formulated Policies, structures and guided these clients on compliance with Data Governance legal regimes in Kenya.

### **Constitutional and Administrative Law**

Successfully represented a giant power utility in Kenya's first multi trillion-shilling public interest class action law suit which was not only protracted in court but highly and consistently publicized in the public domain. The suit was characterized as having the potential of causing a national crisis in the energy sector. Through Gad's efforts and legal acumen, the suit was resolved in favour of his client without any financial and adverse liability imposed on his client.





Represented a private transport and logistics company in a Petition challenging the public roads Authority's exercise of statutory power to levy fines and penalties against alleged errant users of the national roads and highways. Mr. Ouma obtained a favourable judgment for his client in which the statutory powers were found to be unconstitutional, and any levy of such fines and penalties were nullified.

### **Employment and Labour Law**

Represented the Board of Directors of a leading parastatal in the Communications sector in which the Board had been restrained by the court in recruiting the Chief Executive. He successfully defended the Board against the claim allowing the parastatal to proceed with the appointment of the Chief Executive.

Represented a public regulatory body in the Transport and Shipping sector in which the claimants had sought to permanently prohibit the body from conducting the recruitment process of its Chief Executive Officer. Mr. Ouma successfully obtained a favorable judgment allowing the body to proceed with the recruitment exercise.





### **Evelyn W. Njiru**

Partner

[evelyn.njiru@gammaadvocates.com](mailto:evelyn.njiru@gammaadvocates.com)

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**E**VELYN is currently pursuing her Master of Laws Degree at the University of Nairobi having previously obtained her undergraduate degree in law from the same University and a Postgraduate Diploma in Law from Kenya School of Law.

Evelyn has acted for various clients including banks and other financial institutions, state corporations, pension schemes, private companies and individuals in commercial and conveyancing transactions. She is also a certified Legal Auditor, a Data Governance expert, a Commissioner for Oaths and a Notary Public.

Evelyn's quiet demeanour, self-discipline and integrity are valuable assets in the performance of her professional tasks.

### **Key Transactions**

#### **Banking and Finance**

Lead transaction advisor for a leading local bank in advising, drafting and perfecting securities in respect to the financing of a leading construction company for an aggregate sum of KShs. 1.150 Billion. The execution of this transaction earned Evelyn commendation from the bank for her timeliness, attention to detail and efficiency.



Successfully handled a complex commercial transaction involving the takeover of loan facilities from one lender to another to the tune of KShs. 545 Million including the securitization, registration and redemption processes.

### **Conveyancing and Real Estate**

Acted for a Pension Scheme in the acquisition of a prime Property in Nairobi which included inter alia, conducting a comprehensive due diligence, negotiating the terms of contract and the successful registration of the property in favour of the Scheme.

Key team member acting for various Real Estate Developers in construction and commercial transactions involving project structuring, development finance, incorporation of special purpose vehicles, handling tax issues including procuring exemptions and drafting the relevant documents such as the Letters of Offer, Agreements for Lease, Agreements for Sale and Leases for the following clients –

- ▶ A Private Developer in Kiambu County in a development of 112 units with a value of KShs. 435 Million
- ▶ A Private Developer in Nairobi City County in a project of 47 units valued at KSh. 400 Million
- ▶ A public listed company in a golf estate/mixed development project in Kiambu County
- ▶ A Savings and Credit Co-operative Society of a leading bank relating to luxury homes in upmarket Nairobi City County with 113 units.

### **Legal and Compliance Audits**

Conducted comprehensive legal audits for various institutions including of a state corporation in the oil and gas sector with an asset value of KSh.3.39 Billion.

### **Data Governance**

Conducting awareness, sensitization and training seminars on data governance for clients in the banking and insurance sector.

### **Commercial Transactions**

Team member rendering advisory and transactional services for a public body in the health sector involving placement of comprehensive medical insurance covers for public officers with a value of KShs. 10 Billion.

Acting for international investors and private equity companies to conduct due diligence on their target entities/companies.



## Associates



### Wairimu Gathogo

Senior Associate

[wairimu.gathogo@gammaadvocates.com](mailto:wairimu.gathogo@gammaadvocates.com)

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**W**AIRIMU holds a Bachelor of Laws Degree from The Jomo Kenyatta University of Agriculture & Technology, as well as a Post Graduate Diploma in Law from The Kenya School of Law. She is a certified Arbitrator, Legal Auditor and Data Governance expert. Her memberships include The Law Society of Kenya, East African Law Society, FIDA Kenya and The Chartered Institute of Arbitrators.

She has diverse experience from both the public and private sectors. Prior to joining the firm, Wairimu has obtained considerable practice experience during her engagements at Dentons Hamilton Harrison & Mathews and Kenya Power & Lighting Company Limited.

Her areas of expertise are energy law, corporate and commercial law, data governance and privacy law, public procurement law, elections law, legal and regulatory compliance and alternative dispute resolution.

Her attention to detail, drive for perfection and results-based approach have been an asset in handling the complex nature of transactions within the Corporate and Commercial Department



## Key Transactions

### Energy Law

Participated in the negotiation of Power Purchase Agreements (PPAs) for the generation of electricity using varied technologies – Hydro, Wind, Solar and Geothermal.

Involved in the negotiation of a multi-million shilling Fibre Interconnection Agreement between Kenya Power, Safaricom and Liquid Telecom.

Assisted in the negotiation and drafting of the Financing Agreement and Project Agreement for the Last Mile Connectivity Project Agreement for Euros 90 Million funded by the European Investment Bank.

Participated in policy making meetings in the energy sector for revision of the Energy Policy and the Public Procurement and Asset Disposal Act.

### Data Governance and Privacy Law

Provided legal advisory services, conducted trainings, data mapping, documentation review and policy formulation services to banks, insurance companies, government agencies and other private entities.

Provided guidance to these clients in compliance with the nascent Data Governance and Privacy legal regimes in Kenya and international best practice.

### Public Procurement Law

Represented a leading power utility company at The Public Procurement and Administrative Review Board in various public procurement disputes.

### Corporate, Commercial and Conveyancing Law

Key team member who carried out a comprehensive legal audit of a leading distribution company with regional presence in East and Southern Africa.

Has and continue to represent leading banks in commercial transactions relating to creation and discharge of securities.







## Alternative Dispute Resolution

Part of a team that represented a leading power utility company against a major class action claim in the Employment and Labour Relations Court and incidental negotiations arising from a redundancy exercise of 337 employees and which was successfully concluded after over 13 years in court.





## Hanningtone Amol

Senior Consultant, Dispute Resolution

[hanningtone.amol@gammaadvocates.com](mailto:hanningtone.amol@gammaadvocates.com)

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**H**ANNINGTONE AMOL holds an LLM degree in international business law of Steinbeis-Hochschule, Berlin and an LLB degree (honours) of Moi University. He is an Advocate of the High Court of Kenya with over 10 years post qualification experience. Amol stands out among litigation counsel in the East African region, with his mastery of courtroom presence and a profile of prosecuting complex transnational disputes. He is especially renowned for his regular presence and activities at the East African Court of Justice and at the African Court on Human and People's Rights. Amol's practice and expertise extend across a broad spectrum including international trade law and policy, regional integration and economic law, construction and engineering, energy and renewable energy, environmental law, administrative and constitutional law, technology and privacy, intellectual property, , criminal law, public procurement dispute, contract and project management, public interest and strategic litigation, not-for-profit law, electoral disputes, labour and employment law and ADR (encompassing adjudication, mediation and arbitration).

Amol has served various roles and has wide experience as a Chief Executive Officer, an in-house counsel as well as a lawyer in private practice. He recently served as the Chief Executive Officer of the East Africa Law Society, overseeing practice management and welfare as well as regional integration matters for lawyers in the entire East African Community. He also served as senior in-house counsel for the Kenya Electricity Generating Company Ltd and Stima SACCO Ltd. In private practice, Amol has provided legal advisory services as well as court room and arbitration representation to clients across various sectors. He co-founded ALP East Africa, a leading regional consultancy in law. He also worked with top law firms in the region including Dentons Hamilton Harrison & Mathews, and Anjarwalla & Khanna Advocates.



## Key Experiences

### Litigation and Contentious Matters

- Advised and represented farmers union and a group of civil society organizations and private sector organizations in a trade dispute involving legal challenge to the Kenya-United Kingdom Free Trade Agreement;
- Advised and represented a client at the East African Court of Justice regarding cross-border claim against the Republic of Rwanda in a wrongful expropriation case;
- Advised and represented a client at the East African Court of Justice on a claim against Republic of Burundi for nationalizing a steel manufacturing plant;
- Advised a multinational corporation on potential claims for wrongful application of countervailing measures and anti-dumping duties against the COMESA Treaty;
- On several occasions, advised civil society and private sector organizations on interpretation of East African Community laws and on potential claims of violations especially of the EAC Customs Union Protocol, and the Common Market Protocol.
- Provided cutting-edge training on oil and gas, contracts and procurement to the largest oil company in the Republic of South Sudan;
- Advised a leading veterinary pharmaceutical company in East Africa on legal compliance and intellectual property rights;
- Advised and acted for a novel real estate developer in Kenya on development of a USD 2 million estate in Kisumu City;
- Successfully secured injunction against the Republic of Burundi at the East African Court of Justice in a complex administrative/commercial dispute over land worth USD 45 million with a local investor (Francis Ngaruko v. Attorney General of the Republic of Burundi).
- Successfully litigated a complex cross-border litigation case against the Republic of Rwanda at the East African Court of Justice (Union Trade Centre v. Rwanda Revenue Authority)
- Prosecuted a complex investor-state dispute against the Republic of Burundi on illegal expropriation of the assets of SIMACO Kigali, a foreign investor.
- Working under the mentorship of George Oraro, SC worked with the team that filed the first ever Presidential Election Petition in Kenya at the Supreme Court in 2013 (Raila Odinga v Uhuru Kenyatta & IEBC)



## Management Experience

- Led a pioneering team that co-founded, set up and successfully jumpstarted the operations of the ALSF Academy, an initiative of the Africa Legal Support Facility;
- Established an internationally reputable training institute for building capacity of lawyers in East Africa – the EALS Institute;
- Working with the Africa Legal Support Facility (ALSF) and a team of senior partners from international law firms in the UK, conducted specialized trainings for East African lawyers on energy, project finance, construction, and mining;
- Led strategic advocacy in major regional integration, rule of law, human rights, gender and diversity, and cross-border trade areas in the East African Community;
- Represented the organization at high-level media briefings and public engagements;
- Coordinated and led a platform for the CEOs of law societies in East Africa;
- Successfully raised & managed over \$4 million in grants and institutional revenues;
- Successfully hosted various specialized trainings for lawyers, and 4 annual conferences of over 600 delegates each, presided over by various international leaders and Heads of State;

## In-House Experience

- Assisted in negotiation, drafting and review of power purchase agreements for upcoming geothermal power plants at the Olkaria Geothermal Field;
- Oversaw the contracts management, drafting and negotiations for various power plant construction projects at the Olkaria Geothermal Field;
- Led the organization in the negotiation of a complex revenue sharing agreement with Geothermal Development Corporation on shared steam fields and wellhead resources;
- Assisted the Company Secretary in board secretariat functions, with a dedicated role to the Board's procurement oversight committee;
- Successfully led the team to negotiate a USD 5 million dispute with an international contractor, saving the company legal costs, time and the sum of USD 4.1 million.
- Provide legal support to the Project Implementation Team that led to the successful Public Rights Issue by KenGen that generated Kshs. 26.4 billion for infrastructure development.



## Legal Assistants



**Chris .G. Migwi**

Lawyer

[chris.gichangi@gammaadvocates.com](mailto:chris.gichangi@gammaadvocates.com)

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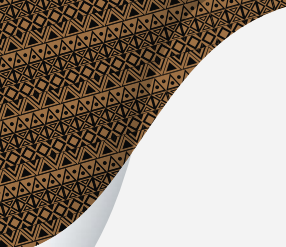
**C**HRIS is an indefatigable, resourceful and respectful budding lawyer who graduated with a law degree from Catholic University of Eastern Africa. He is due to complete his Post-Graduate Diploma in law course at the Kenya School of Law. The Partners in the Firm have continuously been impressed by his astuteness, character and capability. He is in charge of 2 other legal assistants who the Firm calls upon as and when business dictates.

### **Key Assignments**

Chris was also a member of a Team that successfully represented the winner of a Governor's position in a much contested litigation arising from the 2017 General Elections in Kenya. His Team succeeded at the Court of Appeal in upholding the election of their client. This was thereafter affirmed by the Supreme Court of Kenya.

He has and continues to play key roles in legal research and drafting that have ultimately led to success in obtaining favourable decisions relating to employment law, banking law, family law, insurance law, land law and procurement matters both in the High Court and the Public Administrative Review Board.





A key member of the legal team that has undertaken Human Resource and Legal Audits for some of the Firm's clients with a view to enhancing compliance with statutory laws and/or regulations in a bid to streamlining their operations.

Chris has also received training in Data Protection Law from the Kenya School of Law aimed at promoting a better understanding of privacy laws both locally and internationally.



## Firm Administration



**Irene N. Omari**

Firm Manager

[irene.omari@gammaadvocates.com](mailto:irene.omari@gammaadvocates.com)

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IRENE epitomizes efficiency, timeliness and warmth in her work. She manages the finance, human resources, and support & administration services in the entire Firm. She holds a Diploma in Human Resources from the College of Human Resource Management, Nairobi and a Certificate in Secretarial and Office Management from Tala Secretarial College.

She joined **G.M Gamma Advocates LLP** with over 6 years' experience that she largely gained in a high level legal environment. Her previous successful introduction of structured tendering systems, management of supplier and support contracts for office and office equipment, digitization of document and case file management systems, management of Training and Engagements Calendar of all staff, ensures that the Firm operates efficiently on a day to day basis for the benefit of our clients.

She supervises all staff members in the Firm in matters pertaining to administration and also manages the financial affairs of the Firm. She is in charge of the overall administration of all the administrative affairs of the Firm, a docket she manages exemplary well.





**Lilac .C. Leting**

Executive Assistant

[lilac.leting@gammaadvocates.com](mailto:lilac.leting@gammaadvocates.com)

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LILAC'S supreme organizing habits, charming and professional nature permeates the environment as she goes about her responsibilities. She displays confidence as she handles the front office operations in support of the rest of the Firm and responsibly handles tasks and office documentation. She is a distinguished Bachelor of Arts Degree holder in Development Studies from Jomo Kenyatta University of Advanced Technology, Nairobi and a Diploma in Social Work from Moi University, Eldoret.

Lilac's excellent skills and abilities reflect in her commendable track record in managing people and office affairs. Her last assignment prior to joining G.M Gamma Advocates LLP, was at a medium sized transport and logistics firm in Nairobi where she performed the was an Executive Assistant to the head of the transport company and fleet and operations management. As one enters the Firm's premises, Lilac's welcoming presence assures you, that you and your interests are in trustworthy and capable hands.







**Major J. Olumo**

ICT and Digital Manager

[major.olumo@gammaadvocates.com](mailto:major.olumo@gammaadvocates.com)

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**M**AJOR is the technological engine of the Firm. His quiet, patient and detail oriented nature ensures the systems he sets up and maintains in the Firm run efficiently, seamlessly, devoid of loss or interruption. He is a celebrated First Class Honours Bachelor of Science Degree holder in Telecommunications from Strathmore University. In addition, he holds a Certificate in Machine Learning and Data Science from Riara University.

Major has performed as a Google Cloud Associate Engineer. He has also been engaged by several other global ICT institutions including Huawei ICT Academy, Max Plank Research Institute for Software Systems, Germany and NEC Laboratory in Heidelberg, Germany on different assignments relating to ICT and digitization of systems. At G.M Gamma Advocates LLP, we value investment in modern equipment, adopt use of safe and secure technology that enables the Team communicate with ease and efficiency with the client. Major's work in the Firm continues to ensure these are ably observed and maintained





**Collins Ezekiel Otieno**  
**Administration Assistant**

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**C**OLLINS is a resourceful and reliable asset to the Firm. He provides courier and administrative support to the various legal departments within the Firm. He performs and oversees organizational and clerical tasks including correspondence dispatch, record keeping and on occasion aides with client reception duties. He is professional and trustworthy and entrusted with a lot of confidential information by the Firm.

**Lilian Achieng' Omondi**  
**Office Assistant**

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**L**ILLIAN is a reliable and upstanding resource at the Firm. She is responsible for organizing and maintaining a high standard of cleanliness in the office, common areas and performs other related duties to promote a tidy environment for all. She is meticulous, maintains a strong work ethic and has good time-management skills.



# OUR AREAS OF EXPERTISE

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## Alternative Dispute Resolution

Our experienced lawyers continue to be a guiding light in a variety of alternative dispute resolution processes, practices, and techniques. These include Negotiation, Mediation, Adjudication and Arbitration. In appropriate circumstances, we acknowledge that settlement through ADR is worth pursuing before investing time and money in full blown civil litigation.

## Arbitration

Arbitration is a proceeding in which a dispute is resolved by an impartial intermediary chosen by the parties who agree to abide by the Arbitrator's award or decision. Arbitration resembles traditional civil litigation in that a neutral intermediary hears the disputants' arguments and imposes a final and binding decision that is enforceable by the courts.

Our Team consists of highly competent Arbitrators who provide their services with utmost diligence, integrity and professionalism. We have successfully handled several arbitration matters and continue to represent various individuals and corporate clients in many other ongoing arbitration matters.

## Banking and Finance Law

The Firm brings together a Team of advocates who possess a good record in Banking and Finance law. Our considerable experience in these broad fields include securitizations, handling and advising on Charges, Debentures, Grant of Facilities Agreements (Syndicated and other loans) and training our clients on various legal aspects in the running of their business

## Capital Markets

Our Firm possesses competitive proficiency in handling matters related to Capital Markets for Regulators, individuals, institutions, local and international investors. The Capital Markets Authority deals with the purchase and selling of equity and debt instruments. It also channels savings and investments between suppliers of capital such as retail investors and institutional investors and users of capital like businesses, government and individuals.





## Competition & International Trade Law

The global business environment is modelled along competition law which permeates various business fields. Kenya is a member of the World Trade Organization, Common Market of Eastern and Southern Africa (COMESA), the East Africa Community (EAC) trading blocs among other international trade and economic alliances. The Firm has the necessary expertise to handle and advise on laws, regulations and guidelines governing these international unions.

## Contract Law

The contract, being an agreement with varying detail and complexity, forms the basis on which any work is carried out – both locally and internationally. Free exchange in the market place at every level is the back bone of the modern day business world. Our Team of lawyers purposes to comprehend the clients' needs to ensure that they inform an exhaustive analysis and all-inclusive legal advice in any contractual negotiation to protect our clients' interests and meet their objectives.

## Constitutional and Administrative Law

The Constitution of Kenya is the supreme law of the land, which provides the legal framework and values requisite for social cohesion. Kenya promulgated a new Constitution in 2010 which has seen citizens become increasingly aware of their rights and can easily access courts.

Our legal experts have represented both corporate and individual clients in various petitions including reviewing the constitutionality of regulations and challenging the conformity of Laws with the Constitution of Kenya in a bid to defend the clients' legal rights and interests. We also render advice to clients to ensure that their acts are in conformity with the Constitution and Administrative law requirements.

## Data Governance and Privacy

With a good reputation as one of the pioneer law firms in Kenya in Data Governance, we have vast experience in working with banks, insurance companies, public corporations and other private entities. Our data governance team has the legal acumen and is well-positioned to provide strategic and business-oriented legal advice on complex domestic, cross-border and multi-jurisdictional data governance and privacy concerns.



## Corporate Governance, Legal and Compliance Audits

The Kenyan legal and regulatory regime requires companies and state corporations to be fully compliant with their laws and regulations, failure to which the entity's officials may be exposed to both civil and criminal liability.

Corporate Governance Law mandates publicly listed companies and state corporations to undertake governance audits every year. In undertaking these audits, our Team of experts evaluates the composition, policies and operations of the Board of Directors and Management and weighs them against the law, guidelines and international best practices to gauge the level of compliance. We render services in development of compliance monitoring tools, training of Boards of Directors and advice Corporation/Company Secretaries on their roles in assisting the Board of Directors.

On legal and compliance audits, our Team of experienced lawyers assists state corporations and private companies to comply, by undertaking comprehensive legal audits every two years as required by law. We interrogate our clients' systems, structures and documentation and thereafter advice on the nature and extent of compliance. We assist in the establishment of legal compliance systems, train clients' staff members on legal compliance, prepare monitoring and evaluation tools among others.

Overall, we ensure that ethical and effective governance of business entities is tracked which contributes significantly to optimal performance of the client's institution.

## Elections Law

With the political and electoral space in Kenya undergoing intense growth in the last two decades, disputes relating to elections are becoming more common and fiercely contested. We are adequately experienced in this area and tackle the complexities of lodging and arguing election petitions. We handle these matters in strict observance of ethical and professional conduct.

## Energy Law

Our Team of lawyers have a thorough understanding of the commercial and technical aspect of the energy sector necessary to guide clients through transactions, regulatory compliance and proceedings, environmental issues, financing, renewables and sustainable development, litigation and dispute resolution. These include the Electricity, Oil and Gas sub-sectors. They have advised leading state corporations and private sector players and have a global understanding of the discipline on a broad spectrum.





## Environmental Law

The Constitution and the Environment and Land Court Act No.19 Of 2011 established the Environment and Land Court division of the High Court which is a specialized Court having jurisdiction to hear and determine matters on land and the environment. This has ultimately resulted in the expeditious determination of matters affecting land and the environment.

In addition to the Environment and Land Court, our Team of experts have successfully represented various clients before the National Environmental Tribunal. We are also competent in advising and imparting training on non-contentious environment and land law related matters.

## Family Law

The family is the central unit in the Kenyan society and family law defines and protects the rights of every member of the family. Branches of family law that we delve in include succession, children and divorce matters. Our advocates have a special place in their heart for the family and they are zealous in ensuring that rights and interests are protected and upheld.

## Insurance Law

The Firm brings together a Team of advocates who have vast experience in insurance law both in litigious and non-litigious matters. We are well equipped with the knowledge and experience necessary to understand the unique environment in the insurance industry and undertake what is required to protect our clients' best interests.

## Intellectual Property Law

We offer professional legal advisory services on all aspects of Intellectual Property Law including intellectual property litigation, trade secrets, registration of patents, copyrights, trademarks and industrial designs, IP related licensing and user agreements.

## Labour and Employment Law

In Kenya, the Employment Act No.1 of 2007, Labour Institutions Act No.12 of 2007, Labour Relations Act No.14 of 2007, Occupational Safety & Health Act No.15 of 2007 and Work Injury Benefits Act No.13 of 2007 legally establish the employer-employee relationship. This is in conformity to the demands of the International Labour Organization's standards as well as local demands from enlightened employees and employers seeking to have their rights upheld.



Our Advocates have excelled in representing both individual and corporate clients in ensuring that their rights are respected and upheld including establishing plausible employment policies to govern their relations.

## Mediation

Mediation is a rapidly growing Alternative Dispute Resolution technique. It consists of assisted negotiations in which the disputants agree to enlist the help of a neutral intermediary, whose job it is to facilitate a voluntary, mutually acceptable settlement. Mediators lack the power to impose a decision on the parties if they fail to reach an agreement on their own. Within our Team of lawyers are registered Mediators and we also serve as competent representatives of clients involved in Mediation proceedings.

## Mining, Oil & Gas Law

The Team advises various companies in the Mining and Extractives sector including regulatory and compliance matters, mining rights, titles, royalties, taxation and transfer pricing, environmental and social issues, financing (capital raising), lobbying, mining rights transfers, concessions, mining related ADR and litigation. Our services are offered in the complete structure from upstream, through midstream to downstream Oil and Gas sector.

## Public Procurement Law

The Firm provides advisory services not only on Kenyan Public Procurement Law but also on the international general and institution specific procurement laws and guidelines. Our services include advisory support on procurement processes and regulatory aspect thereon, representation at the Public Procurement Administrative Review Board as well as government procurement litigation matters. G.M Gamma Advocates LLP has had the unique advantage of having a Team of Advocates who have represented various state corporations and private companies in procurement matters giving the Firm a better understanding of all the concerns taken into account by the respective parties to a procurement process in this competitive and often litigious field.

## Real Estate Law

Our Team of lawyers are experienced in property and conveyancing law to expertly guide our clients on pertinent steps of any real estate or property transaction. These services include advising on raising and structuring of development financing, licensing and permits, taxation, sales, purchases, fractional ownership, tenant purchase, leasing, structuring of joint ventures and transfers.





# CONCLUSION

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G.M Gamma Advocates LLP welcomes the opportunity to serve you with professionalism, in an environment of trust, confident in the knowledge that your interests are secure to enable you conduct your affairs comfortably and without undue anxiety.

We will be pleased to address any query or offer any further information through a visit at either of our offices or any of the contact addresses and numbers in this Firm Profile.





### **Contact Details**

**Blue Violets Plaza, 5<sup>th</sup> Floor  
Kamburu Drive  
P.O. Box 12080 - 00100 Nairobi  
Tel: 020 2000779, 0703 120 120, 0783 120 120  
Email: [info@gammaadvocates.com](mailto:info@gammaadvocates.com)**

### **Branch**

**ACK Cathedral Complex, 4<sup>th</sup> Floor  
Nkrumah Road  
P.O. Box 86196 - 80100 Mombasa  
Tel: +254 41 2240898  
Email: [info@gammaadvocates.com](mailto:info@gammaadvocates.com)**

Connect with Us:



[www.gammaadvocates.co.ke/](http://www.gammaadvocates.co.ke/)