

# **& MWALE** **Co. Advocates**

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**For Expertise. For Tenacity. For Results.**

**Mwale & Company Advocates**

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## **FIRM OVERVIEW:**

### **1. ABOUT THE FIRM:**

Mwale & Company Advocates is an established Kenyan law firm that specializes in Corporate/Commercial Law, Banking Law, Capital Markets Law, Intellectual Property Law, Telecommunications Law, Internet & Technology Law, Energy Law, Environmental Law, Insurance Law, Regulatory & Tax Law and Property/Conveyancing Law.

Our Firm is committed to providing our clients with the highest level of service and attention to detail, as well as consistent and effective legal advice and representation. We pride ourselves in our sophisticated yet practical approach in counselling our clients, with a strong emphasis on prompt response and execution with integrity. Our business minded approach, ability to achieve effective solutions, and unsurpassed commitment to client services has resulted in loyal clients from a broad array of industries. The passion and experience shared amongst our professionals continuously delivers unparalleled results. Mwale & Company Advocates offers the high quality, responsive and attentive representation that every client deserves.

The Firm has a diverse clientele base that includes multi-nationals, private equity firms, banking and financial institutions, government, institutional investors and high net worth individuals who enjoy the high degree of confidentiality and professionalism offered by Mwale & Company Advocates.

Our team consists of two (2) partners who are duly admitted Advocates of the High Court of Kenya. We also employ eight (8) members of staff who supplement our professional service by carrying out legal research, service of court process, para-legal assistance and administrative assignments. We have expertise in a wide range of legal and business areas and are well versed in handling various transactions both locally and internationally in both business and legal aspects. We are well seasoned and accustomed to working in small teams, thereby ensuring that your matters are not overstuffed, turned into training grounds, or handed off to lawyers you have never met.

The Firm is located at Internet Business Centre, Ground Floor, Plums Lane, off Ojijo Road, in Parklands area, Nairobi.

The Firm uses information technology in its day-to-day activities with a fully computerized and networked information management system that enables staff to manage files effectively and enhances supervision by the partners. The Firm has an electronic file management system and data bank that ensures that all client information is fully backed up and secure.

We also publish a number of newsletters and legal pamphlets, which complement our services and help to keep our clients and potential clients abreast with all the latest developments in our fields of practice. All publications are available electronically and are periodically forwarded to clients as a value-added service.

## **2. OUR VISION:**

To become the leading legal services provider in our core areas of practice and contribute to the development of legal jurisprudence and the economic development of Africa. Our lawyers demonstrate this commitment through participation in trade and industry associations and their active involvement in various sectors and industries. In addition, they publish numerous articles on legal developments and trends and are frequent speakers in various fora.

## **3. OUR MISSION:**

To provide our clients with concise, efficient and personalised legal services while keeping the highest standards of professionalism, integrity and confidentiality.

## **4. OUR AREAS OF PRACTICE:**

### **(a) Corporate/Commercial Law**

Our Corporate and Commercial team has extensive experience in general business and corporate law. We assist with entity formation ranging from local and foreign company incorporation, registration of businesses, trusts, public benefit organisations, foundations, procurement of work permits, resident permits, passes and various licenses necessary to carry out business in Kenya.

We also undertake drafting and review of various business and commercial agreements, joint venture and participation agreements of various types and natures, creation of private equity funds, construction contracts, supply and service agreements, investment agreements of all types, non-competition and confidentiality agreements, franchise agreements and a broad array of other corporate and business agreements.

Our lawyers are intimately familiar with private equity matters, legal audit & compliance, corporate finance and securities, recapitalizations, buyouts, mergers and acquisitions and restructuring. We have a successful track record assisting investment firms reach their business objectives, including fund formation and maintenance, solicitation of capital, acquisitions, management of portfolio companies, drafting shareholder agreements, share subscription agreements, etc. The Firm aptly provides transactional legal advisory services, due diligence and corporate governance consultancy, regulatory and tax advice on various commercial transactions such as corporate restructuring, privatisation of companies, initial public offers, public private partnerships, etc. We are often engaged to advise banks and financial institutions on the structuring of financial products, secured lending, project and asset financing.

The Firm also provides company secretarial services including statutory compliance management, preparation of minutes, documentation of share transfers and share allotments,

filing Annual Returns, maintenance of statutory books and advisory services on best practice and good corporate governance.

**Recent Transactions:**

- Mwale & Company are advising a major local manufacturer in an ongoing acquisition by a global corporate which commenced with detailed due diligence in February 2018. Transaction is ongoing.
- The Firm is the lead advisor for a multi-national oil marketer seeking to venture into the Kenyan market. Transaction is ongoing.
- The Firm has advised a leading medical services provider on the structuring of a convertible bond and joint venture agreement between it and a strategic investor in a transaction valued at US\$ 4.5 million.
- The Firm played a key role in providing the legal due diligence, framework and structuring for a merger involving two sizeable consultancy firms in Kenya in a transaction valued at K.Shs. 166 million.
- The Firm has advised and represented a foreign investor seeking to liquidate his investment in a local corporate entity with interests in the luxury hospitality industry at a transaction value of US\$ 7 million.
- The Firm has formulated a strategic Joint Venture Agreement between a local firm and a foreign investor seeking to invest in the energy sector in Kenya in a transaction valued at US\$ 15 million.
- The Firm has also advised a multi-national consumer electronics supplier on various corporate issues such as its distributorship agreements, commercial leases, employment contracts as well as seeking approvals with the Communications Authority of Kenya.
- The firm has advised on a capital restructuring and injection arrangement between a leading forex company and two strategic investors for US\$ 250,000.
- The Firm has advised a mid-sized technology company on the structuring of a convertible bond for US\$380,000 between it and two strategic investors.
- The Firm has advised on the structuring of a new commercial vehicle tracking business arm for one of its clients with interests in the transport sector in East Africa with a turnover of K.Shs. 120 million.
- The Firm has advised a foreign non-governmental organisation (NGO)/public benefit organisation on its employment and labour relations.
- The Firm has advised a leading medical services provider on the structuring of an employee share option scheme for its employees.
- The Firm has advised a business process outsourcing company on its establishment in Kenya and provided human resource consultancy services.

**(b) Conveyancing and Real Property Law**

Mwale & Company Advocates is an ardent provider of legal advice on the acquisition, financing and disposal of residential and commercial properties. We conduct due diligence on

intended acquisitions, negotiate agreements on our clients' behalf and draft contracts most suited to our client's needs.

Our Conveyancing and Real Property Department consistently delivers comprehensive, efficient, and timely representation to its clients in the areas of real estate lending, corporate finance, and asset-based lending. Our team regularly structures and assists clients in the facilitation of pre-development/acquisition financing, construction financing and refinancing transactions, for matters involving all types of real estate. Our lawyers also have extensive experience in more creative financing mechanisms, including sale-lease-back and other alternatives to traditional financing structures. Mwale & Company Advocates acts for various lenders in the perfection and review of securities. We regularly engage with the various land registries and local authorities which enables us to expedite our services to our clients.

The Firm regularly acts in all kinds of property transactions including purchase, sale, subdivision, leases, mortgages, charges, change of user, transfer of land and all general aspects of property acquisition and development. We advise clients on a wide range of commercial real estate matters, including acquisitions and sales of real estate; leasing of retail, office and industrial properties; real estate financing; construction contracts; zoning, permitting and other land use and environmental matters.

We carry out pre-acquisition due diligence, procure necessary permits and approvals as well as acting for clients in construction litigation, land use litigation, leasing disputes, banking/lending matters and environmental matters. Our lawyers regularly represent landlords and tenants in the negotiation and drafting of leases including industrial property, manufacturing facilities and warehouses.

We currently represent real estate developers, private equity funds, landlords owning all different sizes and types of leasable property, a wide variety of tenants, lenders offering both traditional and alternative financing structures, construction companies, and various other participants in the commercial real estate and finance markets.

We also regularly advise clients regarding both traditional types of retail, office, industrial and large-scale residential properties and projects, and more specialised types of properties and projects, including projects involving mixed use developments. We have expertise in traditional structuring of real estate and finance deals, as well as creating innovative structures to address the unique needs of our clients and their specific projects.

Our team recognises the uncertainty and challenges posed by current financial, economic and regulatory conditions. The Firm has assembled a rapid response, multi-disciplinary consultancy team to assist clients in responding to and managing the challenges and opportunities presented in today's unsettled economic, financial and regulatory environment. We offer practical effective solutions to enable clients reposition themselves and their overall strategic planning and response initiatives.

**Recent Transactions:**

- The Firm has acted for a foreign investor in a US\$ 10,000,000 real estate acquisition in Maasai Mara and structured the ownership of the same.
- The Firm has advised a consortium of foreign real estate investors on the acquisition of land valued at K.Shs. 343 million, change of user and joint venture structuring for the development of an exclusive resort at the Kenyan Coast.
- The Firm has acted for a Real Estate Developer of residential housing units in Nairobi and Machakos.
- The Firm has assisted a local manufacturer in securing a lease on several warehouses utilised for storage of raw materials and supplies.
- The Firm has advised a leading serviced office provider on the perfecting of its licences and lease agreements.
- The Firm has represented a number of property buyers and sellers of both residential and commercial properties as well as lenders and borrowers in the perfection of their securities.
- The Firm has also advised a local manufacturer seeking to set up a factory in Nairobi focusing on the commercial production of motorbikes for the East Africa Region.

**(c) Immigration Law**

Mwale & Company Advocates regularly advises expatriates from all walks of life and situations on the myriad of immigration laws & regulations applied by our Government when dealing with immigration matters.

**Recent Transactions:**

- The Firm has assisted several foreigners successfully apply for work/entry permits to enable them to legally work for gain in Kenya.
- The Firm regularly assists some of its foreign clientele to obtain their permanent resident status and Kenyan citizenship.
- The Firm has assisted a multi-national company with interests in the energy production field to ensure legally compliant working conditions for its foreign staff.

**(d) Employment & Labour Law**

Mwale & Company Advocates has a keen understanding and unique appreciation of labour issues under Kenyan law. Our team has a wide grasp of the various laws touching on employment in Kenya and is often engaged to provide human resource consultancy services. We are thus well placed to assist our clients with regard to employment matters such as preparation of employment contracts, executive employment and consultancy contracts,

secondment clauses, Employee Share Ownership Plans (ESOPS), legal compliance, HR policies/manuals, HR audits and litigation on labour issues.

**Recent Transactions:**

- The Firm has assisted a company with interests in the energy production field to prepare and implement a human resource policy and compliance manual.
- The Firm has advised a foreign non-governmental organisation (NGO)/public benefit organisation on its employment and labour relations.
- The Firm has advised a leading medical services provider on the structuring of an employee share option scheme for its employees.
- The Firm has represented both employees and employers on various labour related matters before the Employment and Labour Relations courts.

**(e) Intellectual Property Law**

Mwale & Company Advocates offers IP portfolio management to its local and international clients. The Firm regularly undertakes instructions to register, renew and prepare various recordals such as licenses and assignments of Trade Marks and Service Marks for our clients in the East Africa registries, as well as the ARIPO and OAPI registries. We also undertake the registration of Patents, Industrial Designs, Utility Models and Technovations, Copyright protection, domain names, and enforcement plant breeder's rights.

In addition, the Firm conducts opposition and expungement proceedings before Intellectual Property Tribunals, makes submissions on the co-existence of trade marks in Kenya, and prosecutes infringement, revocation and annulment proceedings before the Tribunals and superior courts of law.

We also advise on the effective commercialisation of IP to ensure that our clients reap the optimal benefits of their IPRs. The Firm's Advocates have significant experience in negotiating IPR licensing agreements and assignments, drafting and reviewing software development contracts and work closely with clients to develop, protect and exploit their IPRs. We are regularly engaged to carry out due diligence investigations and reports and advise on regulatory compliance in the ICT sector. Furthermore, our team regularly advises on anti-counterfeiting, competition anti-trust, advertising and consumer protection law and policy, so as to enable our clients to adopt appropriate anti-counterfeiting and fair competition measures.

The Firm is a registered and active member of the International Trademark Association (INTA) that deals with Intellectual Property matters from around the world such as generic top level domains (gTLDs), geographical indicators, international anti-counterfeiting, parallel imports and the Madrid system of registration of marks. We have established strong working relationships with the various IP registries in East Africa which enables us to offer fast, efficient, pragmatic and relevant services to our clients.

**Recent Transactions:**

- The Firm regularly acts for international firms (as agent) in registering their IP (patents, industrial designs and trademarks mainly) at the Kenya Industrial Property Institute – KIPI.
- The Firm has acted for a local manufacturing company in formulating licensing and distributorship agreements with its distributors within the East African market.
- The Firm has acted for a dominant software development and consultancy company in negotiating its contracts with the Kenyan government as well as investors in the ICT sector.
- The Firm has also acted for an authorship and publication company specialising in children’s books in securing its intellectual property rights and negotiating licensing agreements with various stakeholders in the industry.
- The Firm has assisted various organisations to realise the hidden value in their Intellectual Property (IP) by effectively leveraging their IP in their commercial agreements.
- The Firm has assisted in the registration and enforcement of various intellectual property rights on behalf of both local and international clients.

**(f) Litigation & Alternative Dispute Resolution**

Mwale & Company Advocates has a practical approach to litigation as we regularly act for our clients in matters before the Subordinate Courts, Tribunals, the Employment and Labour Relations Courts, Environment and Land Courts, the High Court and the Court of Appeal in Kenya. We have a robust litigation department that regularly represents both individual and corporate clients in commercial suits, succession and family matters, labour disputes, and debt collection disputes and out of court settlements. We are dedicated to providing our clients legal assistance of the highest degree of quality, professionalism, integrity and compassion.

Our Advocates are well versed in handling disputes in the Arbitral Tribunals and are members of the Chartered Institute of Arbitrators – Kenya Branch. The Firm actively encourages the inclusion of alternative dispute resolution clauses in contracts so as to avoid undue delay and excessive costs caused by lengthy litigation procedures before the Courts.

**Recent Transactions:**

- The Firm regularly acts for both individuals and corporate bodies before the courts and tribunals.
- The Firm represents various government arms before various courts and tribunals.
- The Firm regularly acts for various financial institutions.



**(g) Debt Recovery**

The Firm is capable of undertaking debt collection services on behalf of our clients where their debtors have proved unwilling to pay for goods provided or services rendered. This is mainly due to the perception that the internal processes in many Companies are lax in regard to debt recovery.

The approach we use to recover such debts largely depends on the type of debtors encountered and the client's instructions. We try to be persistent and firm without being vexatious so as to secure our client's interests.

We act with speed when instructed so as to avoid any actions by debtors to defeat the best efforts of *bona fide* creditors. We therefore:-

- (1) Draft the demand letters within 24 hours of receipt of instructions.
- (2) Prepare the Complaint within 48 hours of a decision to file suit by the client.
- (3) File the suit immediately the notice period has elapsed.
- (4) Aggressively pursue the matter in the Courts to ensure early hearing dates.
- (5) Where Judgment is entered in favour of the creditor, we pursue warrants of execution immediately.

**Recent Transactions:**

- The Firm has successfully recovered debts owing to several of our clients through our active debt collection mechanisms.

**5. OUR PORTFOLIO:**

The Firm's scope of operations covers all sectors of the economy including financial services, insurance, hospitality, public benefit organisations, manufacturing, ICT, horticulture and energy. Our portfolio of clients includes the following:

Our Chinese Clients:

- Beijing Xinwei Telecom Technology Inc.
- Foshan Suoer Electronic Industry Co., Ltd.
- Suzhou Greenleaf Daily Commodity Co., Ltd.
- SHEN ZHEN XIN SHENG TECHNOLOGY CO., LTD
- FJ Smart Agriculture Co., Ltd
- China Mobile International Limited
- Shenzhen Mingren Era Technology Co., Limited

Our Other Clients:

- Treatt Plc - UK

- Grassroots Business Fund
- TBL Mirror Fund
- Giorgio Armani S.p.A
- Enterprise Holdings Inc.
- Meridian Health Group Limited
- Lamu Oil and Gas Limited
- Transport and Lifting Services Limited
- Alliance Technologies Group of Companies
- Kibo Africa Limited (formerly Koneksie East Africa Limited)
- The Commission on Administrative Justice
- Francolin Limited
- Desert Rose Kenya Limited
- Rubber Products Limited
- iSpot Electronics Limited
- The Amani Institute
- Bradford Property Group (offshore company)
- Bloom Investments Limited
- Vintage Warehouse Agencies Limited
- Baringo County Assembly
- Embu County Government
- Kenya Film Commission
- Nassefu Sacco
- Asili Sacco
- The National Aids Council
- The National Industrial Training Institute
- The Institute of Quantity Surveyors Kenya
- The Kenya Forest Service
- The Athi Water Services Board
- The Water Services Trust Fund
- The Agricultural Development Corporation
- The National Cereal and Produce Board
- The Retirement Benefits Authority
- Kenya Film Commission
- Kenya Industrial Estates
- Kenya Industrial Research and Development Institute
- Spark Fund (Kenya)
- Kuramo Capital Management
- Anglican Development Services (North Rift Region)
- Collindale Security Limited
- Sekunde Technologies Limited

## 6. OTHER INFORMATION:

### (a) **Professional Indemnity**

The Firm has taken out a professional indemnity cover worth One Hundred Million Shillings with Heritage Insurance Company.

### (b) **Core Values**

The Firm aims to:

- Promote and astutely defend the Rule of Law.
- Offer professional services of the highest standard in all areas of professional practice.
- Grant our clients access to competent, timely and excellent legal service.
- Maintain the high ethical standards expected of legal professionals.

### (c) **Information Technology**

The Firm actively embraces the use of Information Technology in its day-to-day activities and has an electronic file management system and data bank that ensures that all client information is fully backed up and secure.

### (d) **Africa Wide Presence**

The Firm, through its wide professional network, handles work in the West, East, Central and the Southern Africa regions.

### (e) **Fees**

The Firm seeks to ensure that the fees charged are fair to all parties concerned. We have a comprehensive billing policy which is constantly reviewed to comply with the changes in the law and the economy. Our fees are mainly premised on the scales found in the Advocates Remuneration Order. The Firm is also amenable to entering into fee agreements with clients where appropriate. We are therefore able to offer custom-designed fee arrangements that may be unavailable in larger firms.

### (f) **Feedback**

The Firm cherishes client feedback as we use it to gauge our successes and failures. We always seek to improve on the quality of services rendered to our clients. Our clients are encouraged to engage us on the services rendered by us.

## **ADVOCATES' PROFILES:**

### **DOMINIC MWALE**

#### **Personal Details:**

Position:	Managing Partner
Profession:	Lawyer
Years in practice:	6 years
Nationality:	Kenyan

#### **Background:**

Dominic is the founder and Managing Partner of Mwale & Company Advocates. He specialises in transactional legal advisory, real estate law, commercial/corporate law, family law, tax banking and corporate finance law. Having worked for the leading Kenyan law firms of Muriu Mungai & Company Advocates and Mohammed Muigai Advocates, he has rich experience in tax planning and assists clients adopt the most efficient tax structures. He is instrumental in rendering legal opinions, due diligence, company restructuring for various insurance, energy, telecommunication, investments and financial institutions, public procurement, preparation of shareholder agreements, agreements for privatisation of companies and initial public offers, tax advisory, incorporation of local companies and registration of foreign branches of companies, mergers and acquisitions, family law, succession and estate administration.

Dominic regularly acts for property developers in acquisition, project and asset financing and disposal of both residential and commercial estates. His expertise in real estate law includes structuring of joint venture projects; preparation and registration of transfers and leases of land; and preparation and perfection of security documents. He also advises and guides clients in transactions involving subdivisions, amalgamations, changes and extensions of user, and extensions of term on land.

Dominic also has wide experience in public procurement and immigration law and is credited with innovative and pragmatic solutions to public procurement and immigration disputes. He also advises on family law and succession, as well as representing clients in litigation before various specialised Tribunals and Superior Courts in Kenya. His main areas of practice in civil litigation include personal injury claims, debt collection, banking and insurance, employment, commercial transactions and land disputes.

Dominic is often engaged as a human resource consultant in advising clients on employment and labour law, severance and change of control agreements, executive compensation and employee benefit plans and agreements, stock option, equity and other incentive compensation plans.

#### **Membership in Professional Societies:**

- Member of The Law Society of Kenya (LSK)
- Member of The East African Law Society (ELS)
- Member of The International Trademark Association (INTA)
- Life member of The International Intellectual Property Law Association
- Pharmaceutical Trademarks Group (PTMG)
- Associate Member of The Chartered Institute of Arbitrators – Kenya Branch
- Registered Patent Agent with the Kenya Institute of Intellectual Property

**Education:**

- LLB. (Hons) The Catholic University of East Africa (2010)  
Dissertation: *Employee Inventions, Inventorship and Ownership: "The United States of America vs The Rest of the World"*
- Diploma in Law, Kenya School of Law (2011).
- Diploma in Human Resource Management, Kenya Institute of Management
- Associate, Chartered Institute of Arbitrators (Kenya)

**Employment Record:**

- December 2012 – to date                      Mwale & Company Advocates
- January 2012 – August 2012                Muriu, Mungai & Company Advocates
- 2010    Mohammed, Muigai & Company Advocates
- 2007    Maangi Kitonga & Company Advocates

**Languages:**

- English (Excellent in speaking, reading and writing).
- Kiswahili (Excellent in speaking, reading and writing).
- French (Basic working understanding).

## **STELLA MURUGI**

### **Personal Details:**

Position	Senior Partner
Profession	Lawyer
Years in practice	6 years
Nationality	Kenyan

### **Background:**

Stella is a Senior Partner with Mwale & Company Advocates and heads the corporate and commercial and intellectual property departments. She is credited with wide experience in contracts negotiation and review, joint venture structuring, corporate finance, corporate restructuring, mergers and acquisitions, business venture establishment, advice on corporate governance, among other areas of commercial practice. She is actively involved in conducting legal due diligence and legal audits, advising on private-public partnerships, private placements, rights issues, corporate governance as well as project and asset financing. Stella has advised some of the Firm's corporate clients on regional and international trade protocols especially the East African Community Protocols. Stella is a duly qualified and registered Certified Public Secretary of Kenya [CPS (K)] and a vibrant member of the Institute of Certified Public Secretaries of Kenya (ICPSK).

Stella also specialises in intellectual property law (IP) and ICT law and regularly acts for a large number of local and international companies in the management of their IP portfolios. Stella is credited with a superior grasp of Intellectual Property and ICT law and has acted for a large number of local and multi-national companies. Having worked for the notable firms of Ndungu Njoroge & Kwach Advocates and CFL Advocates, Stella has gained significant experience in IPR registrations and records within East Africa and in the ARIPO and OAPI registries. She has significant experience in prosecuting opposition, expungement, infringement, revocation and annulment proceedings before the Intellectual Property Tribunals and the superior courts of law in Kenya.

She is an adept negotiator and drafter of IPR licensing agreements and is instrumental in providing advice to clients on the most effective and efficient commercialisation of their IPRs including advising on licensing, merchandising and franchising, drafting and reviewing consultancy and management, software development, confidentiality, supply, distributorship and franchising agreements. She advises on all aspects of acquisition, use, transfer and exploitation of IPRs and ICT products and services as well as prosecuting and defending the enforcement of IPRs. Stella has significant experience in negotiating commercial intellectual property interests in corporate transactions such as technology joint ventures, mergers and acquisitions and corporate restructuring. She is also regularly engaged to advise on anti-counterfeiting, competition, anti-trust and consumer protection law as well as immigration law to several of the firm's clients. She is regularly engaged to advise on competition and consumer protection law and policy for local and multi-national business entities within the East African Community. She is also instrumental in rendering advice on telecommunication laws and policy to a number of the firm's clients.

Stella is also often engaged in representing clients in litigation before various specialised Tribunals and Superior Courts in Kenya. Her main areas of practice in civil litigation include banking and insurance, employment, commercial transactions and land disputes.

**Membership in Professional Societies:**

- Member of The Law Society of Kenya (LSK)
- Member of The East African Law Society (EALS)
- Member of The Institute of Certified Public Secretaries of Kenya (ICPSK)
- Member of The International Trademark Association (INTA)
- Life member of The International Intellectual Property Law Association
- Associate Member of The Chartered Institute of Arbitrators – Kenya Branch
- Registered Patent Agent with the Kenya Institute of Intellectual Property

**Education:**

- LLB. (Hons) The Catholic University of East Africa (2010)  
Dissertation: *"Exploring the Constitutional Functionality of Absolute Proprietorship in the Context of Eminent Domain – A Detailed Study of Compulsory Acquisition in Kenya"*
- Diploma in Law, Kenya School of Law (2011).
- Certified Public Secretary (Kenya).
- Associate, Chartered Institute of Arbitrators (Kenya)

**Employment Record:**

- September 2013 – Current                      Mwale & Company Advocates
- November 2012 – August 2013              CFL Advocates
- January 2012 – November 2012            Ndungu, Njoroge & Kwach Advocates
- May 2008 – January 2011                    Macron Secretaries – CPS Practitioners

**Languages:**

- English (Excellent in speaking, reading and writing).
- Kiswahili (Excellent in speaking, reading and writing).

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