



WEEKLY NEWSLETTER

JUNE 2025 WEEK 4

EDITION 13



Marcus Kwabena A. Bofo



Miriam Selinam Tsri



James Quartey



Divine Selase Agborli



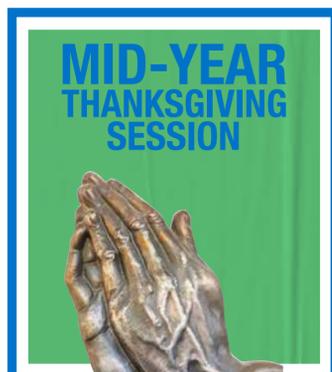
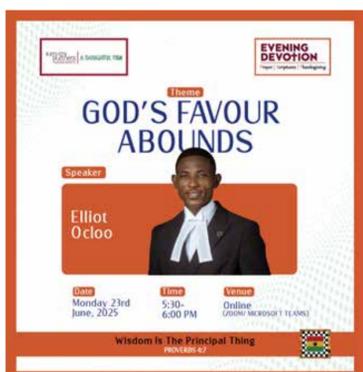
Nancy Ama Sackey



Edwin Jude Doe

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THIS WEEK, WE CELEBRATE BECOMING



Every so often, a moment comes along that reminds us why we do what we do, not just as lawyers or business staff, but as a community committed to growth, excellence, and purpose.

This week, that moment belongs to Marcus, Divine, Selinam, Nancy, James, and Jude, six of our own who have completed their pupillage and now step forward as full members of the legal profession. Their journey has been marked not only by diligence and discipline, but by quiet courage, long nights, unexpected lessons, and steady transformation.

In our Becoming feature, these six share personal reflections from the year that shaped them; from the steep hills they climbed to the quiet voices that kept them going. Their stories



are powerful reminders that professional success is not just about knowledge, but about resilience, mentorship, humility, and heart.

And while their pupillage may have been legal in nature, their growth speaks to something universal. Whether you work in administration, finance, HR, IT, business development, or legal services, there's something in their stories for all of us: the

reminder that we are always growing, always becoming, and never doing it alone.

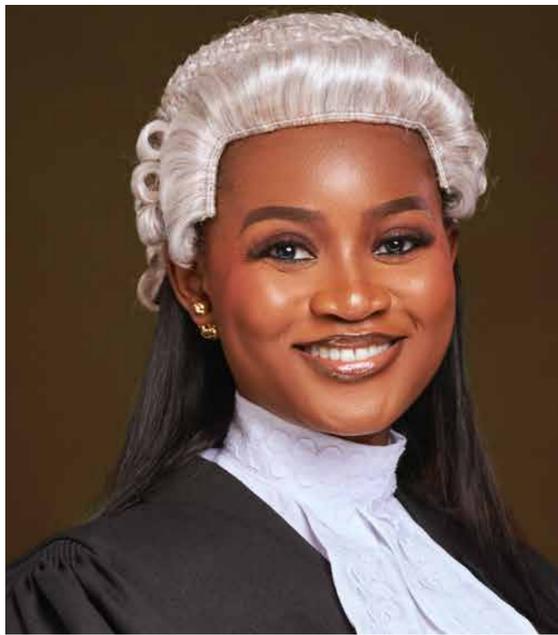
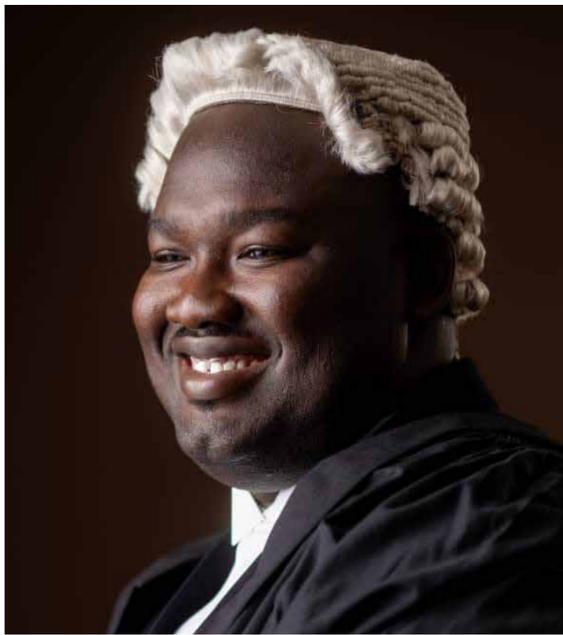
This edition of the newsletter is threaded with the same message Elliot shared during this week's devotion: that favour surrounds us even when we don't see it. That progress is often quiet. That grace and grit walk hand in hand.

So as we honour these six, let it be a celebration for the entire firm. Because behind every pupil is a wider team; those who scheduled, guided, encouraged, reviewed, listened, prayed, and even made sure the lights (and Wi-Fi) stayed on.

To our six new lawyers: we honour you. To our entire team: we thank you. And to all of us, may we continue becoming, together.

BECOMING: VOICES FROM THE NEW LAWYERS AMONG US

- Interview by Newsletter Team.



Some transformations don't announce themselves with fanfare. They unfold slowly, through quiet courage, late nights, and moments that linger long after they've passed. In this Proustian reflection, we sit with six remarkable new lawyers, Marcus, Divine, Selinam, Nancy, James, and Jude, as they open up about the year that reshaped them.

What carried them through? What broke and built them? And what inner fire still burns as they step forward?

Their stories aren't just about pupillage, they're about purpose, grit, and the kind of growth that changes everything. Come closer. These are voices worth hearing.



Marcus Kwabena A. Boafo

1. In your hardest moments, what (or who) reminded you to keep going?

Myself.

2. What was the steepest hill you had to climb during pupillage, and what helped you get to the top?

I am unable to identify one. I believe my pupillage was relatively smooth.

3. Was there a moment that stirred something deep, a quiet conviction that you were exactly where you were meant to be?

No please.

4. When the days stretch long and the load feels heavy, who comes to mind as your quiet strength?

God.

5. If you could speak to someone about to begin pupillage, what wisdom would you leave in their hands?

Not everyone at your workplace is your friend. Do Your Work, Get Paid, Go Home.

6. Over the past year, how has your understanding of justice, advocacy or your own voice as a lawyer changed?

It hasn't really changed.

7. Is there someone in this journey, a senior, mentor, or peer, whose influence will stay with you for years to come?

No please.

8. In the whirlwind of pupillage, what part of the work lit you up from within?

Nothing specifically.

9. With this chapter behind you, how do you hope to channel your gifts, inside or outside the walls of K&P?

By just being myself, the best version of myself and no-one's version of who or what they think I ought to be.

10. Now that you stand at the cusp of your next season, what personal creed or motto will guide your walk as a lawyer?

Regardless of what has happened, you have come this far. Regardless of what will happen, you will keep going far. Just put in the hard work, pray, and leave the rest to God.



“Regardless of what has happened, you have come this far. Regardless of what will happen, you will keep going far.”



Miriam Selinam Tsri

1. In your hardest moments, what (or who) reminded you to keep going?

In my hardest moments, it was definitely my family, close friends and team leads who reminded me to keep going. My family may not fully understand the intricacies of pupillage or the legal world, but they understand me and that made all the difference.

Whether it was a reassuring phone call, a voice note reminding me that I've overcome tough things before, or simply a quiet evening of normalcy after a long day, they became my grounding force.

2. What was the steepest hill you had to climb during pupillage, and what helped you get to the top?

One of the steepest hills I had to climb during pupillage was meeting tight deadlines while learning to write in a way that was both clear and legally sound. Legal writing demands precision, but also simplicity and finding that balance under pressure was not easy.

What helped me to deal with this was learning to ask questions without fear and treating every piece of feedback as a tool, not a critique. I paid close attention to how others wrote, and when I received feedback, I didn't just correct the draft I worked to understand why the change mattered.

3. Was there a moment that stirred something deep, a quiet conviction that you were exactly where you were meant to be?

There was not just one moment, there were many. It was in the quiet after a long day when I realized how much I'd grown. It was in the conversations with people at the firm whose brilliance is matched by their generosity.

And it was in the kind of work I never imagined I'd get to do so early on being trusted to draft, research, and contribute meaningfully to matters that genuinely impact lives.

Each of these moments, in their own quiet way, stirred a deep

conviction that I'm exactly where I'm meant to be. Not because I've arrived, but because I'm becoming.

4. When the days stretch long and the load feels heavy, who comes to mind as your quiet strength?

My mother: always, without question. She may not be beside me in the office, but her strength is stitched into everything I do. Her resilience, her calm in the face of pressure, and the way she's carried so much without ever letting it break her, those are the things I draw on when the days feel overwhelming.

5. If you could speak to someone about to begin pupillage, what wisdom would you leave in their hands?

If I knew then what I know now, I would have reminded myself that growth often looks like discomfort in disguise. Pupillage is not about proving yourself, it is about stretching, learning, and becoming.

To any new pupil starting out: stay open, ask questions, take notes, and write reflections, even when you do not feel like it. Be teachable, be dependable, be thoughtful and most of all, be kind to yourself through the process.

6. Over the past year, how has your understanding of justice, advocacy, or your own voice as a lawyer changed?

I've come to understand that justice isn't always grand or dramatic it's often found in the details: a well-worded clause that protects a vulnerable party,

a piece of advice that prevents harm, or simply speaking up when something feels off.

As for my voice, I've learned that it doesn't have to be the loudest to be heard. It's grown quieter, steadier more informed. Pupillage taught me that finding your voice isn't just about speaking, it's about knowing when, why, and for whom you're speaking.

7. Is there someone in this journey, a senior, mentor, or peer, whose influence will stay with you for years to come?

Everyone at the firm: legal and non-legal staff alike has shaped my journey in meaningful ways. From Principal's leadership to the guidance of team leads and seniors, the support of colleagues, and the kindness and efficiency of the non-legal staff, their collective influence is something I'll carry with me for years to come.

8. In the whirlwind of pupillage, what part of the work lit you up from within?

Seeing the final work go out to the client. There's something incredibly satisfying about watching the pieces come together. And then just before it goes out seeing the golden touches added by seniors and team leads. Sometimes, I'd just sit back, look at the final version, and literally say out loud, "Wow."

9. With this chapter behind you, how do you hope to channel your gifts, inside or outside the walls of K&P?

I hope to carry forward the values that have shaped my growth, especially resilience, humility, and curiosity. To keep showing up with purpose, to keep learning with an open mind, and to let those values guide how I work and grow in this profession.

10. Now that you stand at the cusp of your next season, what personal creed or motto will guide your walk as a lawyer?

The pupil season was my former house, but as I enter the associate season, I pray that the glory of my latter house will be greater than my former.



“The pupil season was my former house, but as I enter the associate season, I pray that the glory of my latter house will be greater than my former.”



James Quartey

1. In your hardest moments, what or who reminded you to keep going?

It was my deep and stubborn desire for excellence. I had always known this journey would not be easy, but I had come too far to give up. The dream of becoming a lawyer had lived in me for years and walking away was not an option. I needed to prove to myself that I was capable, that I belonged, and that I could thrive no matter how tough things became.

2. What was the steepest hill you had to climb during pupillage, and what helped you get to the top?

The steepest hill was adjusting to the culture of the firm while also trying to refine my legal craft. The firm moves fast and expects a lot. You have to quickly grow a thick skin, develop grit, and learn how to produce excellent work even when you are tired.

I have always enjoyed John Grisham's novels, especially those about corporate practice.

He often writes about ambitious young lawyers working in intense firms, doing crazy hours, and reaching the edge of burnout. In *The Litigators*, for example, David Zinc bolts out of his office and quits because the stress becomes too much. Back then, I was simply curious and drawn to that world. Now that I have tasted it, I understand it differently.

I have said this before – pupillage humbled me. You come in thinking law school has prepared you fully, but you quickly realise it only gave you the base. The real moulding happens here. This place stretches you, sharpens you, and reshapes you. You work long hours, handle multiple deadlines, and still show up for extracurricular engagements. The thing that helped me climb was that same drive to be excellent. I came here to be moulded and that is exactly what I allowed to happen.

3. Was there a moment that stirred something deep, a quiet conviction that you were exactly where you were meant to be?

My conviction came long before I even stepped foot in the firm. After I submitted my application, I had dreams of myself already working here. It felt like my spirit arrived before I physically did. Reading about the firm's unique application process made me fall in love with it. It was long and stressful, but it gave me space to tell my story in a way no other law firm in Ghana had offered. That was my conviction. This place was not just another firm. It was a space that allowed me to be fully seen. That has always stayed with me.

4. When the days stretch long and the load feels heavy, who comes to mind as your quiet strength?

My mum. She has walked with me through law school and continues to be my rock. Her emotional strength, her calm support, and her unwavering belief in me hold me up. She never pressures, never judges. She simply believes. That belief is sometimes all I need to take one more step.

5. If you could speak to someone about to begin pupillage, what wisdom would you leave in their hands?

It gets worse before it gets better. But the only way to get better is to keep the fire alive. Do not let the tough days convince you that you are not enough. The journey is meant to be hard. That is how you grow. Just keep showing up, keep learning, and never stop refining your craft.

6. Over the past year, how has your understanding of justice, advocacy, or your own voice as a lawyer changed?

I have become more grounded in the idea that being a lawyer is not about knowing everything, but about being willing to learn, adapt, and serve. I have also come to realise that your voice is not something you stumble upon. It is something you build by showing up day after day, doing the hard things, and gradually discovering the kind of lawyer you are becoming.

7. Is there someone in this journey, a senior, mentor, or peer, whose influence will stay with you for years to come?

Curtis, my team lead. When you think of Curtis, you think of Transactions. His depth of knowledge is unmatched. He is sharp, insightful, and almost always a step ahead. But beyond the work, we have shared personal conversations when time allowed. He is a complete gentleman, full of warmth and wisdom. Professionally, I have learnt so much from him. Personally, his influence has been just as meaningful. I deeply appreciate him and know that his influence will stay with me long after this season.



8. In the whirlwind of pupillage, what part of the work lit you up from within?

What lit me up the most was working on real transactions and seeing how the law plays out beyond the textbook. Drafting and negotiating agreements, reviewing regulatory frameworks, and being part of big picture thinking sparked something in me.

9. With this chapter behind you, how do you hope to channel your gifts, inside or outside the walls of Kimathi and Partners?

I want to keep growing in skill, wisdom, and empathy. Whether I am in the firm or outside, I hope to use my legal training to serve well, to help others find clarity in the fog, and to be a calm and steady voice in a noisy space. I also hope to share more of what I am learning with younger lawyers and students. I believe in multiplying what you have been given, and I intend to do just that.

10. Now that you stand at the cusp of your next season, what personal or motto will guide your walk as a lawyer?

Trust more in yourself. You are growing. You are becoming. Let that be enough.

*“Trust more in yourself.
You are growing. You are becoming.
Let that be enough.”*



Divine Selase Agborli

1. In your hardest moments, what (or who) reminded you to keep going?

James 1:2-4

“Count it all joy, my brothers, when you meet trials of various kinds, for you know that the testing of your faith produces steadfastness. And let steadfastness have its full effect, that you may be perfect and complete, lacking in nothing.”

2. What was the steepest hill you had to climb during pupillage, and what helped you get to the top?

We are told to be very careful how we live – not as unwise but as wise. Also, we are told to make the most of every opportunity, not to be foolish but rather, to understand what the Lord’s will is.

Obeying everything listed above has been the steepest hill I have had to climb. The top??? It is still in view. I am not there yet.

3. Was there a moment that stirred something deep, a quiet conviction that you were exactly where you were meant to be? Not so much a moment than the

understanding that He has marked out our appointed times in history and the boundaries of our lands.

4. When the days stretch long and the load feels heavy, who comes to mind as your quiet strength?

Jesus. We are told to run with endurance the race that is set before us, looking to Jesus, the founder and perfecter of our faith, who for the joy that was set before him endured the cross, despising the shame, and is seated at the right hand of the throne of God.

5. If you could speak to someone about to begin pupillage, what wisdom would you leave in their hands?

The important things in life are rarely urgent. Don’t lose sight of them in the busyness of this place.

6. Over the past year, how has your understanding of justice, advocacy, or your own voice as a lawyer changed?

I don’t think my understanding of justice has changed much, that is, if it has even changed at

all. My biggest surprise in this matter may be finding that the word “advocateur” is supposed to have a negative connotation in certain circles???

7. Is there someone in this journey, a senior, mentor, or peer, whose influence will stay with you for years to come?

Countless!!! But I will name only one for our current purposes. Agatha Christie. Don’t bother finding out who she is. When this newsletter is released, she would read it and know it is her, and that would be enough.

8. In the whirlwind of pupillage, what part of the work lit you up from within?

The complex thrilled me; it still does.

9. With this chapter behind you, how do you hope to channel your gifts, inside or outside the walls of K&P?

This is still being mapped out so we may not have any concrete response to this. But trust that I will bring my gifts to bear on whatever my hands find doing.

10. Now that you stand at the cusp of your next season, what personal creed or motto will guide your walk as a lawyer?

Keep thriving in the challenges and joys of being alive.





*“Keep thriving
in the challenges and
joys of being alive.”*



**BOOK REPORTS &
MONTHLY REFLECTIONS**
Announcement:

A gentle reminder to all staff: if you haven't already submitted your Book Report and Monthly Reflection for this month, please do so by Sunday, 6th July at 9:00 PM.

As you know, these submissions are a valuable part of our shared learning journey - offering space to pause, reflect, and grow, both personally and professionally.

Let's finish the month with intention, and continue building a culture of thoughtful, reflective work.

Thank you!



Nancy Ama Sackey

1. In your hardest moments, what (or who) reminded you to keep going?

In my hardest moments, I remembered my mother's prayers. On days when I questioned my place, or felt overwhelmed by the weight of expectations, that memory grounded me. And within the firm, it was often the encouragement from colleagues, the collective presence of my co-pupils, or a nudge from Valery, that reminded me I wasn't walking alone.

2. What was the steepest hill you had to climb during pupillage, and what helped you get to the top?

Learning how to deliver excellence under pressure and doing that consistently was the steepest hill. The standard at Kimathi & Partners is not ordinary, and the margin for error is basically non-existent. What helped was learning to pace myself, prioritise tasks, seek feedback (no matter how painful), and embrace discipline. That, and reminding myself that each moment of correction was proof that I was being invested in and pruned.

3. Was there a moment that stirred something deep, a quiet conviction that you were exactly where you were meant to be?

From the very beginning, I always knew I was exactly where I was meant to be, and every day as I spend more time here, I am further convinced.

4. When the days stretch long and the load feels heavy, who comes to mind as your quiet strength?

God is always my refuge and strength. I defer to Him when I feel overwhelmed and even when I don't. A little prayer goes a long way. My family, friends, and colleagues also come to mind. Their belief in me, their care, and their investment in my journey always spur me on.

Further, my teams, because we usually work in teams at K&P, there is always some form of "iron sharpened iron". There were days when just seeing someone else still typing at 9:30 PM reminded me I wasn't alone in the work or the sacrifice.

5. If you could speak to someone about to begin pupillage, what wisdom would you leave in their hands?

Come with open hands. Pupillage is as much about unlearning as it is about learning. Be ready to stretch, to be broken and built again. Strive to live out the core values. Put your heart into it, savour the journey, and ask questions when you need to.

6. Over the past year, how has your understanding of justice, advocacy, or your own voice as a lawyer changed?

I used to think justice was mostly about rights and fairness. I now see that it is also about responsibility. As a corporate and commercial lawyer, I've found that advocacy is not always loud. Sometimes, it is a well-drafted memo that protects a client from risk or a carefully reviewed contract that secures their future. My voice has become more confident and more strategic, less about being heard, and more about being helpful.

7. Is there someone in this journey, a senior, mentor, or peer, whose influence will stay with you for years to come?

Everyone at K&P has influenced my growth in one way or another. But for the purposes of this feature: my team leads, Valery and Akua. Their blend of high standards and deep empathy has marked me. My buddy, whose work ethic is second to none, has also been a quiet influence on my journey. And my seniors and peers, through their presence, their example, and even their

corrections, have all shone light on my path.

In the whirlwind of pupillage, what part of the work lit you up from within?

I found deep fulfilment in the moments where complex legal work required me to think critically, connect the dots, and offer practical, solution-oriented advice. Those were the moments I came alive.

9. With this chapter behind you, how do you hope to channel your gifts, inside or outside the walls of K&P?

Inside K&P, I hope to keep growing as a trusted legal practitioner, one who listens carefully, and provides bespoke,

business-conscious solutions. Outside these walls, I want to pour into others the way I've been poured into. "To whom much is given, much is required." That's the quote which prompts me that the grace I've received is not for hoarding, but for sharing.

10. Now that you stand at the cusp of your next season, what personal creed or motto will guide your walk as a lawyer?

"Drink deep or taste not." Because there's no room for shallow work here; not in law, not in life. If I am going to serve, then I must do so fully, mind and heart engaged.



*"Drink deep or taste not."
Because there's no room for
shallow work here; not in law,
not in life. If I am going to
serve, then I must do so fully,
mind and heart engaged.*



Edwin Jude Doe

1. In your hardest moments, what (or who) reminded you to keep going?

Like everyone else, I have had the good and the hard moments. And I believe that we eventually overcome these hard moments one way or the other. It's just a question of when. So, I just look to the hard moments of the past and get that push to give the same/more energy to my present challenges.

2. What was the steepest hill you had to climb during pupillage, and what helped you get to the top?

Discovering and working on what it means to be a litigation lawyer. It's not just about drafting a court process or displaying your advocacy in Court. There are other things that hold the practice together. For instance, getting the drafts filed within a tight deadline, by working with paralegals, where your control over things is almost zero.

Another example would be explaining the tough legal issues in simple terms to clients. What helped? I did this

almost every day, and it was tough at the beginning. So, I guess experience got me here today.

3. Was there a moment that stirred something deep, a quiet conviction that you were exactly where you were meant to be?

Many moments. Those brainstorming sessions with the team, where someone pulls out something genius. I tend to ask myself why I didn't think about it. At the same time, it is proof that I am where I need to be: around geniuses.

4. When the days stretch long and the load feels heavy, who comes to mind as your quiet strength?

Almost everyone at K&P. We all acknowledge our heavy days one way or the other but still show up the next day.

You're all my inspiration for strength because you show up even when it gets too heavy.

5. If you could speak to someone about to begin pupillage, what wisdom would you leave in their hands?

There's something positive to learn from everyone in the firm.

Have a lot of conversations with people, and you'll discover a hack, coping mechanism, value or an idea to help your growth.

6. Over the past year, how has your understanding of justice, advocacy, or your own voice as a lawyer changed?

My understanding of advocacy. Sometimes, the breaking point of your advocacy is how you address the weaknesses of your argument. So, you must know it, you must address it, and you must challenge it.

7. Is there someone in this journey, a senior, mentor, or peer, whose influence will stay with you for years to come?

Danso, Philip and the entire Litigation Team.

8. In the whirlwind of pupillage, what part of the work lit you up from within?

Passing our ideas through various steps of refinement (or review) and bringing them to life on the documents we file in Court. At every stage, our ideas are accepted, supported, or challenged, opening up an opportunity to learn.



9. With this chapter behind you, how do you hope to channel your gifts, inside or outside the walls of K&P?

To be the positive someone within and outside K&P would aspire to be. So, trying my best everyday to be the positives I learnt during pupillage

Has always been a motto: carpe diem.

10. Now that you stand at the cusp of your next season, what personal creed or motto will guide your walk as a lawyer?

Has always been a motto: carpe diem. I'll always seize the day and make the most out of it.

I'll always seize the day and make the most out of it.

As their pupillage ends, a new beginning quietly takes its place not just in title, but in truth. In these reflections, we see more than six individuals crossing a professional threshold; we witness the birth of voices shaped by discipline, compassion, and deep resolve.

Marcus, Divine, Selinam, Nancy, James, and Jude have reminded us that the making of a lawyer is not only found in the rigour of the law, but in the heart behind it.

And if this is the future of the profession, then the future is in inspired, capable hands - steady, thoughtful, and ready to lead.

ENVIRONMENT, SOCIAL & GOVERNANCE WORKSHOP II

SPEAKER



Earl Eyram Fosu

Date
WEDNESDAY,
25TH JUNE, 2025

Time
4PM
GMT

Venue
ONLINE
(ZOOM/ MICROSOFT TEAMS)

MODERATOR



Vanessa Alabi

A SPECIAL FATHER'S DAY THANK YOU FROM THE PRINCIPAL



This Father's Day, the Firm presented the Principal with a deeply meaningful gift, a beautifully customized Bible.

He was genuinely touched by the gesture and has asked that we share his appreciation with the entire team.

"I am very pleased with the gift and even more so by the thoughtfulness behind it. This is the best Father's Day gift I've received from the Firm. To receive the Word of God in

such a personal form is truly special. Thank you all."

With his permission, we're featuring a photo of the gift in this edition of our newsletter as a way to mark this heartfelt moment.

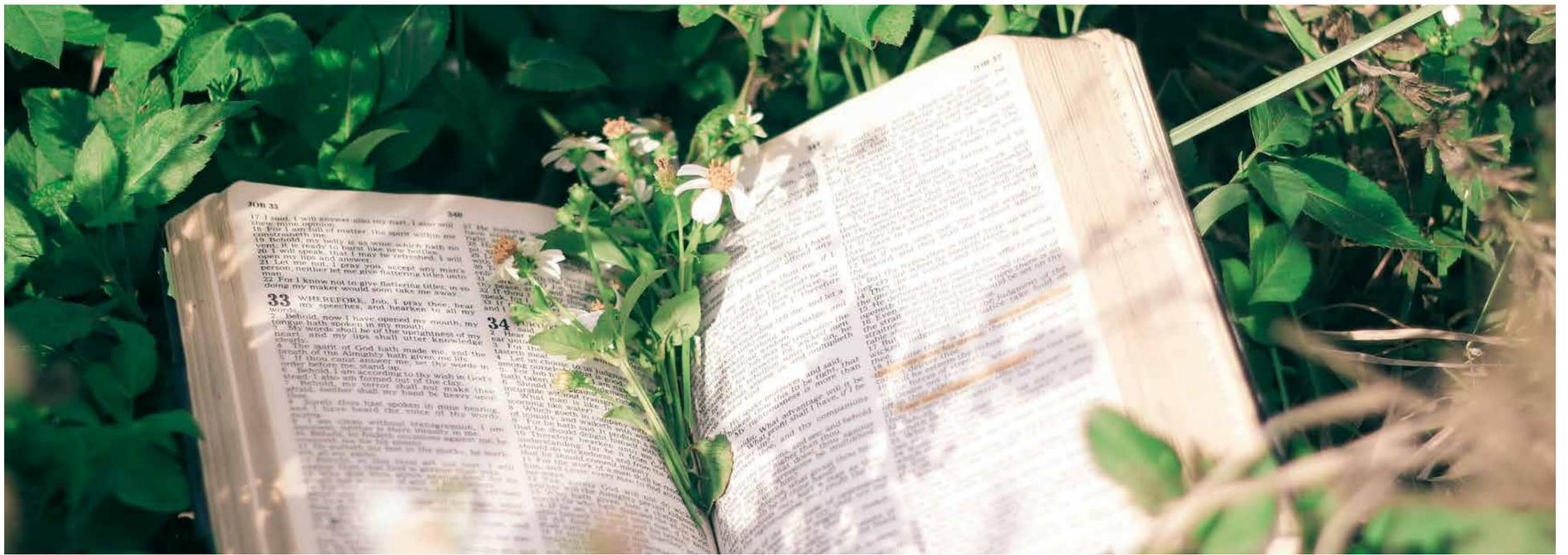
A warm thank you to everyone who helped make this happen. Your kindness and attention to meaning continue to reflect the values that bind us together as a Firm.

DEVOTION SPOTLIGHT:

GOD'S FAVOR ABOUNDS

Devotion with Elliot

REPORT BY
Miriam Selinam Tsri
FREELANCE REPORTER



Last week began not with a gavel but with grace virtually. As the clock struck evening on Monday, members of the firm logged in to Microsoft Teams from across homes and time zones, pausing from their tasks and to-do lists for something deeper: our weekly devotion. It was a gentle reminder that even in digital spaces, God meets His people.

John opened the session with a solemn prayer, inviting the presence of the Holy Spirit into our homes and hearts. His words, humble and sure, settled like a calming breeze through our screens.

Then came Elliot, our speaker for the evening, with a message that did more than inspire, it restored. His sermon, titled “God’s Favor Abounds”, was rooted in Psalm 5:12: “For You, O Lord, will bless the righteous; with favor You will surround him as with a shield.”

Favor that Preserves – Noah

Elliot drew our attention first to Noah, a man who stood out not because of status or strength, but because of favor. In a world full of wickedness, he was spared, established, and sustained not by might, but by mercy.

“May God’s favor preserve you in every storm this week,” Elliot declared. “Be it at home, in the office, or deep within may you be like Noah, covered and carried by God’s grace.”

Favor that elevates – Esther

Next, he turned to Esther, the orphan girl turned queen. Reading from Esther 2:17, Elliot reminded us how divine favor can lift the lowly and surprise even the unqualified.

“Perhaps you feel overlooked,” he said. “Perhaps your efforts go unseen. But favor can find you.” Esther’s rise wasn’t logical

it was supernatural. And that, Elliot stressed, is the kind of favor we can expect.

Favor in real time

“Now is the time of God’s favor,” Elliot read from 2 Corinthians 6:2. He urged us not to wait passively for divine kindness, but to walk into the week expecting it. Favor isn’t a future hope it is a present promise. “Live like it’s already been declared over you,” he said, with a tone that felt like both prayer and prophecy. Just when the message had soaked in, Abigail offered a reflective word that brought the sermon home. She reminded us that hearing God’s voice through inner nudges, dreams, or instincts is itself a profound sign of favour.

“When you’re led to pause... and that pause saves you from harm,” she said, “that’s divine favor working behind the scenes.”

Abigail's testimony encouraged us to recognize the quiet interventions that often go unnoticed. She concluded powerfully:

"If God favors you, men will favor you too. But if that favour is absent, go back to Him in humility. He gives it freely to those who ask."

Closing Benediction

Elliot closed the session with a heartfelt prayer:

"Father, may Your favour go before us. May it open doors, silence enemies, and grant us peace. May it surround us like a shield and speak where we cannot."

It was the kind of closing that

didn't feel like an end but a beginning.

Final Word

This week's online devotion was a sacred reminder: God's favor isn't abstract, it's active. It shields, it elevates, and it whispers in quiet ways we often miss.

So, as we return to client calls and contract clauses, may we do so knowing this: We are covered. We are chosen. We are favored.

Let this be the week you walk in favor.

Until next Monday, stay calm and walk in grace.



MID-YEAR THANKSGIVING SESSION

We've come a long way already this year; and we're taking a moment to give thanks. Join us for a warm and reflective Mid-Year Thanksgiving Session. It's a space to pause, celebrate our wins (big and small), and recharge for what's ahead.

Date: Monday, 7th July, 2025	Time: 4:30 PM	Venue: Auntie Esther's Summer Hut
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WORD SEARCH

W I M G C K L P A Y D C H Q F H K U B J U Z D F N A D I A H U W E O V M K F D G
Z Q S H M R B V G O A G F O J N B I W F X X P J K M G H F R L N A Q C O E Q N S
T U E F O D S K L V K Y R Y W J Q O A A Z E M M S F U O G C Q Q Q T M M Y I L W
X L C G L H M K F C A E V G U D Q S K I I Y L J T A U L R I K T J Y Z K C H I X
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J G R K O Q F C V J K D K N H Y A R X I N G F U V J L E O W R F D H N Z I U F K
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G G U M I A G C N B F N L N O S B M N I E A R M J T R V K E B C B N Z X S T M D
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N L O U L U L S Z C M Z F R T R C W I D A F K G B U D Z W J X N B A W K Q G K F
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L A C G C W Y T I I W A O L S W Z K I M P L E M E N T A T I O N F F Y E J Q Q S
E U F I P B X L M N S I J L F R D S H Y V U C A I Y A I M O T S O C C U L L T I
D H T L O A A V C D O T W Q O B K H G I L Z X L I F P Y D F R C V N H I A R Z Z
G I L V L N M K Q G N B E M C G G O G Y F L E W M J N U G M T Y A Z N C A B G L
E S N W A K M P Y E U M Q P R N Y P I Y B D F U Q Q E R G X M I A C I T X T C X
Z T B X M L W Q M O S C S A R L Z U N H I C G O M Y E J G J L Z C N E Z K S T N
C J C H R L E N K M M X T T V V C R C U S W O E C E J N G P S B H G X U K Z T V
G C A I E Y G C Y C F I A K J T Z C G M B X D T N Q G S M Q D C Y K H J R L D P
E R H G E I O S T L I L D L E S B D H B W U M W M L Q O Q T E C A M P A I G N B
T S A N L O K X Y Y F S X H M U Y N L V F U W F U N C Y E T A P Y Z L H R D T M
N L I A K H Q E D R E G I S T R A T I O N L H B F P R T A T X L N X P H M J K Y

THIS WEEK'S CHALLENGE: BUZZWORD WORD SEARCH PUZZLE

For this week, we've introduced a new puzzle drawn from the Buzzword section!

This Word Search Puzzle features 50 carefully selected keywords inspired by discussions from the GIPC Workshop on Technology Transfer Regulations and ESG matters. These terms reflect the evolving language of our work from innovation and compliance to sustainability and governance.

Think you can find them all?

Give it a go; and remember, it's more than a puzzle. It's a reminder of the language that shapes our thinking, our practice, and our impact.

Happy searching, and good luck

CHALLENGE WRAP-UP – NO WINNER FOR TWO WEEKS NOW



Thanks to everyone who took on the challenge. We know the puzzle was tough over the past two weeks, and that's part of the fun! Still, the deeper goal remains: to engage with the rich ideas from "Read to Rise" and to make reading a meaningful habit in our legal and professional lives.

So, we're tabling this particular word search puzzle until August. We'll return with a fresh edition using the same 60 keywords, possibly with some exciting twists and a reward worth the effort.

RIDDLE OF THE WEEK

A barrel of water weighed 60 pounds. Someone put something in it and now it weighs 40 pounds. What did the person add?

Answer for Last Week's Riddle:

$$888 + 88 + 8 + 8 + 8 = 1000$$

ACCUMULATED POINTS OVERTIME

(INDIVIDUALS WHO HAVE SOLVED AND SUBMITTED THE PUZZLES)



**JAMES
QUARTEY**

5



**VANESSA
ALABI**

4



**MAKAFUI
AKYEA-ANSAH**

4



**MARYLOVE OPOKU-
MENSAH OTOO**

2



**NAYORM
NYALETEY**

2

**JOURNEY TO THE ULTIMATE
PRIZE AT THE END OF YEAR!**

WHO WINS?

OFFICE TEA

FRIDAY FLASHBACK: THE CURIOUS CASE OF THE COMMITTED COMMUTERS

By the Office Whisperer

Last week Friday, while the rest of us were living our best lives working from home, unbothered, unshowered, and possibly unmuted, a few of our beloved colleagues took a bold step... ..right into the office.

They arrived bright and early, dressed like they had a big presentation (or a lunch date with HR), only to be greeted by... nobody. Just the sound of their shoes echoing down the hallway like a scene from a corporate horror film.

Turns out, Work From Home Friday had been clearly posted on our WhatsApp group chat emphasis on clearly, because some of us even dropped emojis, GIFs, and a gentle reminder or two. But alas, our heroic few either missed it, ignored it, or have been ghosting the WhatsApp page harder than they ghost their gym memberships.



We won't name names (you know who you are) but let this be a cautionary tale: If you don't check the WhatsApp page, you might just win a surprise "Employee of the Month" award for showing up when nobody else did.

Word on the corridor is that they tried calling IT to check if there was a network outage... only to realize the real outage was their social media awareness.

So next time you find yourself

packing lunch and ironing clothes at 6:00 a.m., just pause... and check the WhatsApp page. Or you might find yourself holding an all-staff meeting with the office printer and one confused security guard.

In conclusion
Read the page. Save the commute.

And always remember: silence in the group chat doesn't mean peace, it might just mean you missed the plot.

Looking Back, Moving Forward: Pupils Reflect on the Journey

REPORT BY
Nancy Ama Sackey
STAFF WRITER



Over the past two Fridays, the firm's TGIF sessions have taken a reflective and inspiring turn, as we gathered for back-to-back panel discussions themed "Our Pupilage Experience." It was a chance to pause, listen and reflect as the firm's most recently transitioned associates opened up about the lessons, struggles, and growth that have marked their time at Kimathi & Partners.

The first session, moderated by Nayorm, featured Jude, James, and Nancy. The second, held this past Friday, was moderated by Marylove and featured Marcus, Selinam, and Divine. Together, these six newly minted associates painted an honest and deeply personal picture of what it means to grow through pupillage at Kimathi & Partners. Across both panels, what emerged was a rich tapestry of growth marked by

defining moments, difficult adjustments, and marvelous victories.

From the challenge of balancing multiple team assignments to learning how to write with clarity and impact, the panelists shared moments of transformation. The shared times when feedback shifted their thinking, when mentorship changed their philosophy, and when they discovered just how capable they truly were.

When asked which core values defined their journey, thoughtfulness and excellence stood out as the pillars that guided them. Handling assignments with intentionality and striving for consistency, each panelist connected their progress to the values that underpin the firm's culture.

The sessions also ventured into

honest and introspective territory, discussing moments when integrity was tested, the challenge of transitioning from pupil to associate, and the evolving sense of responsibility that comes with growth. The panelists shared their sources of support, how feedback has shaped their habits, and their hopes for contributing meaningfully to the firm's future.

There was also room for humour. The panelists shared awkward and funny moments that showed everyone that learning isn't always graceful.

KIMATHI & PARTNERS | A THOUGHTFUL FIRM

TGIF
IDEAS • MORE

TOPIC
Our Pupilage Experience

PANELISTS

James Quarrey | Nancy Ama Sackey | Edwin Jude Doe

DATE
Friday, 20th June, 2025

TIME
4:30pm GMT

VENUE
Auntie Esther's Summer Hut

MODERATOR
Nayorm Nyalety

"Victory belongs to the most tenacious."
-BOLE AND GARIBO

KIMATHI & PARTNERS | A THOUGHTFUL FIRM

TGIF
IDEAS • MORE

TOPIC
Our Pupilage Experience

PANELISTS

Divine Selase Agborli | Miriam Selinam Tsri | Marcus Kwabena A. Boalo

DATE
Friday, 27th June, 2025

TIME
4pm GMT

VENUE
ONLINE (ZOOM/ MICROSOFT TEAMS)

MODERATOR
Marylove Opoku-Mensah Otoo

"Victory belongs to the most tenacious."
-BOLE AND GARIBO

The audience, too, joined in the conversation during the Q&A segment, offering thoughtful responses to questions about mentorship, feedback, and how to support the next generation of pupils.

Members of the audience shared insights on how to be effective seniors, emphasizing the importance of patience, communication, and creating a safe space for juniors to learn. Others highlighted the value of recognising individual learning styles, offering context with assignments, and setting clear goals for each pupil's growth.

The panelists were invited to offer advice to their Day One selves. Their responses were heartfelt and introspective: stay teachable, be kind to yourself during difficult moments, acknowledge and learn from your mistakes, and never lose sight of the things that matter most. On their relationships with non-legal staff, they shared their appreciation for the respect, kindness, and support that have consistently defined those interactions.

As the discussions came to a close, it was evident that pupilage at Kimathi & Partners is far more than a rite of passage. It is a season of transformation; one that requires commitment, but also offers unmatched opportunity. The firm's culture of feedback, mentorship, and values-based leadership continues to create a space where young lawyers don't just work but grow, contribute, and become.

When asked which core values defined their journey, thoughtfulness and excellence stood out as the pillars that guided them.

JUST FOR FUN

ILLUSTRATED BY JONATHAN AGYEI-PEPRAH

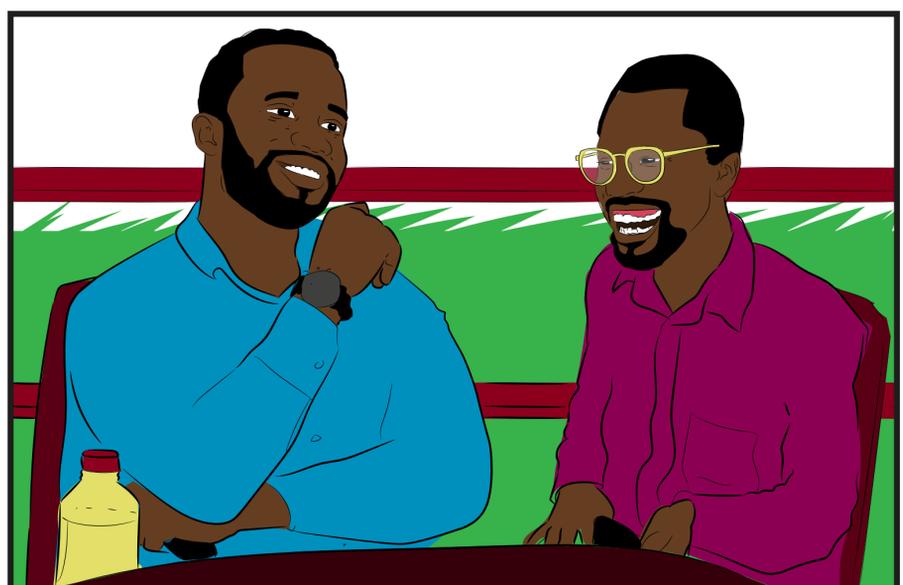
An IT expert asked a user to choose a password of 8 characters.

The user replied: "Snow White and the Seven Dwarves".

"I can see that you are a Solicitor."

"Yes, you're right. But how did you know?"

"The answer you gave is 100% accurate and 100% useless."



EARL REPRESENTS FIRM AT GIPC WORKSHOP ON TECHNOLOGY TRANSFER REGULATIONS

Report by Newsletter Team



On Tuesday, 24th June 2025, our colleague Earl represented the firm at a high-level workshop organised by the Ghana Investment Promotion Centre (GIPC) in collaboration with the Bank of Ghana (BoG) and the Ghana Revenue Authority (GRA). The workshop, held at the GIPC Offices, Vivo Place Building, Cantonments City, Accra, focused on the Legal and Regulatory Framework of Technology Transfers in Ghana.

The session brought together key stakeholders from the legal, investment, and financial sectors to explore the processes and policies governing Technology Transfer Agreements (TTAs) in Ghana. Discussions covered the roles of GIPC and BoG in reviewing and

registering TTAs, alongside a practical guide for successful registration. Participants also gained insights into proposed reforms under the GIPC Bill 2025, BoG's requirement for TTA fee payments to go through formal banking channels, and GRA's guidance on tax implications, particularly on withholding tax and allowable deductions.

Beyond the immediate regulatory updates, the workshop also underscored the strategic importance of TTAs across a wide array of sectors including banking, technology, energy, manufacturing, and services. With the anticipated enactment of the Ghana Investment Promotion Authority (GIPA) Bill, 2025,

there is expected to be heightened regulatory scrutiny on TTAs. This creates both a compliance risk and a strategic opportunity for clients involved in cross-border arrangements covering technical services, brand licensing, outsourcing, and IP transfers.

Earl noted that the session was both insightful and timely, and emphasized the firm's opportunity to respond proactively. As part of his post-workshop reflections, he proposed the launch of a TTA Compliance & Client Care Initiative, aimed at positioning the firm as a go-to advisor in this evolving space.

The proposed initiative is anchored around three key pillars:

1. Client Awareness and Education – including the preparation and dissemination of a branded client alert titled “Technology Transfer Agreements in Ghana – What You Need to Know”. This would outline the basics of TTAs, industry examples, regulatory and tax implications, and the need for early legal review. Distribution would occur via email, LinkedIn, the firm’s website, and integration into existing ESG and compliance communications.

2. Flagging and Early Engagement – encouraging clients to notify the firm at the negotiation stage of any agreements involving foreign IP or technical services, allowing for proactive review and restructuring to ensure compliance before execution.

3. Business Development and Job Origination – using early engagement to increase advisory and drafting work, drive billable hours, and cultivate long-term client relationships, especially within industries that regularly deal with TTAs.

This initiative would also align seamlessly with the firm’s Environmental, Social and Governance (ESG) commitments. It advances governance by promoting transparency and regulatory compliance, supports social responsibility by helping clients mitigate legal risk, and contributes to the environmental agenda by enabling advisory services in sectors such as green energy and agri-tech.

As next steps, a detailed nine-point implementation plan has been proposed, including drafting the client alert, identifying and segmenting target clients, offering one-on-one briefings, training internal teams, developing a compliance toolkit, and integrating TTA advisory support into ESG materials. The initiative also recommends tracking client engagement and quantifying the legal and business impact.

This is a timely opportunity for the firm to blend client care, compliance leadership, ESG positioning, and revenue growth, while delivering real value to businesses navigating an increasingly complex regulatory landscape.

We extend our appreciation to Earl for his thoughtful representation and forward-thinking contribution.



Earl noted that the session was both insightful and timely, and emphasized the firm’s opportunity to respond proactively.

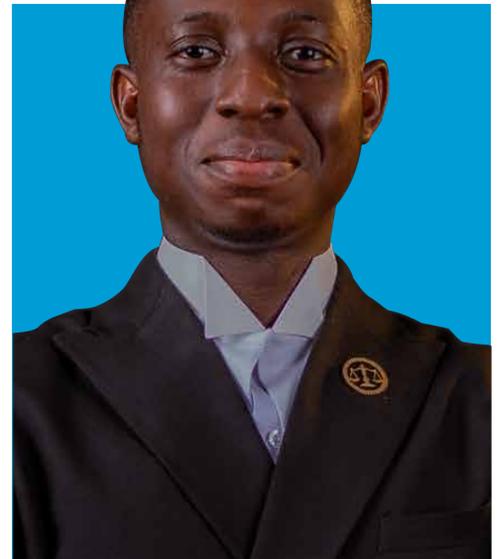
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Agyei-Peprah**



**Abigail Dedo
Kpabitey**



**Divine
Agborli**



**Nancy Ama
Sackey**



**Dodzi Koku
Hattoh**



**Esmeralda
Akorfa Afenyo**



OUR
**CORE
VALUES**

1. TRUSTWORTHY

We always keep our word, our ethics and our integrity.

2. THOUGHTFUL

We are thoughtful, friendly and keep our manners.

3. WARRIORS

We are relentless, have grit and swear by our work ethics.

4. EXCELLENCE

We always hire and develop the best.

5. WINNERS

We expect to win all our cases and close all deals.

6. VERY RESPONSIVE

Always responsive. Always committed in heart and mind.

7. FRUITFULNESS

We exceed the expectations of our client.

8. COMMUNITY

We genuinely care and labour to be a blessing.

9. FAITH

We keep our God and always put our heart in it.

10. FULFILLMENT

It's all about hard work and happiness.