



J-K GADZAMA LLP

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The Honourable, the Chief Justice of Nigeria, Hon. Justice Mahmud Muhammed, GCON (middle)
L-R: Dr. S.S Ameh, SAN, Dr. Tahir Mamman, OON, SAN, Hon. Justice Mary Peter Odili, JSC, CFR,
Chief Joe-Kyari Gadzama, SAN, Hon. Justice Mohammed L. Uwais CJN(Rtd), GCON and
Director-General, Nigerian Law School, Mr. Olanrewaju Onadeko
at the Official Commissioning of J-K Gadzama Court
on Tuesday, 9th February, 2016.



Editorial

Welcome to the 2nd quarter of the year 2016. The first few months of this year have been filled with numerous events within the legal circle and the Nation's political landscape.

The Firm officially commissioned its Corporate Head quarters and celebrated its 25th anniversary on the 9th day of February, 2016. The event was graced by Judicial officers (retired and serving), Members of the Bar, Governors, Members of the National Assembly, Ambassadors, Captains of Industry, clients of the firm, the press, friends, well wishers and members of the public. The commissioning was chaired by the Chief Justice of Nigeria, Hon. Justice Mahmud Muhammed, GCON. His Lordship remarked that the structure is a beautiful edifice with state-of-the-Art facilities and a source of pride to the legal profession. He equally stated that the Firm is a pace setter in Nigeria and meets the international standards of a contemporary law firm setting.

Our distinguished and amiable Principal Partner, Chief Joe-Kyari Gadzama OFR, MFR, SAN, FCI Arb. (UK) has indicated interest to contest for the position of the President of the Nigerian Bar Association (NBA). We at the firm would like to use this medium to show him our unrelentless support in the forthcoming elections. We are positive that as President of the NBA, he will bring his wealth of experience, exposure and intellect to consolidate on the achievements of the current NBA leadership and protect the interest of members of the Bar.

In another development, following the number of election petitions that have flooded the gates of our election tribunals, the apex court had the opportunity to interpret and put certain aspect of the Country's electoral jurisprudence into perspective. The Supreme Court laid the conflicting decisions emanating from the Court of Appeal to rest in respect to the use of card reader machines and its probative value in contradistinction with the voters register. The Supreme Court held that the card reader machines did not come to bowdlerize the analogue procedure in Section 49 of the Electoral Act, 2010 (As amended). It further stated that it was basically designed to serve as a supplement and not to supplant, displace or supersede the voters register.

Although mixed reactions have trailed the Supreme Court's decisions, we find logic in its reasoning. The Approved Guidelines and Regulations for the Conduct of

the 2015 General Elections which authorized the use and deployment of the electronic card reader machines were made in exercise of the powers conferred by the Electoral Act, 2010 (As amended). The said card reader machine cannot logically dethrone the Voters Register whose judicial roots are firmly embedded in the same Act from which it directly derives its sustenance.

Recently, Hon. Justice John Afolabi Fabiyi CFR and Hon. Justice M.S. Muntaka-Commassie, CON retired from the Supreme Court of Nigeria after serving meritoriously at the bench. They have left an indelible mark in the bench and have contributed their quota to the sustenance of the nation's democracy and the development of the law. We wish these exceptional jurists a happy retirement as they bow out of service.

On a sad note, the country lost its Honourable Minister of State for Labour and Employment, James Ocholi SAN, FCI Arb (UK). He died on Sunday, 6th March, 2016 in an auto crash with his beloved wife and son. The Principal Partner and the entire staff of J-K Gadzama LLP commiserate with the Ocholi family on this tragic occurrence. His death is a big blow to the Nation and the legal profession. He will be greatly missed. We pray that God grants us all the strength to bear this loss.

This edition of our newsletter features the speech delivered by the Chief Justice of Nigeria, Hon Justice Mahmud Muhammed, GCON on the commissioning of J-K Gadzama Court on the 9th day of February, 2016 as well as the speech delivered by the Principal Partner/Founder of J-K Gadzama LLP, Chief Joe-Kyari Gadzama SAN for your reading pleasure.

You will find in this edition a keynote address titled "Law Office and Efficient Legal Service Delivery" delivered by Professor Epiphany Azinge, OON, SAN. This paper was delivered during the commissioning of J-K Gadzama Court which held on 9th February, 2016.

Finally, this edition features local and International Bar information and other news, as well as legal humour. We wish to welcome you to the 2nd quarter of the year 2016 and we do hope you have a pleasant time reading.

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J-K GADZAMA COURT



A Panoramic View of J-K Gadzama Court

**CHAIRMAN'S OPENING REMARKS BY THE HONOURABLE,
THE CHIEF JUSTICE OF NIGERIA, HON. JUSTICE MAHMUD MOHAMMED, GCON
ON THE OCCASION OF THE OFFICIAL COMMISSIONING OF THE J-K GADZAMA COURT
AND 25TH ANNIVERSARY OF THE CHAMBERS OF J-K GADZAMA LLP, HELD ON 9th FEBRUARY, 2016.**

I am honoured to have been invited to offer a few remarks and cut the Ribbon at the occasion of Official Commissioning of the J-K Gadzama Court, the Corporate Headquarters of the J-K Gadzama Limited Liability Partnership (LLP). I congratulate the Partners and staff of the Firm on this epoch-making event.

Permit me to specifically commend the Founder and Principal Partner of the firm of J-K Gadzama LLP, Chief Joe-Kyari Gadzama, SAN, OFR, MFR, for erecting a structure that is not only aesthetically pleasing, but also symbolizes a physical legacy to the age, through various incarnations in its name, the firm has transformed from being a local law firm, as the founder of the Firm humbly claims, to becoming a household name in the delivery of qualitative legal practice in Nigeria. The Firm's offices in the United Kingdom and the United States of America further bear testimony to its growth to other climes, but most remarkably its office in Lassa is perhaps a reflection of the founder's humility and dedication to justice regardless of the locale and calibre of client.

Your Excellencies, my lords, distinguished Ladies and Gentlemen, the significance of this day is not only limited to the edifice before us but what it stands for. With its multi-faceted, state of the art facilities, I make bold to say that this building reaffirms perfection in our Legal Profession. Indeed, it should represent the desire of our Legal Practitioners to act in accordance with the highest tenets of the Legal Practitioners Act and Rules of Professional Conduct, as we are co-ministers in the Temple of Justice. As partners in the causes of justice, it is by improving the quality of our infrastructure and services that our commitment to the Rule of Law will be clearly seen without being expressly stated. In this sense, the Firm of J-K Gadzama LLP is ahead of the curve in the provision of the facilities that makes this building one of a kind in the whole country.

In Keeping with a career marked by industry and innovation, J-K Gadzama, SAN has consistently delivered a high standard of advocacy, Alternative Dispute Resolution (ADR) and exemplary leadership at the Bar. As you are all no doubt aware, the firm of J-K Gadzama LLP was and remains actively involved in Arbitration long before it was fashionable to do so. He has worked hard to stamp his mark on the Legal Profession and it is testament to his labour and diligence that we are gathered here today to open this impressive edifice. It is said that the reward for hard work is more work and I am sure that with an office such as this, more clients will be making a bee-line to your door and I have no doubt that you will be up to the task.

It would be difficult not to be suitably impressed by this magnificent building. With the provision of facilities such as a Moot Court Room, client-oriented waiting rooms, chalets for Staff and a well equipped library among others, it certainly ticks all the right boxes in terms of providing an office environment that would stand out in any part of the World. I have always opined that a Chambers is not only defined by the glitz of the glass. It is shaped by the level of integrity, competence that is contained within its four walls.

My remarks at this heart-warming occasion would be pedestrian if I did not offer some words of counsel on the expectations of the Legal Profession. It behoves on every Legal Practitioner to always place the ends of justice above any other consideration, be it in cash or in kind. You should stand not for your clients, kinsmen or even self. At every Lawyer's Call to Bar Ceremony, you are charged to "serve Nigeria and serve humanity in Justice without fear or favour, affection or ill will", I urge you to pause and reflect on whether we still hold to this charge. We must all be guided by our conscience and do our part to preserve our independence and our determination to act in accordance with the Rule of Law, no matter whose ox is gored. We cannot bring down the Legal Profession and we cannot deviate from the path of justice.

I note that J-K Gadzama, SAN has attributed his success, in part, to the quality of Partners and Associates that have helped to build the goodwill of the Firm. It is my hope that Associates and "new wigs" in Chambers will continue to be taught well and avail themselves of the Firm's rich library facilities and other resources. Furthermore, I wish to comment upon the commitment of J-K Gadzama LLP to the improvement of the quality of Legal Practitioners through its Mentorship programme. Although not a new initiative, it has doubtless become a gold standard in the type of positive improvement that firms can and must make to the lives of our young Legal Practitioners. I hope that the Firm continues to take on law school students and our younger colleagues who will seek much needed Chamber Attachment and Pupilage under it. Given the sheer size and area of the building, I have no doubt that it can.

Once again, I wish to congratulate Chief Joe-Kyari Gadzama, SAN, OFR, MFR, the Partners, Associates and Management of the Chambers, all well wishers and invited guests on what I am sure is a momentous occasion in your career and the history of the Chambers. It is my prayer that you achieve many more success in the future and I hope that you will continue to be a mentor and an inspiration to fellow Legal Practitioners.

PHOTO SPEAK

Formal Commissioning of the J-K Gadzama Court/J-K Gadzama LLP Silver Jubilee Celebration which held on Tuesday, the 9th day of February, 2016.



Chief Joe-Kyari Gadzama, SAN and the Honourable, the Chief Justice of Nigeria, Hon. Justice Mahmud Muhammad, GCON



Chief Joe-Kyari Gadzama, SAN and His Excellency, Alhaji M. A. Abubakar, the Executive Governor of Bauchi State



L-R: Dr. Tahir Mamman, OON, SAN, Prof Paul Idornigie, SAN, Chief Joe-Kyari Gadzama, SAN, The Honourable Chief Judge of the FCT, Hon. Justice Ishaq Bello, Chief Mrs. Victoria Awomolo, SAN, and Mr. B. O. Igwe



L-R: Hon. Sola Ephraim-Oluwanuga, Hon. James Bala Ngilari, Chief Joe-Kyari Gadzama, SAN, Prof. Epiphany Azinge, SAN and Prof Paul Idornigie, SAN



L-R: Pius Akubo, SAN, K. T. Turaki, SAN, Alhaji Abubakar Abdullahi, SAN, and Chief Joe-Kyari Gadzama, SAN



L-R: G. S Pwul, SAN, Chief Offodile Okafor, SAN, Hon. Justice George Oguntade, CFR, JSC (Rtd), Chief Joe-Kyari Gadzama, SAN and Chief Wole Olanipekun, SAN



Chief Joe-Kyari Gadzama, SAN and Rear Admiral Samuel Ilesanmi Alade, Commandant of the National Defence College



L-R: Mrs. Ayodele Olunmi Obaro, Chief Joe-Kyari Gadzama, SAN and Prof. Reuben Oluwakimilehin Obaro of the Stephen James Stroke Centre of Excellence

PHOTO SPEAK

Formal Commissioning of the J-K Gadzama Court/J-K Gadzama LLP Silver Jubilee Celebration which held on Tuesday, the 9th day of February, 2016.



The Honourable, the Chief Justice of Nigeria, Hon. Justice Mahmud Muhammed, GCON delivering a speech at the Formal Commissioning of J-K Gadzama Court



His Excellency, Alhaji M. A. Abubakar, the Executive Governor of Bauchi State delivering his Goodwill Message during the commissioning of J-K Gadzama Court



Prof. Epiphany Azinge, SAN Keynote Speaker, at the Formal Commissioning of J-K Gadzama Court



The Honourable Chief Judge of the FCT, Hon. Justice Ishaq Bello delivering a goodwill message at the Formal Commissioning of J-K Gadzama Court



Chief Bayo Ojo, SAN, former Attorney General and Minister of Justice delivering a goodwill message at the Formal Commissioning of J-K Gadzama Court



Chief Awa Kalu, SAN and Prof. Epiphany Azinge, SAN



Chief Mrs. Victoria Awomolo, SAN presiding over the cutting of the cake commemorating the Firm's 25th Anniversary and Commissioning of J-K Gadzama Court.



Chief Wole Olanipekun, SAN and Chief Offodile Okafor, SAN

PHOTO SPEAK

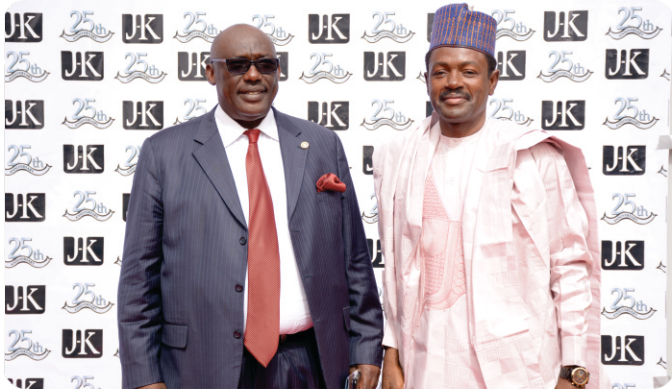
Formal Commissioning of the J-K Gadzama Court/J-K Gadzama LLP Silver Jubilee Celebration which held on Tuesday, the 9th day of February, 2016.



The Honourable, the Chief Justice of Nigeria, Hon. Justice Mahmud Muhammad, GCON, being presented with an award by Chief Joe-Kyari Gadzama, SAN



L-R: Chief Joe-Kyari Gadzama, SAN, Hon. Justice Muhammadu Lawal Uwais, JSC (Rtd), GCON, the Honourable, the Chief Justice of Nigeria, Hon. Justice Mahmud Muhammad, GCON and Hon. Justice Mary Peter Odili, JSC, CFR cutting the Tape for the commissioning of J-K Gadzama Court



Chief Joe-Kyari Gadzama, SAN and former Minister for Information, Mr. Labaran Maku



A cross section of dignitaries at the event



L-R: Chief Mrs. Victoria Awomolo, SAN, Chief Mr. Adegboyega Awomolo, SAN, Hon. Justice Muhammadu Lawal Uwais, JSC (Rtd), GCON and Chief Joe-Kyari Gadzama, SAN at the commissioning of the corporate headquarters of J-K Gadzama LLP



The celebration cake which is a replica of the magnificent building at the commissioning



Chief Joe-Kyari Gadzama, SAN with Partners and Counsel in Chambers of J-K Gadzama LLP



L-R: Dr Tahir Mamman, OON, SAN, Chief Joe-Kyari Gadzama SAN, Head of Chambers, Mr Henry Michael-Ihunde, Head of Litigation, Mr Tunde Onamusi and Head of Lagos office, Mr Igwe Boniface.

Chief Joe-Kyari Gadzama, SAN Speaks...

on the Journey to the Birth of J-K Gadzama LLP

I join in formally welcoming Your Excellencies and all our guests to this commissioning event, celebration of the firm's silver jubilee and also thank you for making it despite your busy schedule, today being a working day. I particularly want to appreciate the Acting President of the Federal Republic of Nigeria; Professor Yemi Osinbajo, SAN, GCON, my Lord, the Honourable Chief Justice of Nigeria, Honourable Justice Mahmud Mohammed, GCON, The Speaker of the House of Representatives, Rt. Hon. Yakubu Dogara, the Deputy Senate President; Senator Ike Ekweremadu CFR, Executive Governors, Ambassadors, Distinguished Senators, Honourable Ministers, Honourable Members of the House of Representatives and my learned brothers in silk and of the outer bar for their continuous support to the Bar, development of law in general and their presence here today.

The "long journey" of this law firm started in the year 1989 when I decided to take the bull by the horn and venture into legal practice on my own. I had just left my elder cousin's firm, A. Ismail Gadzama & Co in Kano where I continued to cut my legal teeth in balancing my knowledge of substantive law with the everyday demand of procedural law, after leaving the Kano State Ministry of Justice as a National Youth Service Corps member.

The embryotic part of my legal practice was not easy-going. Armed with my new wig and gown, from Ede and Ravenscroft, London bought for me by my elder cousin, Mallam Hamidu Wathanafa, the Mutawali of Uba, as I could not afford quality ones, I started off with a N10,000.00 (Ten Thousand Naira) soft loan from my elder sister, Mrs. Mary Jafiya Jidai Mamza (who collected a car loan from her employers but had no need for it) which I later repaid. I also borrowed a Peugeot 504 G.L car from my uncle, Mr. Lamar Abbagana for six months before raising money to buy a fairly used Volkswagen beetle car from my uncle, Mr. Gambo Kadir Gadzama. I later bought a fairly used Santana car from His Excellency, Mr. B. J. Ngilari, with whom I had earlier done my chambers attachment. Both cars were purchased by me at discounted amounts.

At birth, the firm started as Kyari & Co, then Kyari Chambers, which later metamorphosed into J-K Gadzama & Co, J-K Gadzama and Partners, J-K Gadzama & Partners LLP and is now known as J-K Gadzama LLP. According to conventional wisdom, "change" is a constant factor of life. This is apt with the firm as exemplified in the progressive change of its name. In fact, it is only God that does not change.

Please permit me to say that the major strength of this firm

has been the members of staff, particularly the partners and counsel in chambers who have worked tirelessly to ensure that the firm is what it is today. I want to take this time to appreciate their industry, inspiration and commitment and also encourage them to keep up the good work so that we can continue to soar to greater heights together. The National Youth Service Corp members, the interns as well as the externs from the Nigerian Law School, both past and present who always come with fresh ideas that contribute to the development of the firm are highly appreciated for their contributions.

As expected, the loyalty and support of our clients have been a key factor in our progress and development. It is all about Clients. I therefore want to use this medium to sincerely thank all our esteemed clients, corporate and individual. Our vision is to maintain our position as a leading client-centric law firm both locally and internationally, and with this team, I am rest assured that we will strive to achieve this vision.

I must also thank our Architects and Consultants who handled the building project; PAMA Consults (NIG) LTD, Architect Ali Abbas, Architect Haruna Umar Gadzama, Julius Berger, Abumet limited, Jet Ceramics, CSA, Interior Woodwork and others who played a vital role in the realization of our dream on the project.

Our mission is to passionately pursue this vision of ours, provide an unparalleled humane and effective service delivery which is aligned to the demands of our time and in addition, to strive to be a market leader in the areas of law that the firm undertakes.

From being a local law firm in Maiduguri handling mainly land transactions ("ngabar" in kanuri language) and simple contracts, the firm now provides a wide range of legal services in various aspects of law ranging from local to international services and transactions. Such services are in Commercial and Financial Transactions, Corporate Legal Services, Capital Market Operations, Privatization, Telecommunications, Maritime Law, Aviation Law, Constitutional Law, Energy, Oil & Gas, Arbitration, ADR and Litigation, to mention but a few.

We have made professionalism, integrity, excellence and courage the core values of the firm in order to ensure the maximum satisfaction of our clientele and for continued development of our capacity. I envision not just leaving a law practice behind, but a law career and a legacy by putting in place a proper structure and management that will outlive the founder, and leave a lasting impact for generations to come.

Our Firm was accredited and registered about a decade ago by the Nigerian Bar Association (NBA) as a Legal Education Provider. As part of our corporate social responsibility to the legal profession, a MENTORSHIP PROGRAMME named after renowned Honourable Justice Chukwudifu Akunne Oputa (JSC) of blessed memory will commence in this quarter for young lawyers who are below 10 years post call. The aim of this programme is to equip these young lawyers with the requisite skills, knowledge and values to enable them deal with everyday legal practice, which they require, but lack, due to their infancy at the bar. This is important as the future of our beloved legal profession lies in the hands of these young lawyers who will one day be at the helm of affairs. It is therefore imperative to ensure their overall development and capacity building to efficiently carry the mantle, revolutionize the legal profession in tandem with the modern trends and do greater deeds than we have done. I encourage us all to imbibe this idea for I strongly believe that most of us here never had the chance to benefit from such during our early years at the bar.

Apart from this event of cutting the tape by the Honourable Chief Justice of Nigeria, Hon. Justice Mahmud Mohammed GCON, the firm will be having periodic mini commissioning of some of the facilities in honour of the following quintessential legends, indisputable mentors in the legal profession and heroes/heroines of our time, living and dead:

1. The Library on the 2nd Floor to be named after Hon. Justice Muhammadu Lawal Uwais GCON, former Chief Justice of Nigeria.
2. The Conference Hall on the Ground Floor to be named after Hon. Justice Salihu Modibo Alfa Belgore GCON, former Chief Justice of Nigeria.
3. The Moot Court on the Pent House Floor to be named after Hon. Justice Niki Tobi CON, retired Justice of the Supreme Court.
4. The Board Room on the 3rd Floor to be named after Chief Fredrick Rotimi Alade Williams SAN, of blessed memory.
5. Janada International Centre for Arbitration and Mediation (JICAM) on the Ground Floor to be named after my wife, Mrs. Janada Joe Gadzama, of blessed memory who was an Arbitrator, a member of the Chartered Institute of Arbitrators (UK) and a former senior staff of National Health Insurance Scheme (NHIS).
6. Virtual Library on the 2nd Floor to be named after Pastor Uluba Mai Jawur, a young vibrant, talented and God-fearing colleague, who was assassinated by gunmen in broad day light on 21st May, 2015 near keffi, Nassarawa State on an official assignment to Court of Appeal Jos, Plateau State.

7. The Dome (Staff Common Room), to be named in due course.
8. The Printing Press, to be named in due course.
9. The Gym, to be named in due course.
10. The Staff/Guest Rooms to be named in due course after some of our former staff who have distinguished themselves professionally.

We are delighted to inform you that the firm is also celebrating its silver jubilee today, marking 25 years of active participation in the legal field and public affairs. In essence, this is therefore a double celebration; hence I ask that you permit me to say, "Welcome to this twin event". As a firm, we thank God for His grace and blessings as we pray for continuous growth so that in the nearest future, we will gather here once again to celebrate our golden jubilee.

Every year, the firm puts together various events as part of its corporate social responsibility to the wider society and I am glad to inform you that this year will be no different. Our 9th Annual Golf Tournament will be coming up on Saturday, 21st May, 2016 at the prestigious IBB International Golf and Country Club, Abuja. In the exercise of our mandate to provide continuing Legal Education and Professional development, our 9th Annual Public Lecture would be in November, 2016 in our Conference Hall. Information as to these upcoming events are in our newsletters and will be uploaded on our website, www.gadzama.com.

In an era where securing a bank facility is often next to impossible, let me specially acknowledge and sincerely thank Zenith Bank PLC, Access Bank PLC and Diamond Bank PLC for the support they provided timeously through credit facilities to ensure the success of this project.

In a special way, I would like to acknowledge Professor Epiphany Azingo, SAN, OON, former Director General of the Nigerian Institute of Advanced Legal Studies (NIALS) for agreeing to deliver the Keynote Address at a very short notice. For those used to his intellectual sagacity, this is not unexpected. For those who do not know him, no introduction can be sufficient. Prof, I cannot thank you enough.

My TRUMP CARD for every success so far is God. I bless the Mighty name of God and return all glory to Him. I hope, wish and pray for God's blessings to all of us and that we are in turn blessings to our generation.

This is my story, this is my song!

Once again, I welcome you all to the commissioning ceremony of J-K Gadzama Court and the 25th Anniversary celebration of J-K Gadzama LLP.

PHOTO SPEAK

The visit of the Deputy Senate President, Sen. Ike Ekweremadu, CFR to J-K Gadzama Court on Thursday, the 3rd day of March, 2016.



Deputy Senate President, Senator Ike Ekweremadu, CFR (middle) being welcomed by Chief Joe-Kyari Gadzama, SAN (right) and Dr Tahir Mamman, OON, SAN (left) upon arrival



Chief Joe-Kyari Gadzama, SAN in a discussion with the Deputy Senate President, Senator Ike Ekweremadu, CFR in his office at the Corporate Headquarters



Deputy Senate President, Senator Ike Ekweremadu, CFR (middle) and Prof. Maxwell Gidado, SAN (2nd right) with Chief Joe-Kyari Gadzama, SAN (5th left) and Partners from J-K Gadzama LLP; Dr Tahir Mamman OON, SAN (4th left), Head of Chambers, Mr Henry Michael-Ihunde (4th right), Head of Litigation, Mr Tunde Onamusi (3rd left) and other Counsel in Chambers at the Corporate headquarters



Chief Joe-Kyari Gadzama, SAN and Deputy Senate President, Senator Ike Ekweremadu, CFR



L-R: Head of Litigation, Mr Tunde Onamusi, Dr Tahir Mamman, OON, SAN, Chief Joe-Kyari Gadzama, SAN, Deputy Senate President, Senator Ike Ekweremadu, CFR, Head of Chambers, Mr Henry Michael-Ihunde and Keffas Gadzama (CP Rtd).

LAW OFFICE AND EFFICIENT LEGAL SERVICE DELIVERY

A Keynote Address Delivered by
 Professor Epiphany Azinge, OON, SAN;
 Former Director General, Nigerian Institute of Advanced Legal Studies (NIALS)
 at the Official Commissioning of the J-K Gadzama Court
 on Tuesday, 9th February, 2016

I am exceedingly delighted to be invited to deliver a keynote address at this auspicious and epochal event of official commissioning of this magnificent J-K Gadzama Court, the Law Firm's corporate headquarters, and silver jubilee celebration of the Firm. Let me profusely congratulate and applaud J-K Gadzama, SAN, OFR for establishing the 5 star law office which is easily the best in Africa South of the Sahara. Compared with similar law offices in Europe and United States of America, it eminently qualifies to be classified in the category of MAGIC CIRCLE LAW FIRMS.

This Law office tells a story of how far and how well we have progressed in legal practice and in the legal profession in Nigeria. Time was when trending law offices occupy just a flat or 2 room apartment at IGBOSERE in Lagos. Today, it is an index of how excellently well, the legal profession in Nigeria has blossomed that we can now afford to compete favourably with the MAGIC CIRCLE LAW FIRMS and the NICHE LAW FIRMS all over the world.

It is interesting to note that this architectural edifice has not been presented as a law firm but as J-K Gadzama Court. When you take a tour of the building, perhaps you will come to terms with the reason why it is a court and not an ordinary Law Firm. All over the world five star Law offices are not luxury apartments, they are basically factories for incubation of ideas and for efficient and effective legal services delivery. In examining the clear advantages of MAGIC CIRCLE LAW FIRMS, permit me to highlight the cardinal features of this special Law Firm. Most engaging are the conference room, board room, library, meeting room, Arbitration center, exquisitely furnished moot court, counsel lounge, highly automated facilities e.g. GYM for lawyers, comprehensive furnished lawyer offices, ICT Centre, Functional lifts, guests chalet for lawyers and outstanding visitors' waiting room. But the most outstanding characteristics of this 5 star law office is the human capital. The quality of staff on parade is intimidating and the number disarming. The administrative personnel are well trained and internationally exposed. The junior staffs are also excellently provided for.

My lords, your Excellencies, distinguished ladies and gentlemen, the fundamental question to be addressed is how does an outstanding law office impact on efficient legal service delivery and effective justice delivery.

With enlarged space, five star infrastructure and state of

the art gadgets, Mega Law Firms attract all sort of law-related experts. Prominent among these are Paralegals, Legal assistants, Technology experts, Legal receptionists, Law clerks engaged for legal research and assisting lawyers in preparing cases, administrative personnel charged with responsibility to run internal operations, and marketing directors responsible for creating a positive image for their Law Firms, attracting new clients and retaining existing ones without necessarily running foul of the rule against advertisement.

There is no denying the fact that these categories of staff found in big Law Firms add value to the organization and contribute to efficient practice. Inextricably intertwined with running 5 star law firms is the prospect of effective management of cases, clients and technology. But what is most crucial is the concept of strategic planning which ideally every big law firm should strive to achieve.

By strategic planning, it means running the law firm with plans for the future, making sure that expectations are reasonable and achievable. It is expected that Mega Law Firms should have mission statements that will define what the firm want to be. Management of big law firms put a lot of emphasis on delegation of duties as a veritable instrument for effective Law Office Management technique that reduces stress and enhances the quality of life of those involved with the law firm.

Worldwide, big law offices parade the best brains and the finest legal minds. They are usually attracted to such offices because of the image, reputation and financial considerations that working in such firms present. Magic Circle Law firms operate on Partnership basis. A managing Partner is the Primus Inter Pares whilst others may be junior Partners, associates. What is evident is that the brainpower on parade is unassailable. In all circumstances, big Law Firms have been able to prove that bigger is better in all ramifications of that expression.

When you have an amalgam of many Senior Lawyers, the juniors are bound to benefit from training and mentoring. Young lawyers are exposed to high network briefs, international clientele and decent working environment. Training in big law offices is CV gold. Every young lawyer will want to be associated with a big Law office and flaunt a profile of either working in the office for National Youth Service or having chambers attachment. What the trainee takes away from big law offices, they replicate in smaller offices. All these will contribute to higher efficiency in legal practice and enhance professionalism.

Big Law offices are also engine rooms for specialization. Magic Circle Law Firms are products of sincere desire to make impression in specific areas of Law. Specialization helps in improving our Law and defining the clear options of clients depending on their needs. It is exciting therefore to see by law firms with conference rooms, meeting rooms for arbitration, moot courts, boardrooms, highly automated library and ICT rooms. The quality of engagement and the sophistication of the personnel help to engender specialization at the bar.

Let it also be known that Mega Law offices are not defined by a single massive structure in a given location. They are usually multi-site firms with offices spanning the length and breadth of the country and overseas. J-K Gadzama LLP fits the bill with offices in ABUJA, LAGOS, MAIDUGURI, LONDON, SOUTH FLORIDA AND LASSA. Some multi-site firms allow staff to stay in one office, whereas others expect them to move around. Big Law offices must therefore present policy position on movement of staff around its different site location.

Five Star Law Offices are mainly predicated on leadership and management. Indeed in the law firm setting, it is appropriate to distinguish between administration, management and leadership. It is posited that administration is concerned with the day-to-day business and practice support activities of the firm that should be the responsibility of the firm administrator, office manager or other assigned support staff. Specific functional areas of responsibility include supervision of staff personnel, accounting and billing, collections of accounts receivable, financial management, profitability analysis, budgeting, information systems, purchasing and facilities management.

Management on the other hand is concerned with the production and delivery of professional services to clients. Specific areas of responsibility include committee management, planning and oversight of information systems, development and enhancement of client relationships and communications and development and maintenance of practice support system. These functional areas are often the responsibility of the managing partner or chairpersons of firm practice group.

Leadership in the main is concerned with the executive functions of the Law firm. These functions involve the long-term policy activities of the firm and are often performed by a board of directors, the partnership at large, or committee. Specific areas of responsibility include long-range strategic planning, practice development, marketing, lawyer performance management, mergers and acquisitions, service quality management and partner compensation.

Leadership skills are crucial at the leadership or executive level whilst basic skills are needed in administration, management, and executive leadership levels. The foundation of leadership in law firms is built upon exhibited behaviours illustrating a proven track record of

trust, respect and accountability. These are building blocks required for the development of leadership practices. This behavior must become a part of everyday practice in dealing with clients as well as partners and others within and outside the law firm.

Big Law Firms flourish by its leaders striving to develop and practice the following behaviours.

1. *Formulate and articulate a shared vision for the law firm.*
2. *Empower and develop other lawyers, support staff and enable them to accept responsibility and make decisions.*
3. *Develop and foster an effective management team.*
4. *Develop problem solving and multiple options skills.*
5. *Take intelligent risks.*
6. *Make tough decisions.*
7. *Establish performance goals for lawyers and support staff.*
8. *Mentor and develop others.*
9. *Hold everyone in the firm accountable for actions and performance.*

Big Law Firms certainly have their challenges and the most prominent is challenge of leadership. Law firms that fail to address leadership issues may find themselves unprepared for the future and unable to acquire new clients and retain existing clients. As the profit squeeze, competition and the maturing market place for legal services continues, law firms must be on top of every opportunity and aware of every threat to survival of big law firms in present circumstances especially in an economy that is not particularly buoyant. As markets change, approaches to the delivery of legal services must change as well. This will undoubtedly require strong and effective leadership.

Survey has revealed that many lawyers leave their law firms to go into solo practice in order to avoid the hassle of group practice and the resulting stagnation that frequently exists. Clients are leaving law firms as well. Some negative views expressed about some big Law Firms include;

1. *Absence of management scheme.*
2. *No clear leadership-no team effort.*
3. *No goal or charted sense of direction.*
4. *Lawyers can't decide anything.*
5. *Firm management is a free for all.*
6. *Things don't get done because no one is responsible.*
7. *Firm is strong on ideas but weak on implementation.*
8. *Firm lacks leadership and focus.*
9. *Firm has not found a way to project its image.*
10. *The firm is too busy practicing law to have time to manage the firm and engaged in long range development activities.*



J-K GADZAMA LLP

Legal Practitioners * Arbitrators * Mediators * Regulatory Consultants

Please Reply to Abuja Office

FAREWELL DEAR ENOJO JAMES OCHOLI, SAN, FCI Arb. (UK)

On behalf of my family and the entire staff of J-K Gadzama LLP, I commiserate with the Ocholi family on the sudden death of their beloved father and husband, my friend, brother and classmate Enojo James Ocholi, SAN, FCI Arb. (UK), the Honourable Minister of State for Labour and Productivity who died on Sunday, 6th March, 2016 alongside his amiable wife and son in an auto crash along Kaduna-Abuja Express Way.

I am still very shocked, beyond words and yet to come to terms with the hard fact that my dear Learned brother Silk is really no more.

James Ocholi, SAN was a close associate and a reliable colleague. Ocholi was also a devout Christian who lived an exemplary life worthy of emulation and endeared all to himself.

He was a lawyer par excellence, indefatigable, easy going, dedicated and always committed. As a legal practitioner, his grit, wit, craft, sagacity, intellectual aplomb and intrepid proclivity to details distinguished him.

His sudden demise has no doubt left a vacuum that can never be filled. He will forever be in our hearts. We Love you Ocholi but God loves you more and he knows the best.

It is our fervent prayer that the Almighty God will grant us all, especially the immediate family, the fortitude to bear this irreplaceable loss.

We have lost a rare gem. We will surely miss you my dear brother.

Rest in Perfect Peace my dear Enojo James Ocholi, SAN, FCI Arb. (UK).

Chief Joe-Kyari Gadzama, OFR, MFR, SAN, FCI Arb. (UK)
Former Chairman,
NBA Section on Public Interest and Development Law (SPIDEL)

PARTNERS IN CHAMBERS

Chief Joe-Kyari Gadzama OFR, MFR, SAN, FCI Arb. (UK)
LL.B (Hons), UNIMAID, BL
of the Lincoln's Inn, Barrister.
Life Benchers/CEDAR Accredited Mediator
Principal/Founding Partner

Henry Michael Ihunde, Esq.
LL.B (Hons), AAU, BL
of the Inner Temple, Barrister
(Partner/Head of Chambers)

B.O Igwe, Esq.
LL.B (Hons), UNN, BL, Bsc (Econs),
LL.M, MCI Arb (UK)
(Partner/Head of Chambers Lagos Office)

Barnaba Olatunde Onamusi, Esq
LL.M (Lond.), MCI Arb. (UK)
(Partner/Deputy Head of Chambers)

Otajide Lanlehin, Esq.
LL.B (Hons) UEL, BL
of the Inner Temple, Barrister

ABUJA

J-K GADZAMA COURT,
Plot 1805, Damalanu Crescent By Kobo Way,
P.O.Box 20304, Garki,
Off Ahmadu Bello Way,
Garki 2, Abuja, FCT.
Tel: +234(0)8055692200
+234(0)8156565819
abuja@gadzama.com

LAGOS

Union Marble House, (2nd Floor)
1, Alfred Rewane Road,
P.O.Box 53155, Falomo,
South West Ikoyi, Lagos.
Tel: +234(0)8056054591
+234(0)8055692201
lagos@gadzama.com

LONDON

Great James Street Chambers,
37, Great James Street London,
WC1N 3HB,
DX: 440 Chancery Lane
Tel: +44 (0) 2075834352
+44 (0) 2073525547
london@gadzama.com

SOUTHFLORIDA

4501, San Mellina Drive,
Nw39 Way, coconut Creek City,
FL 33073,
United States of America
Land/Fax line: +1940-600-8929
+1954-365-5408
southflorida@gadzama.com

MAIDUGURI

15b, Circular Road,
Near Nigeria Air Force officer's Mess,
Old G.R.A
P.O.Box 112 Maiduguri,
Borno State.
Tel: +234(0)8055692202
+234(0)818199449
maiduguri@gadzama.com

LASSA

No.22, Wardeao Road,
P.O.Box 33 Lassa
Askirai/Uba Local Government Area,
Borno State.
Tel: +234(0)8056054588
+234(0)8055692203
lassa@gadzama.com

Website: www.gadzama.com

Jurist Consult

Hon. Justice S.M.A. Belgore, JSC, GCN, (Rtd)
Hon. Justice G.A. Ogunlade, JSC (Rtd)

COUNSEL IN CHAMBERS

John Austin Unachukwu, Esq. ANPR, NREC, LL.M; Yemi Ali, Esq. LL.B (Hons) UNMAID; Dr. David Cephas Mada, Esq. LL.B (Hons) ABU; Dr. Ogunlade Oluwarotimi Oluwalade, Esq. LL.B (Hons) OAU; Dr. ACIS, ACJArb, Heshima M. Oluwalade, Esq. LL.B (Hons) OAU; Dr. LLM (UK), Ayuba A. S. Abang, Esq. LL.B (Hons) UNIOS; Stephanie Eze Tohi (MBA) LL.B (Hons) NSU; B.A., ACJArb (UK) (CML), MPT; Chinyere Darlington Inekwe, Esq. LL.B (Hons) UNIOS; Dr. Oyeedina Chindaide (MBA) LL.B (Hons) OAU; Dr. Kofun Gadzama, Esq. LL.B (Hons) UNIOS; Dr. Madu Joe Gadzama Esq. LL.B (Hons) UNIOS; Dr. LLM (UK); Okegha Christopher Oyejide Esq. LL.B (Hons) UNIBEN; Dr. Ahmad Muhammad Adamu Esq. LL.B (Hons) UNMAID; Dr. Eke Elizabeth Nwachi (MBA) LL.B (Hons) NSU; Dr. Agbo Mark Chidi Esq. LL.B (Hons) UNN; Dr. Ibrahim Ahmed Danjija Esq. LL.B (Hons) UOR (UK); Dr. Uzochukwu Nwaezeo Alireza (MBA) LL.B (Hons) MAM; Dr. Adesola Olajide Adedokun (MBA) LL.B (Hons) COAHN; Dr. Obiater Oluwalotun Deborah Esq. LL.B (Hons) UNINRA (HONS) E; Chika E. Eze (MBA) LL.B (Hons) DNSU; Dr. Jacob Oghri Ajene Esq. LL.B (Hons) KU; Dr. Fibereima Modupe Hinton (MBA) LL.B (Hons) UR (UK); Dr. LLM (UK); Osemwagie Clinton Eze Esq. LL.B (Hons) UNIBEN; Dr. Melikwu Chukwubuka Maduabuchi Esq. LL.B (Hons) DNSU; Dr. Izama Chiamaka Chiguzie Esq. LL.B (Hons) UNAB; Dr. Nwobi Nwajaku Edward Esq. LL.B (Hons) UNIBEN; Dr. R.R. LLM (UK); Nwanneka Emmanuel Okereke Esq. LL.B (Hons) UNN; Dr. Noell - Eyo Eze Rachel (MBA) LL.B (Hons) KU; Dr. Ibrahim Alhassan Esq. LL.B (Hons) UK; Dr. Mallick Bokale Esq. LL.B (Hons) UNILORIN; Dr. Eke Elizabeth Chinyere (MBA) LL.B (Hons) UNAB; Dr. Nwachukwu Chuma Prosper Esq. LL.B (Hons) ABSU; Dr. Azike Ifeanyi Austin Esq. LL.B (Hons) UNIZIK; Dr. Esther Igwe (MBA) LL.B (Hons) MAM; Dr. Ajibade O. Ayodele Esq. LL.B (Hons) UNILAG; Dr. Oke. Fatimah Danjija Muhammad (MBA) LL.B (Hons) UK; Dr. Enochunsi David Saba (MBA) LL.B (Hons) UNN; Dr. Odun Olanjuwa Jessica (MBA) LL.B (Hons) UOR; Dr.



FROM THE FIRM

The firm is pleased to announce that the Principal Partner/Founder of J-K Gadzama LLP, Chief Joe-Kyari Gadzama OFR, MFR, SAN, FCI Arb. (UK) will be contesting for the position of the President of the Nigerian Bar Association (NBA) in the forthcoming elections. As a person who has the interest of the Nigerian Bar Association at heart and who has also held elective positions in the NBA, we are optimistic of his victory in this election. The entire staff and management of the firm would therefore like to utilize this opportunity to show him our unwavering support for this race.

J-K Gadzama LLP is embarking on a nationwide professional training and mentorship programme for young lawyers of less than ten (10) years post call, ex gratias. The training programme is captioned “The Hon. Justice Chukwudifu Oputa JSC (Rtd) Mentorship Scheme”. The scheme is geared towards impacting this crop of lawyers with both practical knowledge and advice on legal matters and to also equip them for challenges encountered in the field of practice.

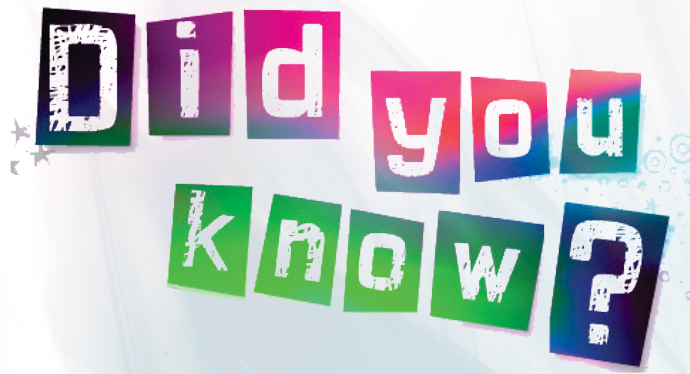
The training will be held every quarter of the year. Distinguished legal luminaries both

from the Bar and the Bench, as well as from within the shores of Nigeria and abroad who have achieved tremendous success in their practice/career and who indicate interest in motivating young lawyers, will serve as trainers and mentors on the scheme.

The first session of the training will hold on Tuesday, the 26th day of April, 2016. Interested persons should obtain the forms from the firm's corporate Headquarters or download same from the firm's official website at www.j-kgadzamallp.com

In another development, the firm recently employed seven (7) additional lawyers and one (1) intern to its staff strength. The firm welcomes and wishes them a rewarding and fruitful stay at the firm.

The firm officially commenced the use of its Moot Court on the Friday, 18th March, 2016. Counsel in chambers utilized the facility to practice on live and hypothetical cases under the supervision of Partners in the firm.



Did you know?

1. In Mohave County, Arizona, if anyone is caught stealing soap, the person must wash himself with it until the soap is gone.
2. In Michigan, a woman's hair belongs to her husband.
3. In South Africa, a license is required to buy a television.
4. In Sudan, women can be publicly whipped for being victims of rape.
5. In 2005, the Supreme Court in the United States of America declared that it is not the duty of any police force in the U.S to protect citizens, but just to enforce laws.
6. In Kansas City, it is illegal to catch fish with your bare hands.
7. In Morocco, killing mice is illegal, unless you plan to use them for consumption.
8. It is illegal to paint your house in Mozambique without first obtaining permission from municipality.
9. In Britain, placing a postage stamp bearing the image of the Monarch's head upside down on your envelope is considered treason.
10. Women in Whitesville, Delaware, could be charged with disorderly conduct if they propose marriage to a man.

PHOTO SPEAK

Nigerian Bar Association (NBA) Eastern Bar Forum Meeting held at Enugu on Saturday, the 5th day of March, 2016



Chief Joe-Kyari Gadzama, SAN presenting a copy of the invitation letters to the maiden edition of the Justice Chukwudifu Oputa mentoring programme organised by J-K Gadzama LLP for young lawyers to the secretary of the Eastern bar Forum (EBF), Mr. Basil Aguigwo



L - R; Mustapha Imam, Chief Joe-Kyari Gadzama, SAN, Olisa Agbakoba SAN, Former Zamfara State Attorney General; Garba Gajam and Senator A.D. Sodangi



L-R: Former Zamfara State Attorney General; Garba Gajam, Mr. John Egwuonwu, IBB Benede (Miss), Chief Joe-Kyari Gadzama, SAN, Senator A.D. Sodangi (extreme right) and other guests



L-R; Igwe Boniface, John Egwuonwu, Chief Joe-Kyari Gadzama, SAN and IBB Benede (Miss)



Cross section of guests at the dinner



L-R: Arthur Obi Okafor, SAN, Senator A.D. Sodangi, Mr. Igwe Boniface (extreme right) and another guest



L-R: Chairman, Governing Council of the Eastern Bar Forum; Elder E.O.E Ekong, Former General Secretary of Nigerian Bar Association (NBA); Mr Emeka Obegolu and General Secretary of NBA; Mazi Afam Osigwe at the dinner



Cross section of dignitaries at the dinner

PHOTO SPEAK

Nigerian Bar Association (NBA) Calabar Branch General Meeting/Easter Family Party held on Monday, the 28th day of March, 2016



Chief Joe-Kyari Gadzama, SAN (middle) and members of the NBA Calabar Branch at a special cake cutting session

Nigerian Bar Association (NBA) Lagos Branch Monthly Meeting held on Monday, the 14th day of March, 2016



Chief Joe-Kyari Gadzama, SAN presiding over the cutting of the Lagos Branch cake in honour of her members born or called to the Bar in the month of March. Flanked by other celebrants, is Pa Tunji Gomez (middle)



LEGAL HUMOUR

I'M INNOCENT!

"How is it that you can't get a lawyer to defend you?" the judge asked the prisoner.

"Well, yes my lord, it's like this. As soon as those lawyers found out I didn't steal the money, they wouldn't have anything to do with me."

"No jimmy! I distinctly said that you can halve and not "Have" your allowance if you mow the lawn. That's why we ask for things in writing."

NOT ALL LAWYERS ARE THIEVES

A group of dinner guests were blaming all of Nigeria's troubles on lawyers when a woman said, "They aren't all so bad. Why, last year a lawyer gave me ₦10,000"

"I don't believe it," the host responded.

"It's true, I swear it," said the woman. "I had a complicated personal injury case and with the lawyer's fee, the cost of expert witnesses, the expense of the appeal and so on, my bill was ₦400,000. When the judgment only amounted to ₦410,000, my lawyer simply forgave the difference."

AN UNPLEASANT SURPRISE

A man says to his lawyer,
"How much do you charge for three questions?"

the lawyer replies "\$250.00."

the man asks, "isn't that a bit expensive?"

"Yes it is," replies the lawyer.

"Now what's your third question?"



UPCOMING EVENTS

AND CONFERENCES

1. Nigerian Bar Association Section on Legal Practice (Abuja Branch) Seminar, Abuja, 5th April, 2016
2. J-K Gadzama LLP Professional Mentorship and Training for Young Lawyers, 26th April, 2016 at the Hon. Justice M. A Belgore Hall, J-K Gadzama Court, Abuja
3. Nigerian Bar Association Young Lawyers' Forum Annual Summit, Uyo, Akwa Ibom State, 27th - 30th April, 2016
4. African Bar Association Rebirth Conference, Banjul, Gambia, 15th - 18th May, 2016
5. J-K Gadzama LLP 9th Annual Golf Tournament, IBB International Golf and Country Club, Abuja, Saturday, May 21, 2016
6. Nigerian Bar Association National Executive Committee Meeting, Benin City, Edo State, 8th - 10th June, 2016
7. Arbitration in Africa Conference, Lagos State, 22nd - 24th June, 2016
8. Nigerian Bar Association Section on Business Law 10th Annual Business Law Conference, Abuja, 22nd - 24th June, 2016
9. Nigerian Bar Association 56th Annual General Conference, Portharcourt, Rivers State, August 2016
10. International Bar Association Annual Conference, Washington DC, USA, 18th - 23rd September, 2016
11. J-K Gadzama LLP 9th Annual Lecture, November, 2016/55th Birthday Anniversary of Chief Joe-Kyari Gadzama, SAN

PARTNERS

1. CHIEF JOE-KYARI GADZAMA OFR, MFR, SAN, FCIArb. (UK)
FOUNDER/PRINCIPAL PARTNER
2. DR. TAHIR MAMMAN OON, SAN
SENIOR PARTNER
3. IGWE BONIFACE ONWUKA LL.M, MCIArb. (UK)
PARTNER/HEAD OF CHAMBERS, LAGOS OFFICE
4. HENRY MICHAEL-IHUNDE ESQ, ACIArb. (UK)
PARTNER/HEAD OF CHAMBERS, ABUJA OFFICE
5. JIDE LANLEHIN ESQ
PARTNER
6. TUNDE ONAMUSI LL.M (Lond.), MCIArb. (UK)
PARTNER/HEAD OF LITIGATION
7. KEFFAS GADZAMA ESQ (CP Rtd)
PARTNER

COUNSEL IN CHAMBERS

- | | |
|---------------------------------------|---------------------------------------|
| 1. JOHN AUSTIN ESQ | 22. AJIBADE AYOJIDE .O. ESQ |
| 2. YAMTA YUSUF ALI ESQ | 23. OKEREKE NNAEMEKA EMMANUEL ESQ |
| 3. JOHN OZOVEHE DEMIDE ESQ | 24. IBRAHIM ALHASSAN ESQ |
| 4. CEPHAS DAVID MEDUGU ESQ | 25. EZE CHIKA .E. (MISS) |
| 5. OGUNLADE OLUWAROTIMI OLUSOLA ESQ | 26. AZIKE IFEANYI AUSTIN ESQ |
| 6. OLUWASINA IFEOLUWA (MRS) | 27. OBATERU OLUWATOYIN DEBORAH (MISS) |
| 7. AYUBA A.S ABANG ESQ | 28. IZIMA CHIEMELA CHIGOZIE ESQ |
| 8. TOBI STEPHANIE ERE (MISS) | 29. MALLICK BOLAKALE ESQ |
| 9. ONYEKWERE DARLINGTON ESQ | 30. EDWARD NWOBI NWAJIAKU ESQ |
| 10. ONYEDIM CHIMDINDU UGOCHI (MISS) | 31. EKE ELIZABETH CHINONSO (MISS) |
| 11. OKOUGH CHRISTOPHER OSEJIE ESQ | 32. OSEMWENGIE CLINTON ESOSA ESQ |
| 12. AGBO MARK CHIDI ESQ | 33. FATIMAH DATTIJO MUHAMMAD (MISS) |
| 13. EKE ELIZABETH NKECHI (MISS) | 34. FIBERESIMA MODUPE IBITEIN (MISS) |
| 14. AHMAD MUHAMMAD ADAMU ESQ | 35. EMOCHUMSISI DAVID SABO (MISS) |
| 15. IBRAHIM DANDIJA ESQ | 36. JESSICA OBIANUJU ODOM (MISS) |
| 16. UKACHUKWU NWAKAEGO ALFREDA (MISS) | 37. ESTHER IKPEME (MISS) |
| 17. ADEOLA ADELAKUN (MISS) | |
| 18. JACOB OGIRI AJENE ESQ | |
| 19. MOLOKWU CHUKWUEBUKA ESQ | |
| 20. NSEFIK-EYO RACHEL (MISS) | |
| 21. NWACHUKWU OBUMNEKE PROSPER ESQ | |

INTERNS

1. DETRA ONWUCHEKWA (MISS)
2. MANSURAT IBRAHIM (MRS)
3. PAMELA PIUS (MISS)

JURIS CONSULT

1. HON. JUSTICE ALFA MODIBBO BELGORE, CJN (RTD), GCON
(FORMER CHIEF JUSTICE OF NIGERIA).
2. HON. JUSTICE GEORGE A. OGUNTADE, J.S.C (RTD) CON.



JANADA INTERNATIONAL CENTRE FOR ARBITRATION & MEDIATION (JICAM)

Our Location

Plot 1805, Damaturu Crescent by
Kabo Way, Off Ahmadu Bello Way,
Adjacent to Garki International Market/Mall,
Garki II, P.O. Box 20304,
Garki Abuja, FCT, Nigeria.
Telephone: +234 (0) 810 880 5918
E-mail: enquiries@jicam.com
Website: www.jicam.com

Vision

Creating an avenue for
independent, confidential and
more efficient means of resolving
disputes using Alternative
Dispute Resolution (ADR)
processes.

Mission Statement

To provide a neutral venue for the resolution of both domestic and international disputes; and encourage the settlement of disputes from corporate, domestic, international, trade, investment and other transactions.

Facilities

Hearing Rooms
Retiring Rooms
Coffee Lounge/Dinning
Library/Resource Room
Meeting rooms
Conference/Seminar Hall
Internet
Security
Car Park



Services

Video Conferencing
Transcribing
Recording of proceeding
Interpretation
Secretarial/Administrative Services



For Further Inquiries or Reservation Contact:

Tobi: +234(0)8188055794, Madu: +234(0)8183555888

Maina: +234(0)7037433547



Who are we?

The Vox Populi Foundation for Leadership was founded in the year 2010 and was incorporated in the year 2012 by its founder Chief J-K Gadzama OFR, MFR, SAN, FCI Arb. (UK) (Of the Lincolns Inn, Barrister/Life Bencher/CEDR Accredited Mediator). The Foundation is a Non-Profit making institution formed to deepen the understanding of democracy by carrying out structured programmes that promote positive leadership qualities and ideals in the society. This is because we believe that a society can only evolve when the people have the opportunity to contribute to the process of governance and have a voice in the creation of policies and laws that affect them as a people.

How do we do this?!

We sincerely believe the best way to achieve this goal is to pursue initiatives that look at proffering solutions to the issues that interfere with governance. We look at utilizing the immense manpower of youths and able bodied people who are hungry to bring about a change in their society through direct engagement with society in a volunteer sign up process, which is one of the mechanisms we intend to employ to secure citizens' participation. This process of inclusion we believe will foster and build a common front that will enable people to improve on their understanding of what leadership connotes in their everyday lives and reinforce their commitment towards creating a better society.

Governance

Created with gifts by its founder Chief J-K Gadzama, the foundation is an independent, non-profit, non-governmental organization, with its own Board. The trustees of the foundation set policies and delegate authority to the Director General and senior staff for the foundation's operations. Zonal volunteer Heads in the 6 geo political zones explore opportunities to pursue the foundation's goals and formulate strategies for action.

Location

The Foundation is headquartered in Abuja. It conducts its activities through an increasing pool of volunteers from across the country.



ADDRESS: 1st Floor, Plot 1805, Damaturu Crescent by Kabo Way, Off Ahmadu Bello Way, Adjacent to Garki International Market/Mall, P.O Box 20304, Garki II, Abuja, Nigeria.
Telephone: +234 (0) 815 656 5619

Our Vision

to promote, protect and safeguard the tenets and ideals of democracy leadership & good governance in our society.

What is Our Goal?!

to encourage citizens to participate in governance & support a platform that will inspire proactive leadership that will drive the free flow of democratic ideals and social justice.

Sign-up to Join and receive our e-mail Newsletter and Special Notifications
Your information will be kept confidential and used solely for our communications

Required Information

First Name: _____

Last Name: _____

Email Address: _____ @

Address: _____

City: _____ State: _____

Phone: _____

Upon completing the information sheet, you can detach and send to our address above or you can email us on

info@voxpopulifoundation.org

for further enquiries, call us on

+234 (0) 8156565619 and +234 (0) 8091320558

follow us on <http://facebook.com/voxpopulifoundation>

&

tweet us @vpfoundcast



J-K GADZAMA LLP

Legal Practitioners * Arbitrators * Mediators * Regulatory Consultants

OFFICES/ASSOCIATE OFFICES OF THE FIRM

ABUJA:

J-K Gadzama Court
Plot 1805 Damaturu Crescent By Kabo Way,
Off Ahmadu Bello Way,
P.O.Box 20304, Garki 2,
Abuja, FCT, Nigeria
Tel & Fax 09-5237380-1; 5237496,
+234(0)8156565619;
+234(0)8055692200
abuja@gadzama.com

LAGOS:

8th Floor, Union Marble House,
1, Alfred Rewane Road,
P.O. Box 53155, Falomo,
South West Ikoyi, Lagos.
Tel +234(0) 805 805 4591;
+234(0)8055692201
lagos@gadzama.com

MAIDUGURI:

15B, Circular Road,
Near Nigerian Air Force
Officers' Mess, Old GRA,
P.O. Box 012, Maiduguri,
Borno State
Tel: +234(0) 818 1398672;
+234(0)8055692202
maiduguri@gadzama.com

LONDON:

Great James Street Chambers,
37, Great James Street, London,
WC1N 3HB
DX: 440 Chancery Lane
Tel: +44(0) 2075834352
+44(0)2073525547
london@gadzama.com

SOUTH FLORIDA:

4501, San Mellina Drive.
San Mellina,
Coconut Creek City,
Florida, U.S.A.
Coconut Creek FL 33073,
Tel: +1 940-600-8929
southflorida@gadzama.com

LASSA:

No. 22, Wamdeo Road,
P.O. Box 33, Lassa,
Askira/Uba Local Government Area,
Borno State.
Mobile Phone: +234(0)805 805 4588
+234(0) 805 569 2203
lassa@gadzama.com

This publication amongst many other
articles and news from the firm are accessible online on the office website.

www.j-kgadzamallp.com

**DISCLAIMER: The information contained in this Newsletter is not
legal advice. Please consult a lawyer for legal assistance.**

