



PROFILE

International standards; Local expertise & contacts

A pioneer provider of specialist services

A diverse, experienced and trained team that puts the client first





WHO WE ARE

We Are African.

We believe in the African People,
Markets and Solutions.

We are Focused on Impact and Africa
Driven Solutions.

We are a highly specialist, innovative and experienced team of lawyers and consultants in Uganda and East Africa offering practical and value driven solutions drawn from our vast knowledge and experience. We are consulted on significant transactions in each of our practice areas where we combine experience in complex international transactions and an understanding of legal and regulatory compliance in Uganda and East Africa.

We are driven by a desire to create social impact and harness the interconnectedness of the African eco-system in our provision of blended legal & tax services. Our clients include leading private equity/impact funds, construction and oil & gas companies, tech companies, leading non-profits and social enterprises looking to set up or expand in East Africa.

Our team combines a breadth of experience, education and training in the best institutions in the world. We are always on the look out for the most talented and ambitious professionals to join the team. With a mix of lawyers and accountants across the board, our service offerings are unequalled in both tax & legal assignments.

Our probono arm provides free legal services to leading SME's and social enterprises in Uganda helping them to save legal fees and create impact in their areas of operation.

UGANDA MARKET OVERVIEW

Uganda enjoys a unique location at the heart of Sub-Saharan Africa within the East African region. It is bordered by Sudan in the north, Kenya in the east, the United Republic of Tanzania in the south, Rwanda in the southwest and the Democratic Republic of Congo in the west. Uganda is a founding member of the East African Community and one of the fastest and youngest growing populations in the world creating a substantial consumer market. Uganda's land locked position and comparative advantages in agriculture and one of the largest oil reserves in the region, gives the country a strategic commanding base to be a regional hub for trade and investment.

With a well regulated and highly liberalized trade and foreign exchange economy, Uganda enjoys pivotal trade partnerships that create a viable market for business.





WHAT WE OFFER

TASLAF seamlessly combines international standards of ethics and legal practice while harnessing our knowledge, contacts and experience of the local market, to provide the best solutions for our clients. Our clients include both Ugandan and international impact/private equity funds, oil and gas companies, financing institutions, construction companies, and the leading multinational social enterprises & non-profits/NGO's operating/looking to set up and expand in East Africa.

Whether we are providing legal opinions for corporate formation, restructuring, governance and internal controls, financial and tax planning, employment and human resource contracts or for immigration requirements for expatriates, volunteers or their dependents, we ensure that our advice is legally wholesome and takes into account various practical and commercially viable business objectives, which are important for our clients to achieve their goals.

Our Practice Areas

For our clients, we represent a single point of contact for solutions in our practice areas of tax, legal and advisory services. We achieve this through a strong culture of teamwork and collaboration which ensures that skills are deployed to match the unique requirements of each client.

Our Corporate, M&A and Impact Finance Practice

We pride ourselves as a pioneer law firm offering services to private equity and impact funds investing in Uganda. Our Corporate and Commercial department provides both company secretarial services and transactional advisory services on banking and finance, mergers & acquisitions, joint ventures, private equity, capital markets, corporate finance, corporate regulatory and compliance work, land and real estate, mortgage financing, asset transfer, insurance, intellectual property, project finance and energy - construction and infrastructure law.

Under our corporate, regulatory and compliance services, our firm is able to offer full incorporation or business formation and set-up services to our clients. Our unique specialties ensure expert advice on the most appropriate vehicle and structure for different types of businesses, with different goals.

We also offer various secretarial services, including filing annual corporate returns, acting as company secretary, filing board resolutions, taking minutes and keeping corporate records. In addition, our corporate department can advise on various corporate entities, transfer of shares, internal corporate governance and organization design as well as negotiate and draft any contracts or agreements required by our clients

TASLAF brings unique insights to clients seeking to navigate the cultural and regulatory complexities of doing business in Uganda/East Africa.

Corporate Practice Highlights

- Advised Uganda Biodiversity Trust Fund, a USD 100 million private sector-led conservation fund, on its set up in Uganda and advising on all their investments in the REDD+ Program.
- Acting as corporate and legal counsel to the following entities: Great Lakes Coffee Limited, Wildlife Conservation Society, Marula Agribusiness Consultancy Ltd, Biodiversity Trust Fund, Grameen Foundation Uganda, Insight Creations Limited; Yunus Social Business (YSBF), War Child Holland, Regis Uganda Ltd, Africa Energy Management Systems Mpanga, Mpanga Hydro Limited, Wollstra Engineering Limited among others.
- Advised Yunus Social Business Foundation Uganda on their USD 20 Million fund to support social businesses in Uganda and its registration with the Capital Markets Authority of Uganda.
- Advising Great Lakes Coffee on a combined USD 20M from AgDevco and Responsibility AG.
- Advised an international water and environmental company, Suez (France), on a proposed USD 12 million construction of a water treatment plant in Uganda.
- Advising on the legal structuring considerations on the proposed corporate spin-off of the CKW Project from the Grameen Foundation Uganda
- Legal Counsel to IUNGO Capital on its over USD 100M investment in leading SME's in Uganda.
- Legal Counsel on a merger between New Energy Nexus & EN Venture in Uganda.

Our Tax Practice

One of our specialty area in which we have acquired knowledge and expertise is tax. The TASLAF team has over ten years of experience, knowledge, extra qualifications and practical skill in dealing with tax and tax-related matters and can capably and ably provide all-round tax advisory, compliance, health checks and audits for local and multinational business entities.

The tax department team has over ten years of experience, knowledge and practical skill and extra qualifications in taxation, tax compliance, tax planning, audits, finance and accounting in Uganda

Our specialist Tax services include; Domestic and International Tax advisory and consultancy, Tax compliance reviews, Tax health checks, Tax filings and registrations, Tax return review, Tax objections management, Tax position reconciliation, Tax litigation and dispute resolution, Tax planning, Tax related due diligence, Review of contracts and agreements for tax implications, Tax audit management, Transfer pricing advisory and avoidance of double taxation.

We utilize our combined skills, knowledge, and expertise in tax, banking and finance, commercial transactions, corporate and regulatory law and practice to provide relevant and practical cost effective advice and assistance to our clients.

Corporate Practice Highlights

- Advised the Wildlife Conservation Society on an application for the refund of Withholding tax (WHT) of over UGX 100 million
- Advised Enviro Serve on the capital deduction treatment of a landfill under construction in the Albertine Graben Region of Western Uganda on a USD 13.6 Million industrial and hazardous wastes handling project for the oil drilling operations in the region
- Advised Weatherford International Ltd, on the local tax treatment arising from the provision of oil drilling services to Tullow Oil Uganda.
- Advised Talisma Corporation Pvt Ltd on the tax implications of a USD 5 million contract awarded by the Ministry of Finance, Planning and Economic Development for the design, supply and installation of a Computerized Education Management and Accounting System (CEMAS) in public universities and self-accounting tertiary institutions.
- Advised ACCL on the VAT and income tax accounting requirements for an advance payment of UGX 3 billion out of its contract with the Uganda government and payable by the African Development Bank.
- Defended Roofing's Ltd against a tax payment demand of UGX 1.8 billion arising from the re-characterization of bonus payments to its shareholder directors.
- Defended Nilecom Ltd against a VAT assessment of UGX 3.6 billion arising from the sale of airtime cards.
- Defended Muljibhai Madhavani & Co. Ltd. against a VAT assessment of UGX 6.4 billion arising from a purported under-declaration of sales.
- Defended Electro-Maxx against a tax payment demand of UGX over 6 billion on account of customs duty on Fuel, VAT on importation of furnace oil, and withholding tax and VAT on imported services.
- Spearheaded the preparation of transfer pricing documentation for a range of large corporate entities including: Madhvani Group; International Medical Centre Ltd; International Hospital Kampala Ltd; International Air Ambulance Ltd; Wellspring Advisors Uganda Ltd; Somochem Uganda Ltd, Britannia Allied Industries Ltd; and, IMG Pharmaceuticals Ltd.

Our Energy, Oil & Gas Practice

We provide legal services and industry insights throughout the energy and oil and gas sector, whether upstream or downstream.

TASLAF's global oil and gas practice is built on a deep, practical understanding of the national and international oil and gas business and the interplay between the legal and commercial aspects of exploring for, producing, transporting, storing, marketing, and processing crude oil, natural gas, liquefied natural gas (LNG), natural gas liquids (NGLs) and other petroleum products.

The Oil and gas sector in Uganda is broadening from exploration to development of discovered oil and gas resources together with refining and pipeline infrastructure development. Uganda is estimated to have 6.5 billion barrels of oil deposits with an estimate of 1.4 to 1.7 billion barrels recoverable.

To assist our clients in these demanding times, we provide a wide array of economic and business consulting services that address the financial, legal, operational, political & regulatory and transactional needs of the industry.

To meet the growing challenges of the Oil & Gas industry, TASLAF has built up and is continuously building upon a team of professionals combining both deep industry knowledge and a wide range of technical expertise. Our Oil & Gas team has extensive experience in all areas of the industry and have supported various key players across the sector (upstream, midstream, downstream, oil service companies and other service providers active in the offshore sector) to reach their goals with tailor-made, sustainable and robust business solutions.

With our solid expertise in this sector and support from a global and multidisciplinary team of experts across Legal, Tax and Advisory Services, TASLAF's Oil & Gas practice is in an excellent position to help companies successfully rise to the challenges posed by the industry.



Our Experience in Energy, Oil & Gas

- **Uganda, Local Content Development:** The Client sought concrete strategies to raise the capacity of potential Ugandan suppliers (SMEs) to render them competitive and able to meet the standards and requirements of upstream oil and gas buyers. The project involved a review of Uganda's national content concept and approach as well as current thought leadership and best practice on the subject. The project further involved an examination of Ugandan supplier capacity and constraints to supplying goods and services to Ugandan upstream sector. We suggested actionable recommendations under the following pillars:
- Advising and acting as legal counsel to Africa EMS Mpanga on a project to construct a hydro power dam on River Mpanga in Western Uganda.
- Advising an international water and environmental company, Suez France, on a proposed US\$ 12 million project to construct a water treatment plant in Uganda.
- Advising Weatherford International Ltd, on the local tax treatment arising from the provision of oil drilling services to Tullow Oil.
- Advising a Turkish consortium on a contract for the repair of major ferries on Lake Victoria, Uganda, a project of the Uganda National Roads Authority (UNRA).
- Advising Emergency Life Support for Civilian War Victims on a US\$ 25Mn project to construction an orthopaedic hospital complex in Entebbe, Kampala.
- Advising Trisha Construction Company Limited in purchase and sale of land; we prepared the relevant documents for the completion of sale and transfer of title.
- Acting as legal counsel for Veksons Uganda in a claim against Bank of Uganda and Crane Bank in Liquidation. Over US\$ 1 Mn had remained due and owing to our client who was contracted to construct the Crane Bank branches across the country
- Advising Enviro Serve on the capital deduction treatment of a landfill under construction in the Albertine Graben region on a US\$ 13.6 Mn industrial and hazardous wastes handling project for the oil drilling operations in the region.
- Advising Talisma Corporation Pvt Ltd on the tax implications of a US\$ 5 Mn contract awarded by the Ministry of Finance, Planning and Economic Development for the design, supply and installation of a Computerized Education Management and Accounting System (CEMAS) in public universities and self-accounting tertiary institutions.
- Advising Hyundai Engineering & Construction Co. Ltd on tax matters arising out of a joint venture contract and subcontracts for the construction of a bridge over River Nile in Jinja.
- Defending Nabors Drilling International against a tax assessment of over UGX 900 Mn emanating from valuation of the drilling rig at importation and exportation respectively.
- Defended Electro-Maxx against a tax payment demand of UGX over 6 Bn on account of customs duty on Fuel, VAT on importation of furnace oil, and withholding tax and VAT on imported services.
- Successfully advising Libya Oil Uganda Limited on an income tax assessment objection for capital gain tax of over UGX 2 Bn raised by URA, on its share capital consolidation.

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leadership and best practice on the subject. The project further involved an examination of Ugandan supplier capacity and constraints to supplying goods and services to Ugandan upstream sector. We suggested actionable recommendations under the following pillars:

Algeria, Economic Fiscal Modelling: The Client sought to understand the Algerian Concession and Production Sharing fiscal regimes, specifically the level of impact of various fiscal items on investor KPIs: NPV, IRR and Payback Period. The Client sought a flexible model with provisions to enable re-use for alternative field, economic, and fiscal assumptions. The assignment further involved training the Client's team to use the model.

Uganda, Upstream Market Entry: The Client's sought to expand its footprint to Uganda, in view of imminent FID on Lake Albert upstream development. The client required an overview of Uganda's upstream framework as well as existing and future opportunities, in terms of assets and local partners. The Client further required regulatory guidance for market entry and Joint Venture incorporation.

Kenya, Market and Entry Strategy Study: To grow in the Kenyan fuels industry, our Client required a comprehensive understanding of the market. The Client was particularly interested in the country's retail and wholesale market and the Dealer-Owned Dealer-Operated (DODO) fuel retail model.

We drew on various resources including local partners, desktop-based data gathering and verification, and a fact-finding mission in Kenya to meet the data requirements of the study. We used in-house resources and expertise to refine and analyse the data to fully meet the study objectives.

Our report and recommendations assisted the Client to evaluate organic and external growth options in the Kenyan market.

Sub-Saharan Africa, Downstream Country Reports: We produced country downstream oil and gas report as well as a comparative study of pump price structures. These reports were for various Clients and they covered country;

Southern Africa, Viability of a Fuel Import Terminal in Matola: The Client sought opportunities to leverage a coastal terminal and consolidate its position in the terminal's southern African supply zone. The Client further wished to acquire and operate strategically located retail or midstream assets vis-à-vis the terminal.

Uganda, Rwanda, Burundi and DRC, Energy & Power Sector Assessment: We carried out a power sector study for a Norwegian power developer seeking to invest in eastern Africa. The Client sought to understand political and non-political influencers, power brokers and influence nodes in country power sectors. The Client besides needed to understand the institutional capacity and reputation of the relevant ministries and institutions drawn in to power sector projects.

Kenya, Due Diligence & Asset Acquisition: The Client sought to acquire Dealer-Owned Dealer-Operated (DODO) fuel retail sites as well as petroleum product storage facilities at strategic locations in Kenya. We spent two months in Kenya scouting and assessing assets meeting the Client's criteria.

Our NGO, Social Enterprise and Impact Finance practice

Our firm has developed one of the leading specialist not-for-profit advisory practices in the East African region. Led by specialist and pioneer impact finance lawyers, we offer pioneer specialist services focused on social enterprises, NGOs, charitable institutions, philanthropies and impact funds. We have established a niche in the not for profit practice, and our knowledge of NGO laws and regulations is part of our hallmark.

We further have established working relationships with leading government entities including the National Bureau for NGOs and other government ministries. We keep ourselves interested in and knowledgeable about relevant trends and developments in all areas of the law, that may impact Non-Profits and NGOs.

Our impact finance practice provides a wide range of legal services to clients seeking to achieve positive social and environmental impact alongside financial returns. Under the practice, we advise right from fundraising from limited partners, setting up the fund structure, signing non-disclosure agreements, performing due diligence on target companies, structuring the deals as financial and tax advisers, managing compliance issues, and exiting the investments.

NGO & Social Enterprise Highlights

- Assisted JSI Research & Training Institute Inc. (JSI R&T), Peripheral Vision International (PVI) among several other organizations to register as Non-governmental organization/nonprofit entity in Uganda.
- Advised Millennium Promise Alliance Inc. on its corporate restructuring and its flagship program, the Millennium Villages Project in Uganda. We also assisted in the registration of Millennium Promise as a not-for-profit entity in Uganda as well as acquiring a permit to operate as such.
- Acting as legal advisor and counsel to the following: Village Enterprise Uganda; Jhpiego - an affiliate of John Hopkins University with 500 employees in Uganda; Wild Life Conservation Society (WCS) - one of the oldest international NGO's in Uganda; Land O'Lakes Venture Inc.; Civ Source Africa; War Child Canada; Medical Teams International; Hopes Smiles Uganda; Handicap International Federation; Johanniter International Assistance; Forgotten Children World Wide, Trocaire Uganda; among others.
- Partnered with companies, incubators and accelerators such as Sinapis Group; Open Capital Advisors (OCA); Aspen Network of Development Entrepreneurs (ANDE); Oxfam International and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) to provide legal support to social enterprises through workshops and trainings.
- Consultant/Advisor to Center for Development Alternatives on a research on Uganda's Entrepreneur ecosystem.
- Legal Counsel to Medical Teams International, Jhpiego(an affiliate of John Hopkins), Swiss Church Aid, Plan International, GOAL-Uganda, Wild Life Conservation Society, etc.

Impact Finance Highlights

- Assisted in the registration and establishment of the Uganda Bio Diversity Fund (UBTF) as a charitable trust.
- Transactional/legal advisor to the Uganda Biodiversity Trust Fund a USD 100M private/public sector led fund to support innovation in conservation.
- Advising IUNGO Capital on all its debt and equity investments in Uganda.
- Legal Advisor to Bid Network on due diligence on all target companies on debt and equity investments
- Legal Advisor to The Acumen Fund on a cross border investment in Uganda and Rwanda.

Our Employment and immigration practice

We routinely and regularly offer a wide range of employment and immigration related services under the Corporate and Commercial Department which works at all times in close collaboration with the NGO and non-profit practice of the firm.

We provide legal assistance in relation to individual and collective employment contracts, internal regulations and policies, confidentiality, restrictive covenants and non-compete agreements, management contracts, health and safety rules and regulations and data protection issues that arise in an employment context. In addition, we also represent clients in employment related disputes.

Our Immigration services include obtaining and renewal of visas, passes and work permits for both foreign nonprofit expatriate workers and their dependents.

Employment and Immigration Highlights

- Represented Great Lakes Coffee in a labor dispute involving 11 formal employees that were represented by Platform for Labour Action, resulting in a successful settlement for our client.
- Advised War Child Canada, JSI Research & Training Institute and Plan International on employment law related matters including disciplinary proceedings and the negotiations and settlements of terminations
- Under the Trust Law partnership with Thomson Reuters, advised and prepared a human resource manual for Wana Energy Solutions, a natural gas manufacturing and distributing social business.
- Advising, drafting and reviewing human resource manuals and employment agreements and contracts for a number of corporate entities, international organizations and nonprofits including: Plan International; Wildlife Conservation Society; Great Lakes Coffee; War Child Canada; Peripheral Vision International; YSBF; Grameen Foundation Uganda; JSI Research & Training Institute; Jhpiego, an affiliate of John Hopkins University; UZURI Health & Beauty Limited, Goldmine Finance Limited; Orion Transformers & Electrics Ltd; and, Trocaire Uganda.

Our Litigation, Arbitration and Dispute Resolution practice

Our litigation, arbitration and dispute resolution practice cuts across a wide spectrum of real life challenges for both our natural clients and the business enterprises that we serve. Our Litigation and Arbitration professionals are experts in dispute resolution and act as legal counsel in lawsuits conducted before the courts and in ad hoc arbitration proceedings before the principal domestic and international courts of arbitration.

We defend our clients' interests in conflict situations and advise them with a view to avoiding potential litigation or arbitration and, where it is unavoidable, ensuring they are in the best possible position.

Our wealth of experience in practically all industries and business areas enables us to adapt to the most diverse situations. We have expert litigators in almost all legal matters and economic sectors, including employment and labor law, family law, immigration law, tax appeals and tax litigation, banking and finance law, intellectual property rights protection and enforcement law, land, property and real estate law among others.

Litigation, Arbitration and Dispute Resolution Highlights

- Advised and represented Great Lakes Coffee Limited in a banking and finance suit worth USD 900,000 against Eco Bank (U) Ltd that was amicably settled.
- Advised and represented Yunus Social Business Foundation Uganda (YSBF) in the recovery of over USD 100,000 against its debtors
- Advised and defended Media Focus on Africa (MFA) in an intellectual property claim on the ownership of the Yat Madit Television series production and directorship rights.
- Advised and represented former employees of Golden Marketing Limited, Regime (Uganda) Limited and URSB Uganda in employment disputes arising from unlawful and unfair termination by the Employer.
- Advised and represented Catering International & Services (Uganda) Limited in an application for the stay of the voluntary winding up proceedings against the company in Uganda.
- Advised and represented Media Legal Defense Initiative in an application to intervene as amicus curiae in a human rights violation case against the Attorney General and several telecommunications companies.
- Represented the Cross-Cultural Foundation, Uganda in an objection to an assessment by the Uganda Revenue Authority (URA).
- Successfully recovered over UGX 20 Billion million from the Attorney General's office on behalf of Nabajjuzi Coffee Factory.
- Advised and represented several clients like Orion Transformers & Electrics Ltd, War Child Canada and Uganda National Cultural Centre in disputes with their former employees.

Our Pro Bono Practice

We have expanded traditional law firm pro bono services from the pursuit of justice for the poor, to the pursuit of impactful and collaborative interventions that can gainfully and sustainably create change in our societies. TASLAF's pro-bono arm focuses on small businesses and start-ups, particularly social enterprises. The major goal is to empower those qualifying entities and individuals to enable them create and enhance social impact in their local communities.

Legal services are expensive and are not easy to access especially in rural areas. In many instances where there is legal aid, the target has been to offer it to the most vulnerable and indigent members of society whose rights are being abused. Much of this legal aid does not target the entrepreneurial spirit of many African social enterprises. As a result, many entities are blocked out of access to legal services and have no assistance in protecting themselves against conflict and anticipating commercial dispute resolution. We assist such businesses to structure properly and also to ensure that they are well aware of the alternative remedies to dispute resolution in addition to the available legal options for court litigation, in case of any issue arising out of their business ventures.

TASLAF has conducted a myriad of pro bono projects with partners such as;

Pro Bono Partnerships/Collaborations

Thomson Reuters

We currently offer pro-bono legal advisory services to international and local small, growing, and medium social businesses through our partnership with Trust Law, the biggest pro-bono legal program in the world, run by the Thomson Reuters Foundation. Our work with Trust Law has led us to assist various high impact non-profits and social enterprises.

Sidley Austin

LLP Africa- Asia Agriculture Enterprise Pro Bono Program

Through our partnership with Sidley Austin, TASLAF has offered pro bono legal support in the Africa-Asia Agricultural Enterprise Pro Bono Program launched in 2012 by Sidley Austin, to provide free legal support to small and medium sized agricultural-related enterprises and development non-governmental organizations (NGOs) in Africa and Asia. The Program aims to impact and benefit the small, poor farmers and farm workers, particularly women, who labor at the bottom of the food chain.

Chapter Four

TASLAF in partnership with CHAPTER FOUR Uganda has promoted the localization agenda through provision of pro bono legal advisory services to Local Non-profit/non-governmental organizations.

Accelerators/Incubators

We frequently partner with business accelerators and incubators that support and prop up entrepreneurship. We are currently in an MOU with Sinapis Group to provide Pro Bono Legal support to their entrepreneurs under the Fast Track Accelerator Program.

We have also had previous partnerships with Open Capital Advisors (OCA); Aspen Network of Development Entrepreneurs (ANDE), Oxfam International and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ).

WHAT DRIVES US?

Timeliness

We utilize efficient systems and methods to ensure we deliver legal solutions in a timely manner.

Agile

We keep a small and specialized team who are directly accessible and deliver top end services across every area of law.

Simple

We aim to deliver excellent advice in a clear, simple and cost-effective manner.

Leadership

We are pioneers and leaders in various areas of legal practice.

Approachable

We aim to be accessible always and provide immediate and direct contact to our clients.

Flexible

Our diverse experience ensures that we understand and cater for each client's distinct values and needs.

OUR AWARDS & INTERNATIONAL AFFILIATIONS

Trust Law Awards 2018 – Thomson Reuters Foundation

Finalist/Nominee for the 2018 Domestic Law Firm of the Year Award

This award recognizes the commitment law firms and legal teams have demonstrated in supporting pro bono clients over the last years on projects undertaken through TrustLaw.

Corporate Law Member - Uganda with IR Global - 2020



OUR TEAM



Stephen Tumwesigye Managing Partner

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Stephen Tumwesigye is a founding partner at the firm and one of Uganda's leading corporate & tax lawyers. He heads the Corporate, M & A and Impact Finance Practices at TASLAF. He is also part of the oil & gas and Tax practices. Stephen formerly worked as a Tax and Legal Consultant with Deloitte- East Africa where he advised leading entities in the East African Region. He holds a Master of Laws(LLM) from Harvard Law School.

Stephen advises private equity and other investment funds setting up in the East African region and leads teams that advise on fund formation, due-diligence on target companies, acquisitions and exits, negotiating complex financing agreements, structuring shareholder agreements and Initial Public Offers.

He has acted for international firms in the oil and gas and financing space that are involved in high profile infrastructure projects. His experience includes advising clients on tax and legal aspects of setting up in Uganda, structuring joint venture agreements, project Finance and advising on all aspects in the Procurement, Engineering and Construction value chain. This is in addition to participating in high level litigation involving employment, tax and construction disputes.

Stephen has also advised on the set up and entry of some of the leading Technology companies in East Africa and has participated in structuring financing for leading app and software developers in Uganda.

He has been involved in the setting up, restructuring and continues to advise leading multinational non profits, Development Finance Institutions(DFI's) and other philanthropic entities. He has a deep understanding of the non-profit and development finance landscape in East Africa.

He coordinates the firm's flagship pro bono project which combines the use of Artificial Intelligence(AI) to provide innovative services to East Africa's leading startups and social enterprises. He has served as a mentor in the Yunus Social Business Foundation and The Tony Elumelu Entrepreneurship Program and is a regular speaker at conferences involving finance for development.

Stephen holds Master of Laws(LLM) from Harvard Law School where he was an Open Society Foundations Scholar.

Transactional Experience

- Legal Advisor to Technip FMC(A French Listed Company) on contract to supply

Wellheads to Total E & P.

- Advising Great Lakes Coffee on debt and Equity Investments from impact investors ResponsAbility AG and AgDevco.
- Legal Advisor to IUNGO Capital-an Impact Focused Fund in East Africa.
- Advising an international water and environmental company, Suez (France), on a USD 100 million construction of a water treatment plant in Uganda.
- Advising a Turkish consortium on a contract for the repair of major ferries on Lake Victoria, Uganda, a project of the Uganda National Roads Authority (UNRA).
- Representing Veksons Uganda in a USD 10 million claim against Bank of Uganda and Crane Bank in Liquidation.
- Advising Great Lakes Coffee Co Ltd on a USD 9000,000 claim against Eco Bank at the High Court (Commercial Division), resulting in a settlement in March 2017.
- Representing Media Focus on Africa on a USD 3000,000 claim for damages resulting from the termination of a Director's contract on an EU funded documentary project. (2017)
- Advising a group of exporters in a UGX 15 billion dispute with Uganda Revenue Authority over whether exempt supplies are within the purview of the VAT Act.
- Advising Yunus Social Business Foundation Uganda on their USD 200 Million fund to support social businesses in Uganda and its registration with the Capital Markets Authority of Uganda. (2016-Ongoing)
- Advising Uganda Biodiversity Trust Fund, a USD 100 million private sector-led conservation fund, on its set up in Uganda.
- Advising on the restructuring of an international NGO, Millennium Promise

Inc., and its flagship program, the Millennium Villages Project.

- Acting as legal advisor to Wild Life Conservation Society, one of the oldest international NGO's in Uganda with over 200 employees. (2015-Ongoing) and advising on the tax aspects of REDD+ projects on climate change adaptation in Uganda.
- Acting as legal advisor to Jhpiego- a leading healthcare advocacy organization with over 500 employees in Uganda. (2017-Ongoing)
- Acting as legal counsel to Great Lakes Coffee, a leading coffee exporter in Uganda, and advising on its USD 7 million debt investment from Responsibility AG.
- Acting as legal and tax advisor to Village Enterprises- a leading social enterprise operating in Hoima and Soroti supporting rural farmers.

Practice Areas

Corporate M & A and Private Equity

Tax

Oil and Gas

Education

Master of Laws - Harvard Law School

Bachelor of Laws - Makerere University, Kampala

Diploma in Legal Practice (LDC)

Affiliations

Advocate, High Court of Uganda

Member, Uganda Law Society

Member, East African Law Society

Member, International Bar Association



Lynne Wells
Special Counsel

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- Lynne Wells is a Special Counsel at TASLAF Advocates, qualified in England and Wales. She specializes in cross-border work and the Impact Finance, Banking and Finance and Corporate and Commercial Transactions Practices.
- Lynne has over 13 years of experience working on commercial transactions: advising investors, borrowers, developers, governments and funders from inception to financial close to post-completion. This includes advising on: deal structuring, joint development agreements, shareholder arrangements, government concession agreements and project contracts, as well as issues relating to employment, property and litigation.
- She was the lead draftsman at the East African Development Bank for all high-value contracts entered into in respect of projects in Uganda, Kenya, Rwanda and Tanzania and key partnerships/ programs with funders and stakeholders.
- Lynne has advised various English-based investment companies in relation to their investments in renewable energy projects in Ethiopia, Malawi, Tanzania and Chad.
- Since 2015, her experience has focused almost exclusively on Sub-Saharan Africa and prior to that she was involved in projects in the Middle East, Europe and Australia.
- Lynne has lived and worked full-time in East Africa since February 2017 and previously worked for leading international law firms in both London and Abu Dhabi. She holds a Bachelor's Degree in Law from the University of Oxford.



Harriet Okwi
Consultant - Oil & Gas

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- Prior to TASLAF, Harriet worked as a Senior Consultant and Business Development Lead at IHS Global in Paris. During her ten-year career, Harriet has executed several consulting projects assisting corporates and government institutions to strategize and invest in the African power, oil and gas sectors.
- Harriet has managed and coordinated energy research on 50 African markets covering; political and economic context, energy policy and regulation, power and petroleum product price structures, petroleum product supply and demand forecasting, energy sector infrastructure and the competitive landscape.
- Harriet has drafted and delivered numerous client briefings and conference presentations on key trends in African oil and gas and power markets.
- Harriet holds an MBA from the University of Oxford, a Master's degree in International Affairs from Sciences Po Paris.

Experience

Uganda, Local Content Development:

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To grow in the Kenyan fuels industry, our Client required a comprehensive understanding of the market. The Client was particularly interested in the country's retail and wholesale market and the Dealer-Owned

Dealer-Operated (DODO) fuel retail model.

We drew on various resources including local partners, desktop-based data gathering and verification, and a fact-finding mission in Kenya to meet the data requirements of the study. We used in-house resources and expertise to refine and analyse the data to fully meet the study objectives.

Our report and recommendations assisted the Client to evaluate organic and external growth options in the Kenyan market.

Sub-Saharan Africa, Downstream

Country Reports: We produced country downstream oil and gas report as well as a comparative study of pump price structures. These reports were for various Clients and they covered country;

- Political and Economic Context
- Downstream Sector Organisation
- Downstream Regulatory Environment
- Petroleum Product Pricing
- Demand Analysis
- Refining and Supply Analysis
- Logistics and Distribution
- Competitive Landscape

Southern Africa, Viability of a Fuel Import Terminal in Matola:

The Client sought opportunities to leverage a coastal terminal and consolidate its position in the terminal's southern African supply zone. The Client further wished to acquire and operate strategically located retail or midstream assets vis-à-vis the terminal.

Uganda, Rwanda, Burundi and DRC, Energy & Power Sector Assessment:

We carried out a power sector study for a Norwegian power developer seeking to invest in eastern Africa. The Client sought to understand political and non-political influencers, power brokers and influence nodes in country power sectors. The Client besides needed to understand the institutional capacity and reputation of the relevant ministries and institutions drawn in to power sector projects.

Kenya, Due Diligence & Asset Acquisition:

The Client sought to acquire Dealer-Owned Dealer-Operated (DODO) fuel retail sites as well as petroleum product storage facilities at strategic locations in Kenya. We spent two months in Kenya scouting and assessing assets meeting the Client's criteria.



Joseph Byaruhanga
Tax Consultant

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Joseph Byaruhanga is a Tax Consultant with a plethora of experience in the fields of Tax, Finance and Accounting. He has been part of the Tax Consulting team at Grant Thornton Uganda, as well as having lead Finance teams in the retail and hospitality sector.

His 13 years of experience in Tax Consulting, Finance and Accounting has given him a wide and in-depth knowledge of the commercial and regulatory landscape in the country which enables him to offer valuable insight and advice for our clients.

He has qualifications with ACCA and has a Bachelor's degree in Business Administrations, where he graduated Summa Cum Laude at the very top of his class at the Uganda Christian University.

Transactional Experience

Tax Audit spanning 5 years for the Zenitaka-Hyundai Joint Venture. The contractor of the New Nile Jinja Bridge in a project valued at over USD\$100 million. With subsequent management of the Tax Objection process for Hyundai Engineering and Construction Company Limited – Uganda Branch

Tax Audit of Africa EMS Mpanga, a contractor and operator of Hydro Electric Power Dams in western Uganda and subsequent Management of Objection procedures.

Tax Audit of Ambitious Construction Limited, a contractor with several public infrastructure projects subsequent

Management of Objection procedures.

Provided Tax Consultancy Services to Sino-Hydro Corporation Limited the contractor of the Karuma Hydro Electric Dam project for the aid-funded Kampala Flyover construction project.

Provided Tax Consultancy Services to Shimizu Konoike Joint Venture for the aid-funded Kampala Flyover construction project.

Provided Tax Consultancy Services to Keisoku Giken Uganda Branch a subcontractor for various infrastructure projects.

Provided Tax Consultancy Services and Financial Advisory services to NARI Group Corporation a contractor in various aid-funded electrical infrastructure projects.

Management of a Returns Examination for Jade E Services – trading as Jumia Uganda.

Tax Health Check for five year periods: New Forests Company, the largest single commercial forestry project in the country

Tax Health Check for five year periods Promaco Limited, a multinational Dairy Industry

Tax Health Check for five year periods for Research and Education Network Uganda, a not-for-profit National Research and Education Network (NREN) that offers affordable access to information and communications technology for various strategic institutions in education, the public sector and the private sector.



Juliet Namirembe
Senior Tax Associate

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Juliet Namirembe is a Senior Tax Associate in the firm. She works on tax matters for our clients combining a knowledge of tax law and accounting experience. Her practical experience and her deep knowledge of financial management have assisted in providing practical solutions to our clients.

Transactional Experience

- Assisted in the objection of an assessment by URA of over UGX 400 million arising from purported non-payment of WHT on management fees by a not for profit organisation Goal Uganda;
- Assisted in the tax planning for the following clients in regards to their establishment in the country: JSI RHITES; Yunus Social Business and Goal Uganda.
- Assisted in advising on the tax implications resulting from the corporate restructure of an international organisation;
- Assisted in reviewing of data and information of an international organisation for a WHT and PAYE assessment of UGX 200 Million and assisted in the voluntary disclosure of the same to URA;
- Assisted in data collection used in report writing for the following clients in regards to their tax health checks: Medical Teams International and John Snow research & Training;
- Assisted in reviewing and filing tax returns for the following clients on a monthly and annual basis to URA: Peripheral Vision International, ZOA international and Handicap international;
- Assisted in Offering on a need to know basis, general and specific guidance on tax matters regarding Value Added Tax, Individual Income Tax, Corporate Income Tax, Pay As You Earn (PAYE), Withholding Taxes, Customs Duties and Excise levies; and, to the following clients, War child Canada, ZOA international, Yunus social Business and Cozy Uganda Limited;
- Assisted in the tax health check process for an international organisation which revealed a tax liability exposure of over UGX 350 million. (2018);
- Assisted in data collection used in report writing for the following clients in regards to their tax health checks: Cozy Uganda Limited; John Snow research & Training; and Goal International
- Assisted in making tax objections for the following clients on estimated or additional assessments raised by the URA: Elitebet Bookmakers Limited; Goal Uganda; Samta Mines and Minerals; and, JSI SPRING Project;

- Assisted in reviewing and filing tax returns for the following clients on a monthly and annual basis to URA: Yunus Social Business; Wildlife Conservation Society; International Centre for Transitional Justice; War Child Holland; JSI SPRING Project, and ZOA
- Assisted in reviewing, updating and amending of e-tax details for the following clients to bring their records up to date with URA requirements;
- Liaised with the tax administration on behalf of the Client in pursuit of guidance on general tax matters and any other matters that the URA may raise regarding the Client's tax position for clients like Elitebet Bookmarkers Limited, Trocaire, Party House among others;
- Assisted in guiding the legal team about transfer pricing in matter between URA and Bondo Tea Estate;
- Provide guidance on the Client's rights and obligations under the tax laws, including tax compliance requirements, return filing and tax payments and objections;
- Offer on a need to know basis, general and specific guidance on tax matters regarding Value Added Tax, Individual Income Tax, Corporate Income Tax, Pay As You Earn (PAYE), Withholding Taxes, Customs Duties and Excise levies; and,
- Assisted clients in the management of NSSF and Tax Audits done by the respective regulatory authorities;
- Managing the Payroll system in regards to commissions, allowances, deductions NSSF and PAYE Returns;
- Preparation of pitch documents to possible clients.

Qualifications

Bachelor in Business Administration



Kevin Ayebare
Senior Legal Associate

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Kevin Ayebare is a legal Associate at TASLAF Advocates in charge of litigation, arbitration and dispute resolution at the firm. He possesses valuable experience, practical skill and knowledge in various multi-dimensional aspects of dispute resolution, whether arising in banking and finance, energy, oil and gas, tax, employment, land and family matters.

Being a high performer, Kevin is able to work under pressure and ably lead the dispute resolution team, in resolving complex litigation matters. He has worked with the TASLAF team to find and ably executed legal solutions to various legal problems, be it in commercial, civil or criminal law.

Kevin also advises on corporate and commercial transactions including, intellectual property rights, corporate regulatory filings and registrations, banking and finance, land and real estate.

Transactional Experience

- Represented an impact finance fund on a case to recovery of USD 140,000 from their defaulting investees.
- Represented Human Rights Network in mediation that arose due to management disputes.
- Advised Great Coffee lakes limited on release of debentures from Stanbic Bank and Bank of Africa.

- Advised Medical Teams International on various employment issues regarding termination of employees and other employment questions
- Represented in defending a suit against Solantis Solar Limited which was successfully settled.
- Defended a suit instituted against Light Ray Uganda E.V for trespass to land which was successfully defended.
- Instituted a suit on behalf of Bid-Network Limited for breach of contract.
- Advised a former employee of Bolt Limited (Uganda) regarding a dispute that arose out of unlawful termination which was successfully settled.
- Advised village energy limited on the process of share transfer and prepared necessary documents.
- Reviewed all contracts such as employment contracts, human resource manuals, volunteer contracts, probation contracts, casual/temporary staff contracts and consultancy contracts and tenancy agreements for entities such as Medical Teams International, Village energy Limited, Forgotten Children Worldwide Inc., Media Focus on Africa, Humanity and inclusion among others

- Conducted a successful arbitration meeting between Bay port and its contractors.
- Advised Solantis Solar Limited on the process of liquidation in Uganda and drafted all the necessary documents.

Affiliations

Advocate, High Court of Uganda

Member, Uganda Law Society

Qualifications

Law Development Center Postgraduate
Diploma in Legal Practice

Uganda Christian University Bachelor of
Laws (LLB)



Shadiya Uzama
Legal Associate

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Shadiya is a Legal Associate at TASLAF Advocates specializing in the firm's corporate, NGO, and social enterprise Practice. She possesses valuable experience, practical skill and knowledge in various multi-dimensional aspects of corporate law.

Shadiya offers full incorporation or business formation and set-up services to our clients, including any corporate or organization restructuring, merger or joint-venture. She has further guided and supported our various non-profits and social enterprise clients, through the A-Z of setting up business and setting up with the right organizational design to assist them run smoothly and efficiently from a regulatory and compliance perspective.

Shadiya is able to work under pressure and ably lead the Non-Profit and NGO team. She has acquired unique experience in dealing with all non-profit employment issues such as negotiating, arranging, drafting and concluding all types of employment agreements or matters that may need urgent address, as she is familiar with the local systems, regulations and employment requirements.

Shadiya is also the Coordinator of our Pro Bono Practice focused on social enterprises and entrepreneurs. She has effectively advised and coordinated the firm's external projects such as; NGO projects and trainings as well as collaborations with the firm's pro bono partners.

She previously worked with leading law firms in Uganda where she gained leadership and proactive skills in leading teams to find and ably execute legal solutions to various legal problems, be it in commercial, civil or criminal law.

Transactional Experience

- Advising several entities such as Great Lakes Coffee Limited, Wildlife Conservation Society, Marula Agribusiness Consultancy Ltd, on corporate and commercial legal issues.
- Advising Corporate entities on their business formation, incorporation status and registration with the necessary legal authorities.
- Advised on the internal corporate governance and organization design as well as drafted the management contract for Civ Source Africa and their subsidiary, Civ Fund.
- Advising leading NGOs in Uganda on the regulatory and compliance aspects under the Non-Governmental Organizations regime in Uganda including but not limited to registration with the NGO Bureau, renewal of NGO permits, NGO Validation, filing of annual returns and procuring recommendation letters on behalf of NGOs for their Expatriates.
- Organizing and coordinating the Annual TASLAF NGO Legal and Tax Training

that is attended by over 100 NGOs and regulatory authorities in Uganda.

- Coordinating collaborative trainings and workshops with incubators and accelerators such as Sinapis Group; Open Capital Advisors (OCA); Aspen Network of Development Entrepreneurs (ANDE); Oxfam International and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) to provide legal support to social enterprises and entrepreneurs.
- Assisted in advising Yunus Social Business Foundation Uganda on their USD 20 Million fund to support social businesses in Uganda and its registration with the Capital Markets Authority of Uganda. (2016-Ongoing)
- Performing Due-diligences on debt and equity investment on targeted enterprises on behalf of Funds/ Investment companies such as Civ Fund (Civ Source Africa), BiD Network, IUNGO Capital and Yunus Social Business Foundation.

- Advising Village Enterprise on employment law related matters including disciplinary proceedings and the negotiations and settlements of terminations as well as drafting and reviewing human resource manuals and employment agreements and contracts for a number of corporate entities, international organizations and nonprofits including: Great Lakes Coffee, Hopes Smiles Uganda, ICTJ, Spoon Foundation, URICT, War Child Canada, Marula Creative Consultancy; Wildlife Conservation Society; Jhpiego, an affiliate of John Hopkins University among others.
- Coordinating TASLAF's pro bono partnership with TrustLaw run by Thomson Reuters and advising entities under the program.

Qualifications

Makerere University, Bachelor of Laws (LLB)

Affiliations

Member, Uganda Law Society



Rushongoza Begumya Legal Associate

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Rushongoza is an associate at TASLAF Advocates specializing in corporate and commercial practice and litigation and dispute resolution. Rushongoza is thoroughly grounded in various areas of corporate and commercial law and practice.

Rushongoza holds a Bachelor Of Laws Degree from Makerere University, where he graduated in the Top 10 of his class. He also holds a post graduate diploma In Legal Practice (1st Class Honours) from the Law Development Centre which he attained in 2021. Rushongoza graduated from the Law Development Centre in the Top 10 of his class and is also a receipt of the 2021 Arcadia Award which is given to the best student in Civil Litigation at the Law Development Centre.

Before TASLAF, Rushongoza worked with The Initiative For Social And Economic Rights, a leading Non-Profit Organisation promoting the realization of social and economic rights and with Sebalu & Lule Advocates, a leading law firm in Uganda.

Rushongoza works to offer legal service that is aims to easing the doing of business, and is responsive to the needs of SMEs and local enterprise.

Transactional Experience

- Assisted in the handling of an arbitration matter involving a client in a dispute worth over 5 Billion Shillings.
- Assisted in the handling of a suit that resulted in a landmark ruling on the

powers of court to enlarge time for the conduct of Annual General Meetings in light of exceptional intervening events such as COVID-19.

- Assisted in the handling of a suit that resulted in a landmark decision on the jurisdiction of court in handling faith based legal disputes.
- Provided legal advise to a leading social enterprise on structuring of their franchise business across the country.
- Advised a leading insurance company on how to preserve its security in light of insolvency proceedings being commenced against its client. The transaction was valued at over \$2 million.
- Advised a multi-national technology company on the local law aspects of providing an e-tourism service in Uganda.
- Advised a national provident fund on its compliance requirements under the Anti-Money Laundering Act.
- Advised a large International Non Governmental Organisation (INGO) of the options available for the management of employee contracts in light of a government ban of its activities.
- Advised a Foreign Special Purpose Vehicle (SPV) on how to utilize the double taxation agreement between

Uganda and its country of residence while investing in certain government securities in Uganda.

- Advised a multi-national corporation on the local law aspects of importing and providing network locked devices.
- Advised a client preparing to list on the Uganda Stock Exchange on the impact of the National Broadband policy on the Ugandan telecommunications industry.
- Advised a client on the grounds available for opposition of an insolvency petition against its debtor in a dispute worth over 180 Billion Shillings.
- Advised a client on the local law aspects of a tortious claim lodged in a UK court and on the choice of jurisdiction aspect of the dispute. The dispute is worth over \$10m.

- Assisted in the handling of a tax dispute between a client and Uganda Revenue Authority valued at over 10 Billion Shillings.
- Assisted in the handling of an employment litigation matter involving a client. The dispute was worth over 300 Million Shillings.
- Advised a client and structured a transaction for the organization and conduct of online concerts. The transaction was worth over 3.7 Billion Uganda Shillings.

Qualifications

- Makerere University Bachelor of Laws (Hons)
- Law Development Center- Post Graduate Diploma in Legal Practice(Hons).



Georginah Namuyomba
Legal Associate
Regulatory and Compliance

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Georginah Namuyomba is a Legal Associate specializing in the NGO, Impact Finance, Corporate and Commercial Transactions Practices.

Georginah's experience spans across corporate advisory, NGO/Not for Profit law, Immigration Laws, Anti-Money Laundering Law and the impact finance sector legal regime. She has a depth of knowledge on the local regulatory framework and her advice on compliance issues, immigration issues licensing regimes, and issues affecting non-profits, for profits (local and foreign) is admirable. She is routinely engaged in advising on and assisting with the establishment of investment vehicles and non-profits, conducting legal due diligences, reviews of commercial and operational agreements, preparation of legal opinions writing technical reports, concept notes and proposals.

Transactional Experience

- Georginah has assisted in advising and registering USAID Regional Development Initiatives in Uganda including; The South Western Regional Development Forum, The Northern Uganda Regional Development Forum the proposed Karamoja Regional Development Initiative.

- Georginah has advised leading NGOs in Uganda on the regulatory and compliance aspects under the Non-Governmental Organisations regime in Uganda including but not limited to registration with the NGO Bureau, renewal of NGO permits, Review of the Registration Status for various NGOs, NGO Validation, filing of annual returns and procuring recommendation letters on behalf of NGOs for their Expatriates.
- Georginah has advised leading NGOs in Uganda on the regulatory and compliance aspects under the Anti Money Laundering Legal Regime in Uganda including registration with the Financial Intelligence Authority, Filing Annual Compliance Reports, Coordinating Anti Money Laundering Trainings for NGOs like Avsi Foundation, Amani Baby Cottages/Total Family Outreach Ministries, Swiss Church Aid, Action on Disability and Development ,Agency for Cooperation and Research in Development, National Democratic Institute, among others.
- Georginah has advised several local and foreign companies on setting up entities in Uganda and assisted with their registration in Uganda.
- Georginah has advised and assisted with the registration of patents, trademarks and copyrights with the Uganda Registration Services Bureau and ARIPO.

- Georinah serves as a Secretary on the board of Lifesong Farms Uganda SMC Limited which is a subsidiary of Lifesong for Orphans Inc. a Not for Profit Organisation incorporated in the United States where she provides strategic advice to the board on the governance framework governing the company.

Qualifications

- Makerere University Bachelor of Laws (Hons)
- Law Development Center- Post Graduate Diploma in Legal Practice(Hons).



Mbabazi Doreen Darlson
Tax and Accounts Associate

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Doreen Mbabazi is a Tax and Accounts Associate in the firm. She works on tax matters for our clients combining a knowledge of tax law and accounting experience. Her practical experience and her deep knowledge of accounting and Finance have assisted in providing practical solutions to our clients.

Transactional Experience

- Assisted in Offering on a need to know basis, general and specific guidance on tax matters regarding Value Added Tax, Individual Income Tax, Corporate Income Tax, Pay As You Earn (PAYE), Withholding Taxes, Customs Duties and Excise levies; to the following clients, Forgotten Children Worldwide, Brunswick Group Uganda, Enlight, Uganda Biodiversity fund, Handicap International, forgotten children worldwide and Cozy Uganda Limited.
- Posted and prepared monthly accounts and did Tax compliance for the following companies; Mandalou Ltd and Box Office trading limited.
- Carried out the e-tax application for WHT Exemption for Wildlife Conservative Society to extend their

Withholding Tax Exemption for another year from 1/07/2020 to 30/06/2020.

- Drafted a Tax opinion on the organizational restructuring of a company from and Limited company to a Non-Government Charity Organisation and Tax implication for Cycle connect.
- Managing the Payroll system in regards to commissions, allowances, deductions NSSF and PAYE Returns for TASLAF advocates.
- Handled Tax compliance in terms of early filing of VAT and PAYE for the following companies; Handicap International, The Johanniter International Assistance, Mandalou Ltd and Box office trading Limited.

Practice Areas

Tax
Accounting and Finance

Education

Bachelor in Business Administration,
Accounting
Level 2 ACCA.



Sheila Magezi
Practice Manager

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Sheila is in the practice manager at TASLAF. She ensures coordination of the firm's human resource functions for the staff and provides administrative management support to partners who are responsible for the substantive areas of practice at Taslaf Advocates.

She manages the entire spectrum of the recruitment and hiring process; to ensure timely selection and closure of all positions and undertakes all the new employees

through an orientation process that enables all employees understand the firm's culture, and benefit provisions.

Sheila is in charge of business development, coordinating our thought leadership and effective client management.

Qualifications

Makerere University, Bachelor of Human Resource Management (BHRM)



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