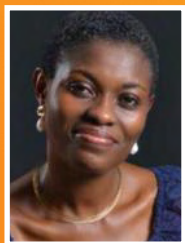


worknot
...ties that bind

Keeping
up with
Ngozi
Agboti

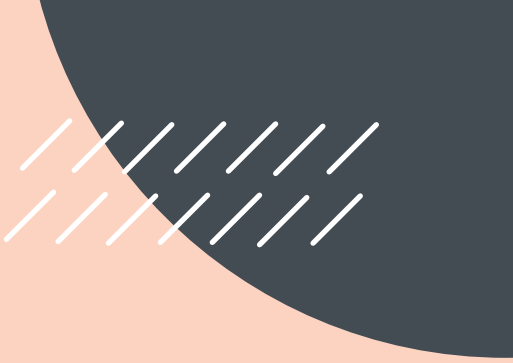
**UK Alumni
Meet-up**

**Recent
milestones**



Where
they are now
Catching up with Motun





Introduction

We are excited to present to you the first edition of UUBO Knot, our alumni newsletter that keeps our alumni updated about all things UUBO. UUBO Knot also features our alumni, sharing their stories and wins to inspire us all.

Standing strong for nearly 40 years, the Udo Udoma & Belo-Osagie story would not be complete without our beloved alumni. Our alumni program intends to reconnect with members of the UUBO family: foster connections, revive acquaintances, and celebrate each other's achievements while creating networking opportunities among ourselves.

My Dear UUBO Alums,

I am delighted to welcome you to UUBO Knot, our Alumni network for members of our wider UUBO family.

Recent events both globally and at home have taught us that the ties that bind us are indeed tougher than may be imagined and are unbreakable.

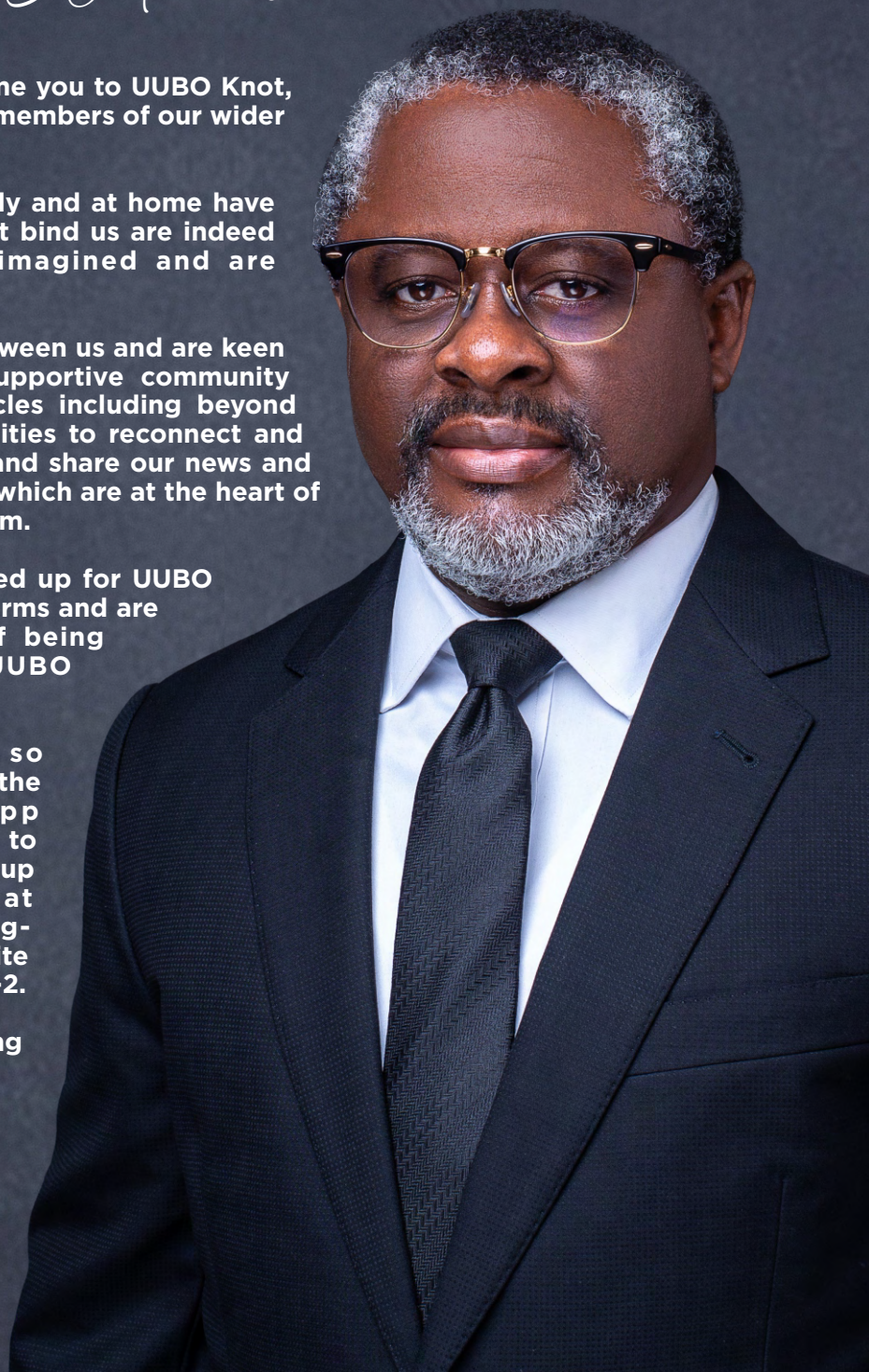
We treasure the bonds between us and are keen to grow our long-term supportive community throughout career life cycles including beyond UUBO, to create opportunities to reconnect and network, and to promote and share our news and especially your successes, which are at the heart of our Alumni relations program.

I hope that you have signed up for UUBO Knot on all available platforms and are enjoying the benefits of being connected with your UUBO family.

If you have not done so already, I urge you to join the UUBO family WhatsApp Group by sending an email to itsupport@uubo.org. Sign up for our UUBO Update at www.bit.ly/UUBO-Mailing-List, and our Alumni microsite at <https://uubo.org/alumni-2>.

We look forward to seeing you soon.

AECU



Recent Milestones

January 2022



Our partner, Lolade Ososami and associate, Kelechi Ibe were appointed Chairman and Assistant Secretary, respectively, of the Taxation Committee of the Nigerian Bar Association Section on Business Law (NBA SBL).

February 2022



UUBO's Banking & Finance, Corporate Commercial, Capital Markets, Dispute Resolution, FinTech, Intellectual Property and Projects & Energy Partners and Teams, were all ranked in the Chambers and Partners Global Guide for 2022.

March 2022



UUBO was a recipient of 4 awards in various categories, namely; "Deal of the Year" for West Africa Number 1 for West African Mergers & Acquisitions Deals by Transaction Value* in 2021, Number 1 for West African Mergers & Acquisitions Deals by Transaction Value* in 2021, and West Africa General Corporate Finance - Legal Adviser. [Click here](#)

April 2022



Our partners Folake Elias-Adebawale, Yinka Edu, Ozofu Ogiemudia and Adeola Sunmola were recognised as IFLR1000 Women Leaders for 2022. [Click here](#)

May 2022



Our Managing Partner, Aniekan Ukanah, was appointed to the board of directors of Lex Mundi. [Click here](#) to read the update.

June 2022



Jumoke Lambo was sworn in as a Notary Public of Nigeria

July 2022



UUBO was shortlisted across four categories in the African Legal Awards 2022. The categories include Banking & Finance Team of the year- Large Practice; Capital Markets Team of the year; Environment, Energy & Natural Resources Team of the year- Mid-Large Practice; and Tax Team of the year. Our banking, capital markets, debt & equity practice was ranked Tier 1 by Euromoney's IFLR1000 in the 32nd edition of its ranking. [Click here](#) to access the full ranking

August 2022



UUBO performed exceptionally well in the 2022 IFLR Africa Awards, receiving awards across a total of 5 categories (three jurisdictional and two deals), namely: Nigeria- Law Firm of the year 2022; Loans Firm of the Year; M&A Firm of the Year, Loans deal of the year and M&A Deal of the Year. [Click here.](#)

September 2022



Our Merger and Acquisition practice group was ranked Tier 1 by Euromoney's IFLR1000 in the 32nd edition of its ranking. [Click here.](#)

October 2022



Our partner, Ozofu 'Latunde Ogiemudia, was appointed as a member of the Advisory Board of the Women in the Profession (WIP), Nigerian Chapter.

Our partner, Adeola Sunmola, was appointed Trustee of the Women in the Profession (WIP), Nigerian Chapter.

November 2022



3 lawyers (Temiloluwa Okeowo, Etido David, and Chisom Okolie) were recognised as Nigerian Rising Stars at the ESQ Nigerian Legal Awards 2022 and as part of the 40 leading lawyers under the age of 40.

December 2022



UUBO was shortlisted as a finalist in the "Nigeria Law Firm of The Year" category for the Chambers Africa Awards 2023. [Click here](#).

January 2023



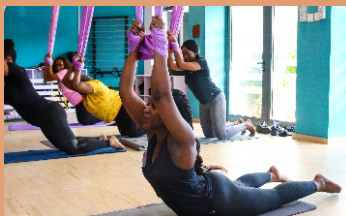
UUBO was ranked across the following practice teams Banking & Finance, Corporate/Commercial, Corporate/Commercial: Capital Markets, Dispute Resolution, Intellectual Property, and Projects & Energy in the Chambers and Partners Global Guide for 2023.

February 2023



Adeola Sunmola is appointed as the African Regional Forum Liaison Officer of the International Bar Association Women Lawyers' Committee.

March 2023



We hosted our female clients at a wellness retreat in celebration of International Women's Day.

United Kingdom Alumni Meet-up



Determined to continually improve our relationship with our alumni community, UUBO hosted its first informal alumni event in the United Kingdom on May 18, 2022. The informal get-together which took place at Piccolino Exchange Square, London, had over 18 alumni. Also present from the UUBO team were our partners, Yinka Edu and Adeola Sunmola.

It was truly an evening of fun, reconnection, and conversations. We look forward to hosting more alumni events and fostering bonds that last a lifetime.

If you would like us to host an event in location, please send an email to corporatecomms@uubo.org



Alumni in the **spotlight**

Keeping up with Ngozi Agboti

What motivated you to pursue a career in law?

Very much so at the risk of dating myself, in the early '90s, there was a slew of shows on TV: LA Law, The Practice, Ally McBeal, and they all featured gorgeous lawyers who made rousing closing arguments, won cases, and were always impeccably dressed. One could say that I chose law for all the wrong reasons. The reality of practice had way more to do with due diligence in dark, stuffy rooms and sleepless nights reading agreements than with passionate public speaking and high fashion. Growing up, I was also a voracious reader with an avid imagination, and at the time, every child that liked to read and loved to talk only had one path - Law. I, for one, am happy that today there are multiple paths for that skill set.

How long were you with UUBO, and what practice groups did you work with?

I started working at UUBO in 2008 and left the firm in 2015, so seven years. While there, I worked across the Capital Markets and Banking and Finance practice groups, primarily with Mr. Agbor and Mrs. Edu.

Since leaving UUBO, where has your career taken you?

Because of my start at the firm, my career has taken me down exciting and unexpected paths. Institution-wise, first to the African Development Bank (AfDB) in Tunisia and then Cote D'Ivoire. After that, I joined the World Bank Group (WBG) in Washington, DC. Practice-wise, the capital markets work that I did at the firm led to the same kind of work in AfDB, and there, I got to learn about derivatives and Treasury operations, which led me to the WBG, where my toolbox has expanded to include Trade and Structured Finance, syndications, and various Impact Investing lenses.



A bit about your current role?

In my current role as senior counsel, I strategically advise the Financial Institutions Group and Treasury of the private sector arm of the World Bank Group. I work with my clients to provide financing solutions to borrowers in member countries of the World Bank. Over the last year and a half, my focus has been leading the legal team in relation to the transition of the international benchmark for lending from LIBOR to SOFR.

What do you enjoy most about work at your organisation?

I enjoy the idealism that development finance is founded in. The existence of entire institutions founded with the sole focus of achieving an end to poverty for mankind is remarkable in a world that can be incredibly ugly and individualist. It reinforces the idea that humanity and profit are in fact, not mutually exclusive.

What would you like someone interested in applying to your organisation to know?

Your application should be pitched to answer why it should be you and not any other applicant. The focus of every piece of information on your application should showcase your unique value add (as opposed to listing your qualifications). Help the recruiter or panel answer the question, "why this candidate and no one else?".

What professional accomplishment are you most proud of?

I really don't think of things that I do in terms of my accomplishments as such. A famous partner at the firm used to say, "lawyers can only advise." The decision to execute is never ours, and so, in that context, I think what brings me the most joy as a professional is seeing my clients achieve their goals because of the advice that I proffer. Gaining their trust in the service that I provide is a definite high.

What's the biggest learning in your career to date?

Your career is yours to manage and make into what you would like it to be. You are your best resource, and you are responsible for refining and improving that resource. Stay teachable. You can become whatever you want to be.



What advice would you give to lawyers starting their careers at UUBO?

I am a firm believer in giving advice only when asked. So only if they asked, I would say that it is important that you understand early that understand that your career is a thing that belongs to you. Think of the firm as an enabling framework within which to discover what your strengths are and what skills you can acquire. Don't let fear stop you from discovering all that you can become. Try new things; put up your hand and expect to make mistakes. It doesn't make you a bad lawyer; it makes you a person that it is becoming. Have the humility to allow yourself to fail at things. Don't be so cautious (and for that, so afraid) that you don't allow yourself to learn. UUBO is a safe space to make mistakes, to grow, and to become.

Who at UUBO had the biggest impact on your career, and what was the most valuable thing you learnt from him or her?

It would be a toss-up between Mrs. Edu and Mr. Agbor. I deeply admire Mrs. Edu's discretion and courage particularly her being unafraid to speak her mind on important things. I say all the time that way before Chimamanda ever said it, it was Mrs. Edu that taught me that it didn't matter whether I was liked but that it would matter to death if I weren't respected. It is a truth that I wish that I could say that I have fully mastered. Mr. Agbor's gift is always truth and I go back to many of those gifts in my daily life. He taught me that the secret to building strong teams is to seek partners whose strengths are my weaknesses and vice versa. He is also the reason why I read everything that I write aloud. Game changer! Thank me later

What do you miss the most about UUBO?

It is a combination of the people and the time that I was at the firm. It was a renaissance – the UUBO golden age. It gave me some of my most valuable relationships and fills me with nostalgia still.

How have you been able to achieve work-life harmony?

Finally understanding that I can have everything, but I cannot have everything at the same time. That's helped me to appreciate each phase for what it gives and what it takes. I learned to be flexible and to do things in a different way, as each season requires. There was a time when late nights were for dates, other times they were for poring over agreements...and now they are for doing homework. There was a time when Saturday mornings were for weddings, and then they were for Professor Smiths' classes (do we still do those at the firm? LOL). Now they may be for long hikes. I think that harmony comes from giving up control and embracing the seasons that we are in.



What are you looking forward to in 2023?

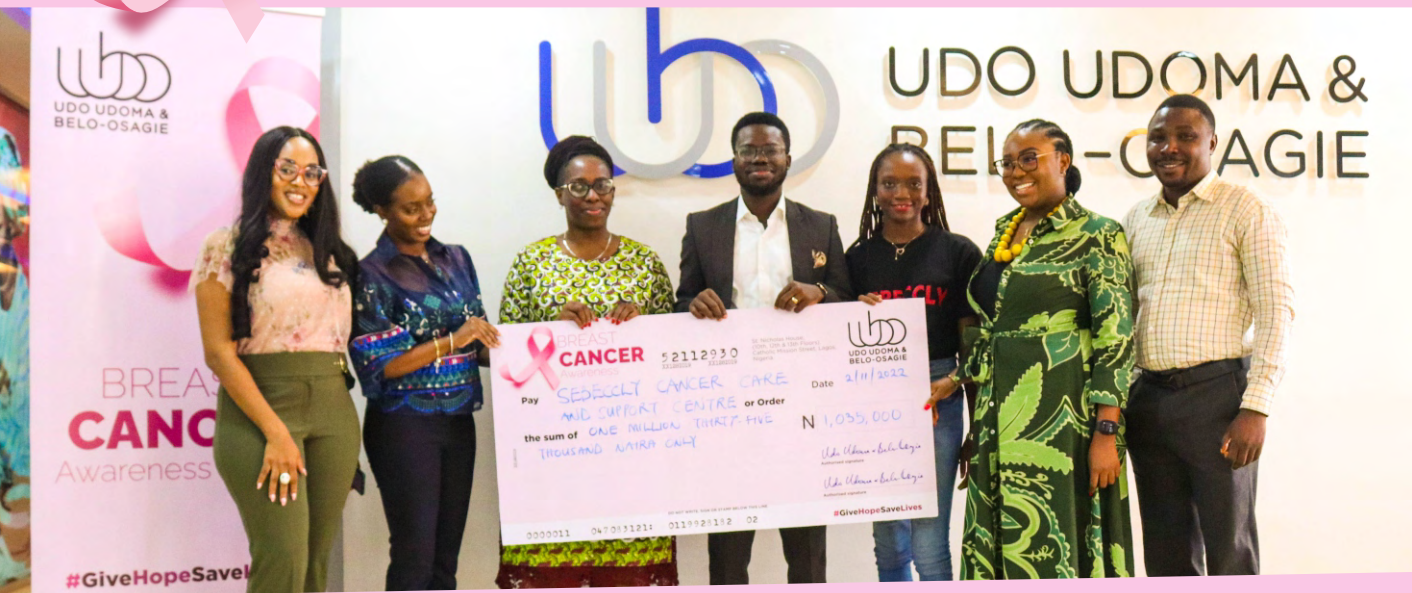
To Growth: I am excited to carve out a space in development finance and add unique value to the space that I have built my career in. I am also looking forward to Completion: concluding the LIBOR transition project after several years of work.

“Think of the firm as an enabling framework within which to discover what your strengths are and what skills you can acquire.”



PINK OCTOBER 2022

Let's beat cancer



As is the custom of the firm, we at Udo Udoma & Belo-Osagie joined the rest of the world in commemorating breast cancer awareness month in October 2022.

Kick-starting our yearly Pink October campaign, the lights on the 12th floor reflected the pink hue all through the month. Employees were also encouraged to wear the pink ribbon as a means of creating awareness. Of course, our email signature wasn't left out as it reflected various breast cancer statistics.

The highlights of our pink October campaign were the Pink Fitness Day and the fundraiser.

On Thursday, November 27, 2022, several of the firm's employees gathered at the iFitness gyms in Abuja and Lagos to exercise, a proven modification risk factor of breast cancer. This high-intensity activity not only helped us to raise awareness for breast cancer outside of the firm but was a great avenue for employees to bond.

The most tremendous impact of the 2022 Pink October Campaign was the fundraiser. With the aim of raising N1,000,000 to help patient X, a breast cancer patient of Sebecly Cancer Care, Lagos; we all were able to come together and even surpass that amount and ended the fundraiser having raised N1,035,000.00.

We enjoy you to join the fight against breast cancer.





4 things to do on Thursday

October 27, 2022

1

Wake up
#thankful, #grateful
#blessed
☐ Hydrate

Don't forget:
gym clothes ☐
trainers ☐
Positive energy ☐

2

3

Get to work early-
☐ meet those deadlines
☐ Clear your desk

Leave for iFitness - 4:00 pm
Join UUBO's ☐
#PinkFitnessActivities
Sweat it out ☐
Fight breast cancer ☐

4

**Let's come together to
beat breast cancer**



Catching up with **Motun** TOPE-AJAO

Where they are **now**

How long were you with UUBO, and what was your role?

I spent nine years, eight months to be precise. I started as Personal Assistance to 10 partners in the firm, then I switched careers and moved to Human Resources to manage the HR functions in the firm.

What are you currently up to?

I am currently studying master's in human resources management at Teesside University Middlesbrough.

What advice would you give anyone starting their career at UUBO?

My advice to anyone starting out at UUBO is to learn as much as they can from the people in the firm because it is a good learning environment. In addition, I advise anyone to learn the necessary skills required to improve the firm, come with an open mind to learn, unlearn and relearn.

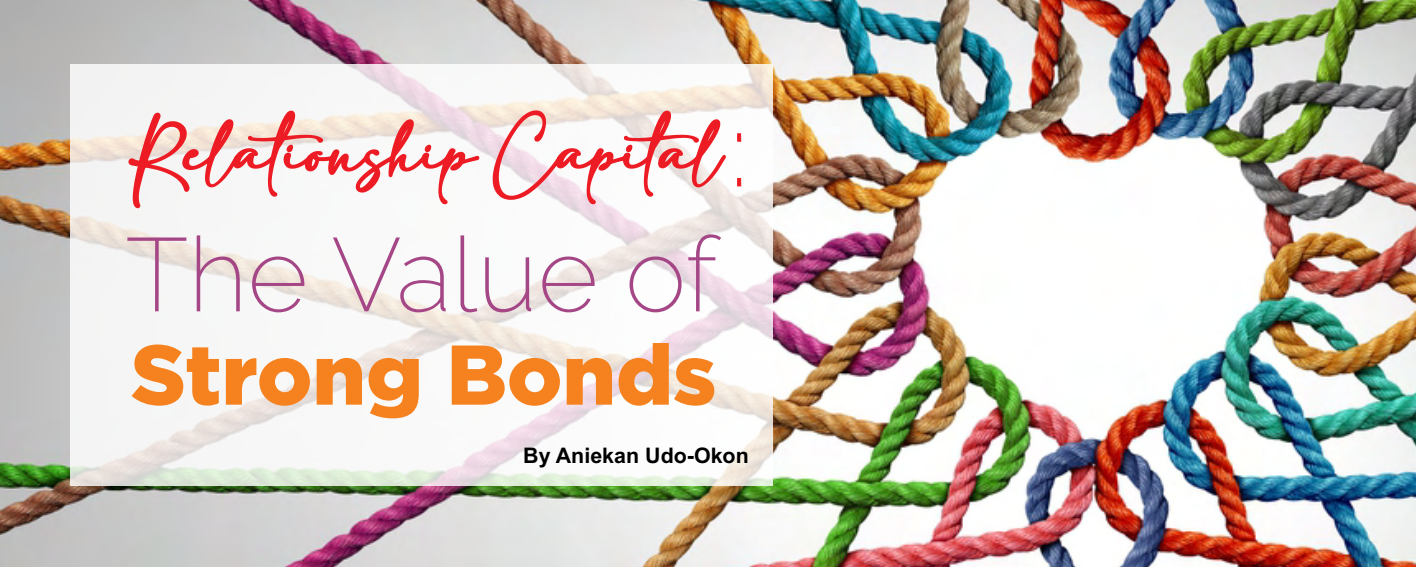
Who at UUBO had the most significant impact on your career, and what was the most valuable thing you learnt from him or her?

Mr. Agbor had the most significant impact on my career. I learnt organisational skills and leadership skills from him. He also urged me and gave me the opportunity to switch careers and move to the Human Resources department. He made me see myself beyond where I was, which has taken me to where I am today. And after practising human resources for a few years, I am now studying for a master's in human resources management to enable me to progress in the HR career path.

What is your fondest memory of UUBO?

My fondest memory would be working as a personal assistant to the partners. This is because I gained many skills, such as multitasking, timekeeping, and prioritizing tasks during that time. It was also a very pleasurable experience and allowed me to interact and learn from the partners, who have made a delible mark in my life.





Relationship Capital: The Value of Strong Bonds

By Aniekan Udo-Onon

One of my favourite memories from childhood is spending time with family during the holidays. I lived far away from my parents, but those trips to them during school breaks left me excited! The sense of community comes from being with people who see and understand you. You can call it a reunion!

You'd agree that our circle starts small, but as we engage with the macro world, we meet people who speak to our hearts in ways that resonate with us. Our co-workers, whom we met on our first day at the office, grow on us, and sometimes, we cannot precisely place when they become more than co-workers to us. We build a bond with them that lasts even when we have to part ways.

People often describe this connection we build with our co-workers, clients, friends, and family as our "relationship capital." This is one way to look at it, considering that there are immense benefits to maintaining strong connections with others. The value of our network of relationships often leaves us fulfilled and happy. It lies in its ability to enrich our lives and enhance our sense of connection, purpose, and fulfilment. Studies reveal that people with strong relationships have better physical and mental health and are likely to live longer. There goes the famous saying, "no man is an island". It is tempting to hide under the notion of being introverted or whatever zodiac sign favours solitude, but you would agree that everyone can forge strong connections.

Keys to Creating Strong Bonds with Others

Relationship capital is a critical aspect of our overall well-being and success. If you are interested in building or maintaining relationship capital, you must be willing to reach out and connect with people across all walks of life. Here are a few components of strong relationships:

- a. **Trust and Mutual Respect:** Everyone has the right to exist, be heard, and access opportunities regardless of their differences. This stems from a place of mutual respect which does not equate to ignoring or tolerating people's differences but responding to one's differences with interest and care. People appreciate an environment where they feel seen and supported without having to prove their worth to anyone. It allows them to embrace their vulnerability and be honest about their wins and losses. People who have confidence in you will feel comfortable sharing their ideas and concerns. This builds trust and community, which impacts your connection with others.

- b. **Communication:** Adopting a healthy communication style is essential to building a solid relationship. It would be best if you never were too enamoured with the sound of your voice that you fail to listen to others. Sometimes, we get so preoccupied that we need to remember to keep the communication lines open and welcome feedback. Adulting may not permit us to maintain contact as often as we would love to, but it does not hurt to create a schedule for your calls and social gatherings. You can sign up for newsletters or another communication channel to stay in touch with the people and organisations that matter to you.
- c. **Spending Quality Time:** It is tempting to say that it is not the quantity but the quality of time we give to the people who matter to us—however, both the quantity and quality of time matter. You may easily get caught up in daily activities and forget to connect with others. Notwithstanding, you can spend quality time by attending reunion events, trying something new with friends, meeting up for lunch or asking questions to get to know yourselves better. There's no one-size fit for building relationships. However, being there for people and showing up when they need us the most is priceless.
- d. **Stay True to Yourself:** People often lose themselves in others without even realising it. When you are true to yourself, you can show up wholeheartedly. When you are in alignment, the universe has a way of bringing your people to you. This is a life-long commitment with its ups and downs, but we must not let the desire to be liked or accepted by others rob us of friendship with ourselves. Besides, people gravitate more towards authentic individuals than people-pleasers. Anyone can build meaningful relationships, gain trust, and communicate better when they are true to themselves in a healthy way.

Strong connections with family, friends, colleagues, and community members can provide us with emotional support, practical assistance, and access to new opportunities. Investing time and effort into cultivating and maintaining these relationships can create a strong foundation of trust, respect, and reciprocity that will benefit us personally and professionally. When we prioritise our relationship capital in our personal lives or the workplace, we are better equipped to navigate life's challenges and achieve our goals, both now and in the future.

SOMETHING
BIG
is coming



As we inch closer to 40 years of providing quintessential legal services to our esteemed clients, we cannot thank you enough for your contribution to the growth of our firm, UUBO.

We promise to keep you updated about the activities to mark this auspicious occasion and kindly ask that you keep your calendars open.

We can't wait to celebrate with you.



Introducing our law firm of the future

LAW THE WAY YOU WANT

U-Law, powered by Udo Udoma & Belo-Osagie, is a contemporary tech-based firm providing legal solutions exclusively to entrepreneurs, MSMEs, start-ups and other growth businesses across several industries in Nigeria through simple, efficient, and affordable products and services. U-Law is designed to be a one-stop shop for all basic business-related legal needs, providing high-quality support in a simplified and straightforward manner. As U-Law understands the needs and challenges of beginning a business in Nigeria, it appreciates the value of flexibility and consequently offers workable payment arrangements. U-Law also understands the need for capital at every stage of any entrepreneurial journey and can assist businesses by leveraging our extensive experience in investments and fundraising to benefit such businesses. Some of U-Law's service offerings include top-tier legal support for business incorporations, compliance matters, a wide range of registrations, fundraising, intellectual property protection, general corporate advisory, and company secretarial services.

Since starting, U-Law has onboarded amazing clients across the health-tech space, which excitingly are women-founded and women-led businesses, one of which is currently raising; fintech players; media companies; accounting solutions; and

food services. We are excited to be onboarding more across the beauty-tech and medical services industries. Our clients are often raising, and we are happy to connect them with alumni interested in investing.

U-Law has also been hosting sessions on TwitterSpaces fortnightly and has been growing in traction. These TwitterSpaces often explore legal issues, commercial issues, and hot topics that are currently trending. In addition to this, U-Law also hosts other seasonal events like the U-Law Black Friday Event, which comes along with some exciting offers. We are always available to attend events, so if you know of any event we should be at, please let us know at info@u-law.ng.



An ENTREPRENEUR'S tale

BLACK FRIDAY 6.0

U-Law is proud to have hosted the 6th edition of its annual Black Friday events on Friday, 25th November 2022. Themed "An Entrepreneur's Tale", this engagement session included presentations on Employee Stock Ownership Plan (ESOP), a fireside chat with Oyin Solebo, (Managing Director of the ARM Labs Lagos Techstars Accelerator), and a panel discussion by Private Equity and Venture Capital Players.

Stay up to date with U-Law by following us on our social platforms at U-Law social on Instagram and visiting our website at u-law.ng.





Swinging 60s Disco

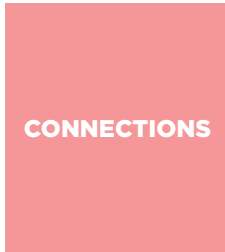
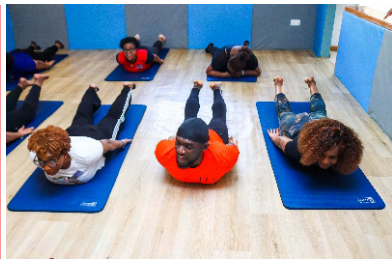
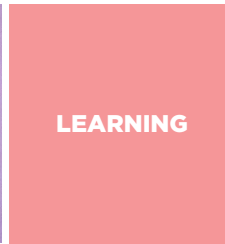


...ending 2022 with a bang!



UUBO Wellness Retreat in celebration of international women's day

Press play! 



Here's What's New

Introduction of the hybrid/remote work policy

Determined to constantly improve the work and well-being of its employees, the firm introduced the hybrid work model in 2021. With this policy, employees can now work from home on Mondays and Fridays and work from the office from Tuesdays to Thursdays.

Don't you just love this?

Gym membership

What better way to keep your health and wellness in check than regular exercise?

Employees of the firm have a running subscription with iFitness and can access any of their gym facilities across the country.

Super cool!!!

Learning engagement series

As part of our activities to promote learning and development, the firm now hosts weekly learning engagement series which are facilitated by the firm's lawyers. Topics are not limited to the legal space only but also encompass legal marketing, business development, policy-making, etc.

Amazing!!!



Guess who
tied the ~~kn~~ not?

Claiming Kelechi...

#TheFathersLoveSong



Binding Bond

#ABondForever2022

Press play! 



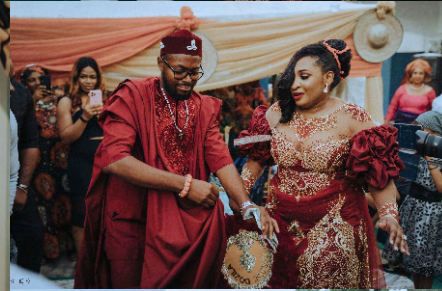
Igniting Idorenjin!

#GardenOfIden



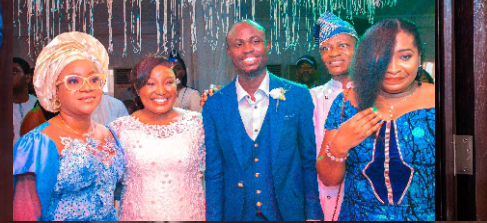
Pulling Pampam...

#DOPAMine23



Matchmaking Modupe

#Modan'23



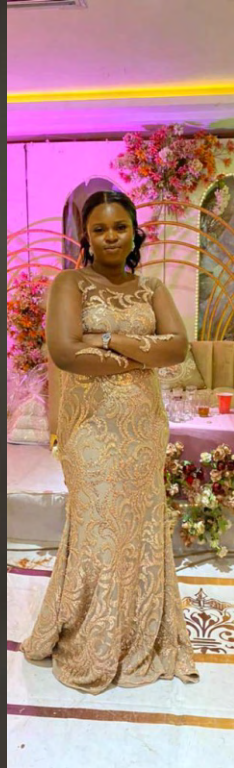
Funmi's Fabulosity...

#FabsLoveStory



Incredible Ifunanya

#LISDON'23



Lightening Love

#LoveZ2022



Oyinlolu's Oration

#Hd22



**We would love to hear from you, please
let us know all the exciting things you
get up to by emailing us at
corporatecomms@uubo.org**

**If there are any events that you think
any member of the UUBO group
(UUBO, Alsec and U-Law) should be at,
please let us know at
corporatecomms@uubo.org**

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