



KENYA SEED COMPANY LTD

Top Quality Seed

2nd Quarter, 2022



THE SEED ROUNDUP MAGAZINE

Kenya Seed Company Managing Director Fred Oloibe explains on seed certification processes to H.E Deputy President Rigathi Gachagua at the Mombasa International Trade Fair Show 2022 on 3rd November 2022 at Mkomani ASK grounds.



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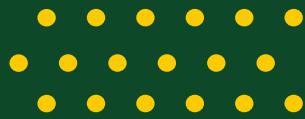
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FROM THE MANAGING DIRECTOR'S DESK

In a special way, I salute the Kenya Seed Company fraternity for their relentless efforts in delivering on our mandate. As the financial year 2022/2023 gets half way, it's good we all align with our plans accordingly for the year and ensure we deliver on the same.

In the first quarter of the FY 2022/2023, we were able to achieve a lot from key sectors of our company. Notably, we have improved on our customer reach and a number of field days activities have been conducted in various places such as Trans Nzoia, Uasin Gishu, Meru, Nakuru and Baringo in order to facilitate adequate knowledge on our products & services.

In the quarter I had the privilege to host a government delegation from Nepal who paid a courtesy visit to benchmark on our activities in conjunction with the International Maize and Wheat Improvement Center (CIMMYT) and United States Agency for International Development (USAID). We also received an Eritrean delegation on an official tour of the company. The visits bring integration and business connection for our products and services.

As you are aware, the company has been able to commission a few vehicles in the last months such as Pickups and Lorries for the overall benefit of the company in improving efficiency and attain our projections for the year accordingly.

In the quarter, we launched Corporate Social Responsibility (CSR) programme, Newspaper in Education (NiE) with the aim of improving literacy & developing a

reading culture among our children. The project is in conjunction with Standard Media Group and the pilot programme is being conducted in the counties of Uasin Gishu, Trans Nzoia, Elgeyo Marakwet and Baringo. In terms of improving our relations with the business community and policy makers, we had two successful golf tournaments in Nandi Bears Club and Vet Lab Sports Club. I've no doubts whatsoever that the two tournaments were well undertaken and the benefits will be felt in coming days.

Since the approval of our HR instruments by the Board of Directors and State Corporations Advisory Committee (SCAC), management has fast tracked implementation of the same. In quarter two we shall recruit new staff mainly in the core departments of Research and Production (both internally & externally) and the process will be carried out transparently. We are also fast tracking the Collective Bargaining Agreement (CBA) in consultation with the Salaries and Remuneration Commission in addition to remuneration review.

Finally, I take this opportunity on behalf of the company to also congratulate our 5th President H.E Dr. William Samoei Ruto for his resounding victory. KSC will continue working closely with the national government through the Ministry of agriculture in ensuring Kenya is food secure.

I look forward to working with all employees as we take the company to greater heights.

Fred Oloibe





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Highland

Seed Maize Varieties

1500 - 2800m Above Sea Level

MAIZE	H614D	H628	H629	H9401	H6210	H6213	H6218	H6219
ALTITUDE	1500-2800	1500-2800	1500-2800	1500-2800	1500-2800	1500-2800	1500-2800	1500-2800
Attributes	<ul style="list-style-type: none"> – Highlands variety – Sweet tasting variety – Has good density – Has long storage period – Semi flint – Resistant to GLS and Blight 	<ul style="list-style-type: none"> – Highland variety – Has heavy white grains – High yield, resistant to blight and GLS flint 	<ul style="list-style-type: none"> – Resistant to lodging – Has good husk cover – Good storage quality – Semi flint – Resistant to GLS and ear rot. 	<ul style="list-style-type: none"> – High-yielder – Good storage qualities – Resistant to lodging, ear rot, rust, G.L.S, stem and leaf blight – Semi flint – Good for silage 	<ul style="list-style-type: none"> – Resistant to lodging, ear rot, rust, G.L.S, stem and leaf blight – Semi flint – Good husk cover 	<ul style="list-style-type: none"> – High-yielder – Excellent milling qualities – Resistant to lodging, ear rot, rust, G.L.S, stem and leaf blight. 	<ul style="list-style-type: none"> – Blight tolerant – Good husk cover – Intermediate to dent kernels 	<ul style="list-style-type: none"> – Sweet tasting and good for ugali and roasting – Suitable for silage making – Blight tolerant, good husk cover, semi-flint Resistant to grey leaf spot and leaf blight – Resistant to both root and stem borer.
MATURITY	160-210 days	150-180 days	160-210 days	160 – 190 days	160-210 days	160-210 days	160-210 days	175-210 days
YIELD x 90kg bags/ac	38 bags	46 bags	48 bags	50 bags	50 bags	52 bags	56 bags	56 bags

SEED RATE : 10 kg / Acre | SPACING: 75 X 25 CM



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EDITORS NOTE

"These stories will not only inform but inspire you into greater depths."

Welcome to the 'The Seed Roundup' magazine. We are delighted to present you with an electric second issue of the Financial Year 2022/2023.

In this issue, we are bringing to you real issues' in the field of agriculture; These stories will not only inform but inspire you into greater depths. We have a story on maize crop tasselling, exploits from the talented ploughing contest champion Mark Toroitich, noblewoman from Research & Development, how to curb aflatoxins in maize and the amazing journey of Julia Soi under staff corner.

On the same, we have taken a view of introducing columns on young farmers and trends in order to make your reading enjoyable.



We appreciate all readers who have shared their views, stories and criticism in order to make the magazine a perfect publication. We encourage you to keep the conversation running as we enrich the magazine with expertise and professionalism to the standards required.

Let's all embrace and maintain the pace, be informed, educated and engaged.

Enjoy the read.

A handwritten signature of the name "Jane".

Jane Gitau



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THE WORLD PLOUGHING CONTEST CHAMPION



Kenya Seed Machine Operator Mark Torotich (2nd left) explains aspects on ploughing during the staff learning day at Eldon Downs Farm Endebess.

Every year, the ploughing competition is organized to educate farmers on exceptional skills of preparing a good seedbed while promoting the development and adoption of new techniques in agriculture.

The world ploughing Contest is a global event which attracts dozens of top ploughers in the globe. Mark Toroitich also known as 'Toro' a machine operator from Kenya Seed Company has been one of the familiar faces in the competition for the last decade. Mark, who emerged top during the national trials held in the country, has represented the country in the just concluded event held in the Republic of Ireland.

Being the largest outdoor event in Europe, Mark has been performing fairly considering the high technical operation machines found in the European Countries something not accessible regularly here in Kenya. He says, 'if you are not concentrating and you are

looking to see the crowd or seeing who is driving a different tractor or looking at the sun or you are not focused, then you will automatically not do well, you are

going to miss something. Reading what is happening in front of you and behind you should not bother you, you have got to be fully focused otherwise you might as well not even start the day.'

“ The world ploughing Contest is a global event which attracts dozens of top ploughers in the globe.”

Mark a seasoned machine operator grew up in Kaptagat, Uasin Gishu County where his father owned a huge chunk of land for farming. This made him to develop interest in farm activities way back in high school. After his completion of high school

education, he enrolled for a mechanic driving license at Rift Valley Technical Institute for two years.

This advanced his knowledge further prompting him to secure a job at Kenya Seed Elgon Downs Farm in 1999 working in Chapata and Nai farms respectively. Besides Mark being the Kenyan hero in ploughing contest, he has aided Kenya Seed in giving the right advice on machinery considering his vast knowledge and experience. As part of his daily work includes, land preparations, harrowing, planting and applying of farm insecticides through spraying.

Due to Covid 19 outbreak the competition was suspended for the last two years. Currently, Mark is charging for the national ploughing contest to be held later this year in Kenya as he sets his eyes on the prize.



HOW TO CURB AFLATOXIN ATTACK IN MAIZE

With the harvesting season in top gear in North Rift Counties the bread basket of the Country, high rainfall has been witnessed across thus making many farmers to intensify ways they can store their maize crops free from contamination of water. With some preferring to dry using private dryers and NCPB stores which are open, aflatoxin is one major attack on maize production. The attack by the fungi makes maize poisonous to both humans and livestock. Aflatoxin are toxic chemicals produced by the fungus Aspergillus Flavus which occur naturally in the soil and can spread to a variety of crops. The fungus thrives in warm, humid conditions. Maize is the most prone product to aflatoxin attack which results in abdominal pain, liver necrosis among other complications. Rain fed maize farming which is sometimes affected by unexpected rain is the most affected lot and easily aflatoxin can thrive compared to those using irrigation means since they can be able to control the amount of water.

According to Alfred Musuya based at Kenya Seed Quality Assurance Office, 'control of weeds prevents creating a moist environment where fungus can easily thrive. Also, ensuring your farm manure is well applied and conducting soil test often in order to determine the pH (the acidity & alkalinity) and nutrients available in the soil hence knowing the right minerals to add.'

Musuya advices on use of resistant varieties to pests and diseases and drought in order to ensure the crop is stress free to adapt and during harvesting it will be incorporated to ensure water doesn't reach the cob. It is affirmative to note that aflatoxin prevention and mitigation measures implemented during production do not adequately prevent contamination during harvesting and storage.



An aerial view of a maize plantation at Elgon Downs Farm Kitale planted by Research & Development for trials and learning activities.

UNLOCKING THE WORD 'TASSELLING' IN MAIZE PRODUCTION

Am at least 100 percent sure that the word 'tasselling' has come your way but the exact meaning of the word remains a puzzle, right? Tasselling is one of the stages in the production of maize. This happens as the crop nears the reproductive stage and is a critical stage particularly for Hybrid maize which Kenya Seed produces.

Tassels refer to the male flower of the maize plant which appears at the top of the crop. Tassels might be yellow, purple or green with their main work being to produce pollen, which promotes the growth and ripening of the corn ear. The pollen grains produced are transferred by wind or water to the female flower then pollination takes place to form the kernels. In production of Hybrid maize. A maize variety is selected for its female qualities contrary to what we learnt in school that maize is self pollinating, this isn't so in the case of hybrids.

Tassels emerge fully about two or three days prior to the silking stage. If the maize does not tassel, there will be no edible ears. The maize crop tassels at different times depending on the variety. Early varieties such as H532, DH04 among others mature early taking 80-90 days compared to others such as highland varieties H6213, H5218 and H629.

Various factors affect tasselling such as availability of water. Water stress delays the tasselling process. It's therefore important for the plant to receive adequate amount of water.



Wilson Saina a field officer at Kenya Seed, looks keenly on green maize at a farm in Trans Nzoia County.



CUSTOMER SPOTLIGHT

By Rose Adah

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Customers are the lifeblood of any business. Here at Kenya Seed our customers are what drive the company. Have you had the notion that the customer is always the King? Unfortunately no matter what, you will always receive a customer who feels dissatisfied with your products. Have you ever faced that difficult situation of handling a customer and you can't take it? That should not worry you as these tips will help in handling complaints that will enable you handle even the most difficult customer.

When handling complaints ensure;



You Stay Calm

Don't take the complaint personally, it's not an attack on you.



Listen

Hear the customers and pay attention to what they are saying. It might not look like something important, but by the fact that the person took their time to explain to you, you should take it seriously.



Be Kind

Let the customer know you appreciate them reaching out to air their concerns about the company and you would like to understand how they would want to be assisted.



Acknowledge the issue

This does not mean that you agree with the customers' complaint but understand the issue they are complaining about.



Document the complaint

Recording complaints helps you know where the issues are in the future and a better way to improve on the product and services.



Ask questions

After listening and the customer has seen you are ready to assist with the complaint now is the time to also ask questions for clarification on the issue.



Solve the complaint with little time as possible

Find the solution to the complaint as soon as you gather all your information. If the complaint takes longer than you had anticipated keep on reminding the customer about your progress.



Apologize and thank them

This does not mean that you are taking the blame but it's an apology for the customers dissatisfaction with our product or service. Thanking the customer for reaching out shows them you are ready to solve the problem.



Have a face to face conversation

Reaching out to the customer helps them know you intend to solve the issue and even if it does not satisfy as they wanted they will appreciate the effort.



Follow Up

After solving the complaint you should contact the customers. This shows that they are at the top of your mind, doing this might make a customer return for your services.

The writer is a Corporate Officer at Corporate Affairs Department.





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Medium Altitude

Seed Maize Varieties

Altitude range – 1000-1700m Above sea level

VARIETY	ALTITUDE	MATURITY	YIELD	ATTRIBUTES
H513	800-1700M Above Sea Level	110-130 days	24 bags	<ul style="list-style-type: none"> – Medium variety – Very sweet tasting – Good stand ability
H516	800-1700M Above Sea Level	120-150 days	28 bags	<ul style="list-style-type: none"> – Medium to highland variety – Very sweet tasting – Resistant to blight rust and lodging
H517	800-1700M Above Sea Level	120-150 days	30 bags	<ul style="list-style-type: none"> – Tolerant to foliar diseases and pests. – Has better husk cover, tolerant to cob rot and MSV. – Ideal for irrigation
H519 (New)	800-1700M Above Sea Level	120-135 days	30 bags	<ul style="list-style-type: none"> – It has good MSV (<i>Maize Streak Virus</i>) and GLS (<i>Gray Leaf Spot</i>) tolerance. – Has good shelling percentage. – Has excellent grain quality and good husk cover.
H528 (Ua Kayongo)	800-1700M Above Sea Level	120-150 days	30 bags	<ul style="list-style-type: none"> – Double-cobbing variety. – Very sweet tasting. – Tolerant to Striga weeds.

SEED RATE : 10 kg / Acre | SPACING: 75 X 25 CM



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JUST FOR FUN!

By Rose Adah

African myths have fascinating stories to tell. In the Kenyan context among the 42 tribes you will be surprised at the interesting cultures and traditions that we all share. At Kenya Seed Company we are a family of different ethnic communities and the diversity is what defines us. It is interesting to understand each other's believes and our focus today will be on the Kalenjin culture.

The name Kalenjin is a Nandi expression meaning I say

Have you had the hilarious taboos and superstitions of the Kalenjins? The beliefs will blow your mind away. Some of them are; (a) Among the community at one time they pierced their ears, men and women alike and put stick to stretch their earlobes. This was a common ornament at the time.

(b) Meat of an animal killed by lightening was not even allowed to be brought to the homestead it's eaten by men at the striking spot. It is believed that if a pregnant woman eats it she will die.

(c) The Kalenjins also believe if an owl howls at your home at night, you curse it away by throwing burning embers at it as it is believed it causes death.

(d) When on a journey and your left foot knocks a stone you postpone the journey because it is a sign of bad luck.

(e) And finally it was a huge taboo to build a structure for worship in the traditional Kalenjin community as it was believed this would reduce Gods power to that building. The writer is a Corporate Officer at Corporate Affairs Department.

YOUNG FARMERS DEFY THE ODDS AND GET IN THE FARM!

By Kelvin Muriithi

While much scrutiny is placed on agriculture as an aging industry, the average age of a Kenyan framer is reported to be 70 years. The role of youth in agriculture is much more significant than filling the boots of the current generation of farmers.

With the world today hosting a massive population of 1.2 billion young people between the ages of 15-24 years and that number continuous to rise. While agriculture can and does have a positive effect in many countries, it remains unattractive to young people. Farmers across the Country and around the globe have regularly confronted issues such as climate change, pests and diseases, outdated farming practices and limited access to technology all of which hinder productivity and income generation.

Most common factors limiting the youth include, lack of finances, land, markets and training. These limitations have fueled a generational disinterest in farming with many young people viewing it as an unstable livelihood and turning instead toward urban centers to find opportunities. Young people can be encouraged to participate in agriculture with the right support such as technology which is pivotal to this transformation. Also, access to credit and farm inputs can play a big role in enticing the young people to venture into agriculture as a means of income.

Training is another key milestone in development of transformation of young people. Perhaps to indicate how agriculture is given little attention, call for a field clinic in any particular region in the

Country and to your shock, the turn up will be for people above fourty years. Why? In the same breath, bring a top notch musician, the field will be full, some will argue it's the concept of relating. On comparison, the two concepts reflect on our priorities as captured by one great American author Stephen Richards on the 7 habits of highly effective people. Most of us spend too much time on what is urgent and not enough time on what is important. Last and not least, young people must guard and accept transformation. This includes getting the right information from credible sources on agriculture matters practicing the necessary and required steps in agri- management in order to liaise their full potential.

The writer is a media and public relation practitioner at Corporate Affairs Department.

DON'T SIT, GET FIT!



Don't Sit, Get Fit Live healthy!

A few months ago, I had lunch with a colleague, as we discussed the things we do in our daily lives to stay focused, balanced and at our peak amid the demands of our busy schedules. He made a powerful remark. "Felix," he said, "Many people regularly go to church for spiritual nourishment, to school to gain knowledge, to work to earn a living which is essential but in addition to this I go to the gym for my body and mind wellbeing". He added that no matter how busy he is, at 5:30pm he makes the daily pilgrimage to the gym to run a few miles on the treadmill. Nothing can stop him from taking this time to ensure his health and happiness. "Felix, you will always make time for what matters to you".

My colleague's observation made me think of a saying in the ancient Romans quoted by Robin Sharma in his book *Mega Living* "Mens Sana in corpore sano," which is Latin for "in a sound body rests a sound mind." It also made me realize our bodies need to be treated like temples and considered sacred if we hope to live fully and fulfilled.

By Felix Simiyu

Regular exercise will not only improve your health, it will help you think more clearly, boost creativity and manage the restless stress that seems to dominate our days. Research has proven that exercise will not only add life to your years, it could add years to your life. One study of 18,000 Harvard alumni found that every hour spent on exercise added 3 hours to the participant's life. Remember "Those who don't make time for exercise must eventually make time for illness."

I have made a commitment to exercise at least 3 times in a week. I can sense conversations in your head right now "I don't have enough time to work out, this is like saying you are too busy driving to stop for fuel _eventually it will catch up with you. Exercise sessions will bring you something priceless: Perspective. After 40 mins of work out, any challenges you might be struggling with will seem smaller, any worries you have will become trivial and you'll find yourself living fully in the present moment. "Will it be easier? NOPE, will it be worth it? ABSOLUTELY" The writer is the Kenya Seed Kakamega Branch Manager.



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Dryland Varieties

Seed Maize Varieties

Altitude range – 1000-1700m Above sea level

Recommended zones – arid and marginal areas with 200-500mm of rainfall and altitude range of 500-1000m above sea level. Recommended for early to medium transitional zones and lowlands. Also does well in lowland's of (west Pokot, Kerio Valley & Nyanza)

VARIETY	ALTITUDE	MATURITY	YIELD X 90 KG/ACRE	ATTRIBUTES
DH01	800-1500	70 days	15 bags	– Early and stay green – Tolerant to blight and rust
DH02	800-1500	70-100 days	16 bags	– Suitable for arid and semi-arid areas – Early tolerant to moisture stress and M.S.V
DH04	800-1500	75-100 days	24 bags	– Short drought tolerance – Good husk cover and stand-ability.
DH08 (New)	800-1500	100-120 days	28 bags	– Semi-dent – Good stand ability – Tolerant to ear rots
H532 (New)	800-1500	110 – 130 days	30 bags	– Large Grains – GLS Tolerant – Drought Tolerant

SEED RATE : 10 kg / Acre | SPACING: 75 X 25 CM



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THE RESILIENT NOBLE WOMAN AT RESEARCH & DEVELOPMENT

More than three quarters of farmers in Sub Saharan Africa prepare their fields using back-breaking, antiquated hand hoes. This has led to less women managing and driving farm machineries.

On any given day, Elgon Downs Farm which is the heart of Kenya Seed Company is buzzing with activity. Tractor engines growl and rumble, metal shovels scrape through huge mounds of gravel and workers in white and dark blue dust coats shout orders and directions, here, the weather is a bit humid with the views from Mt Elgon and its peaks looking sharp.

EDF as commonly known, seems to work like most of the farms in Trans Nzoia and Uasin Gishu counties where agriculture and especially maize framing is practiced in large scale. But there is something unique about the farm, behind the wheel of one of the tractors namely a Massey Ferguson 275, there is a woman. Her name is Beatrice Mideva. She is the first woman to become a fully licensed machine operator in the company. Beatrice turns off the engine and hops down from the tractor seat. She walks confidently across the field, smiling and laughing with her male colleagues. It's an inspiring image of a young woman, comfortable and authoritative at work. But it is one that remains uncommon.

She says, 'my journey has not been easy considering that I started as a casual labourer at the Basic Seed Unit kitchen then proceeded to Research & Development as casual. Born in Uasin Gishu, Beatrice has worked her way up to be a commercial & machine operator at the company. In early 2015, she enrolled at Kagumo driving College in Kitale town for a driving license, at this point, she was still working at Research & Development as a casual and the manager allowed her to be attending crops at the farm in the morning hours then rush to Kitale town which



Beatrice Mideva a machine operator based at Research & Development shows some driving skills to FMD East Africa General Manager Fergus Robley (left) and SCCO Jane Gitau (right) during a training of plant operators & machines at Elgon Downs Farm Kitale.

is approximately twenty kilometers away from the research firm. She says, 'at the beginning, it was so hard for me. But I had to push on for the one month of the course.

In addition to her work, Beatrice is a mother of three children, two girls and one boy. Being a single mother has been her toughest struggle to manage between work, upkeep and education for her children. With her first born son having completed his studies at form four level in 2019, Beatrice says the only challenge remaining is ensuring her daughters in high school are able to complete school and secure jobs.

For years, the Research & Development department used to lack farm machineries for their activity especially on land preparations until earlier this year when they were able to get a new tractor. It's by this chance and luck that got Beatrice to be the sole operator of the machine an opportunity she had been waiting for years. This is something she is proud off and encourages more women to venture in fields seen as men's since opportunities are unseen. Once she happened to have gotten ridicule and a lot of bashing for being seen doing what many thought are men's job but here today she is

celebrated and importantly she loves her job and is able to feed her family from it. She adds that changing the perception about women's roles in agriculture involves more than just talking about empowerment but ensuring more women are involved from the decision making table all the way to the farm level. With this, more can be achieved and as a country food security can be realized. Beatrice and like most of the women looks upon the future with great optimism and she hasn't looked back. Currently, she is encouraging other women to get involved in various agricultural aspects such as agronomists, breeders, and machine operators among others. 'I tell them not to feel like there are certain things that are meant for men. You as a woman can also do it'.





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MR BEAN - DATE ME !!!

AM EASY AND ACCESSIBLE ;

1. I GIVE YOU FOOD SECURITY.
2. I HAVE PROTEIN, THE BUILDING BLOCKS OF GROWTH.
3. MY NUTRIENTS ARE DENSE-ZINC, MAGNESSIUM, IRON AND FIBRE.
4. I LOWER CHOLESTEROL, THUS REDUCE RISK OF CORONARY HEART DISEASE.
5. I CONTROL APPETITE, I MAKE YOU FULL, SO I HELP YOU LOSE YOUR WEIGHT.
6. AM AN ANTI-OXIDANT, I FIGHT FREE RADICLES THAT CAUSE CANCER AND INFLAMMATION.

Like Me!

Have you dated Mr. Bean?



STAFF LEARNING DAY: THE PRACTICAL DAY!



KSC Managing Director Fred Oloibe (in blue coat-left) gets briefs on farm tilling machine together with other head of departments during the annual staff learning day at Elgon Downs Farm Kitale.

Elgon Downs farm, Kitale: Friday morning 2nd September 2022. The weather is chilly but there are some signs of a sunny day. Staff from Kenya Seed Branches and head office are all gathered at the seed shop gate. One by one they start learning, a mini bus hired by the company arrives, some get in while other leave on personal cars.

It is Kenya Seed staff learning Day. The event happens annually and it is held at the Elgon Downs Farm. Staff really wait for the day to explore and learn about our products including the new varieties for different products.

Elgon Downs Farm being the appropriate venue, the farm was established by the British early in the 20th and from there they started production of sunflower, pasture and maize. It's the heart of Kenya Seed having around 5,000 acres equally distributed to various departments such as Research & Development, Quality Assurance, Basic Seed Unit and Production.

In twenty minutes, staff arrive at the farm. People arriving look anxious wondering what the day awaits as they register their names at the entrance of the farm. Some are in gumboots since the change of weather in this area is a bit unpredictable while others are on tinted sun glasses to protect their eyes from the glare of sunlight.

On the corners you can see the jubilation from staff, some are meeting here after many months without seeing each other while others can't wait to share the experiences on how the field looks. Camera person for the day is well positioned from high angle shots to eye level, drones can be heard hovering in the air, then

from a distance, you can hear the awesome melodies from the Kenya Seed Choir famously known for 'tunasonga mbegu'

At a distance I can spot the Fred Oloibe the Managing Director with the guest of honour, they look admirable, you can see them engaging as they take a tour around in the farm, crop attributes and ecological zones among other features are explained.

Exactly at noon, the staff are seated under the fabric tents being entertained by the deejay of the day. The music being played is filling the air despite the fatigue endured walking in the fields. The CEO and his entourage arrive. Corporate communication boss Jane Gitau is the MC for the day, after prayers and the national anthem, speeches begin, one speaker after another, a keen observer will notice that any aspect touching on welfare or other improvements is attentively listened and looked upon keenly.

From where the event is taking place, looking on is the largest mountain of tertiary volcanic Mt Elgon, the nimbus clouds have started forming circles, dark gray in colour, here now the sun shine disappears from a distance, the east looks dull, it's Cherangany Hills, the rains are coming. Everyone now looks concerned, the MC of the day invites one of the staff for a short prayer so that the luscious smell and taste from Iroko Gardens tent can be dealt with in all possible ways. The day is now over, echoes of good bye can be heard and the reality settles in, the staff field day is over and it will happen again after 365 days.



STAFF CORNER

By Damaris Sang

ROAD MAP TO WORKING IN A LEGAL OFFICE

Julia Soy, Legal Clerk, Legal Department shares her life history with The Seed Roundup since her childhood through working in Kenya Seed Company.

She grew up in Chepterit Location Kapsabet, Nandi County in her childhood before moving to Nairobi and begun her Primary education in Riverbank School, Westlands from 1986 to 1991. In 1992 the family relocated to Sibanga in Kitale where she joined Sibanga Primary School and completed her class eight and later joined Turbo Girls for high school. The relocation of parents from one town to the other was due to nature of work.

She is second last in a family consisting of five boys and three girls. Being among the last children she was favored by the parents therefore most of the work was done by big sisters & brothers. Julia appreciates her parents because they were passionate and strict about education mainly because the father was an administrator in the government and not attending school was out of question. She is a proud alumna of the great Kenya Institute of Management. She joined the institute in 2009-2011 and attained Diploma in management (Procurement). Her first journey of career was with the Petroleum Firm in Kapenguria in 2005-2009. Later in 2011 she joined Kenya Seed Company as an intern in Procurement and given a contract in procurement department as a clerk. In 2013 she registered and did legal studies and moved to legal office in the same capacity as a clerk.

Apart from being an employee of Kenya Seed, Julia is a family person and a proud mother of two sons and a beautiful daughter. Her favourite books are "Think big by Ben Carson morning devotional Books". However, her current books are mentoring books on adolescent and marriage by Nancy Van petal. The main objectives of Company Secretary and legal office

offers legal advice to the Board and Company, Interpret laws, Circulars and Policies for and during the implementation,

Contact between State Corporations Advisory Committee and Company, Advising the Board & Company on good practices in corporate governance and Manage Company's litigation with the assistance of external advocate.

Her happiest moment in life when she sees her children grow up and when she was confirmed to Permanent and Pensionable status. However, her difficult time was when the lost their property through illegal way and losing a father.

In her free time, Julia loves playing chess and during her leisure time she prefers being with her family, traveling, singing and visiting friends.



Julia Soy



Kenya Seed Company Choir during the Kitale National Show official opening on 28th October 2022 at the ASK Showground.



Staff from Kenya Seed & Simlaw Seeds during Staff Learning day at the Elgon Downs Farm Endebess on 2nd September 2022. The day is marked annually to ensure staffs are consistent on product knowledge and adaption.



A demonstration of modern urban farming at the Nairobi International Show. The integrated technologies system is a mechanism of encouraging people in urban areas or people with small acreage of land on how to utilize the available land.



Kenya Seed Company Ltd



KenyaSeedLtd



KenyaSeedLtd

PICTORIAL



Tree planting initiative during the Kitale National Show held on 28th October 2022. Through the corporate social responsibility programme, the Company aligns itself with the government agenda of planting 5 billion trees in efforts to mitigate climate change.



Kenya Seed Kakamega Branch manager Felix Simiyu together with staff cuts a cake to mark the customer service week. The week is celebrated to enhance good working habits, morale and teamwork within organizations and is marked worldwide every first week of October.



The Champion steer at this year's Nairobi International Show 2022. The cross steer weighs appropriate 870 Kgs and has the best qualities for beef.



MERRY CHRISTMAS

and

HAPPY NEW YEAR

THE SEED ROUNDUP MAGAZINE

Thank you for reading our newsletter.
The Seed Roundup is an internal publication
of the Kenya Seed Company in which staff
discuss new developments and celebrates
each other.

We'd love you to be part of this process of
creating our newsletter and we invite you to
send any details to info@kenyaseed.co.ke
indicating your interest and we shall contact
you to discuss further as we look forward in
producing wonderful content for Kenya
Seed readership.

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