



FIRM
PROFILE



TABLE OF CONTENT



THE FIRM OVERVIEW	3
OUR MISSION	3
OUR VISION	3
OUR VALUES	4
OUR AREAS OF PRACTICE	5
OUR TEAM	12-14
REGIONAL COVERAGE	15
AFFILIATIONS	16

The Firm Overview

KPM Attorneys is a duly registered firm engaged in the practice of Law. The firm's principle offices are situated at Plot No. 2317/108, Harbour View Towers, 7th Floor, No. 711, Samora Avenue, with P. O. 22068 Box Dar Es Salaam. The Firm is geared at providing cutting edge tailor-made legal and professional services to a vast array of clientele. The Firm's expertise is centered on commercial, corporate regulatory and compliance laws and governance, real estate laws, finance and banking, specialized litigation.

Our Mission

At KPM Attorneys we strive to offer customized, high-end and professional legal solutions of the highest quality to our clients. Our core business values and ethics are centered on teamwork, integrity, quality and efficiency. Our motto is 'Integrity and Quality at your service'.

Our Vision

Our vision is to perfect our services through merging the traditional practice with the modern environment to provide premier professional and legal services for our local and international clients. We aim to eventually become the most reputable law firm in terms of value for money service provision.

Our Values

Professionalism

Utmost professionalism is on forefront of our values. We adhere to impeccable professional and personal standards in carrying out our duties and serving our clients. We conduct ourselves with utmost dignity, our character is beyond reproach and our professional expertise and attitude is evident in the quality of tasks and interactions with our clients.

Integrity

At KPM Attorneys, we are devoted to a high standard of values that promote honesty and sincerity; dependable and consistent in actions that support meeting clients' needs. We also believe that it is vital to build trust with our clients. We strive to be transparent, fair and ethical in everything we do and in all our transactions with clients, investors, co-workers and our neighbors in the community.

Innovation

In pursuit of excellence, we constantly endeavor to innovate new techniques, applications and approaches to continuously improve our service delivery to our clients. We think outside the box and develop ingenious ways of serving our clients and delivering value. We also encourage and reward creativity and positive risk-taking.

Dynamism

Ensuring that the work environment facilitates associates with dynamic relationships that encourage friendliness, team work, respect for each other, enthusiasm for work and freedom to express their views and ideas is important to us.

Our Areas Of Practice

The Firm takes pride in bringing together a team of vibrant and very competitive lawyers, each specialized on specific fields of the law. Currently, our areas of practice include:

Banking and Finance

We provide a full range of financial legal services for both Tanzanian and multinational banks and we act on their behalf in connection with their implementation of banking securities perfection and project finance. This includes:

- Drafting and negotiating the financial documentation
- Loan agreements and syndicated loans,
- Security instruments and other forms of guarantee
- Registration of security documentation
- Legal review of financial documentation
- Consumer loans and trade financing

The securities range from simple liens, charges and debentures to guarantees, mortgages, and assignments We prepare standard form documentation for banks and other financial institutions which are registrable under the Companies Act Cap 12, Registration of Documents Act, Cap. 117 and Land Act. Cap 113.

Corporate and Commercial

We advise on all areas of business and company law and a majority of the Firm's lawyers are leaders in this area. The Firm has a well-established Corporate and Commercial Legal Department, which provides a range of services including:

- Incorporations and Company Secretarial Services,
- Corporate restructuring,
- Contracts and agreements,
- Due diligence
- Regulatory Compliance and labor matters; and
- Legal opinions.

Labor Employment and Immigration

Employment law is a fast-paced complex and dynamic field of practice. The rights and duties of employers and employees are constantly being modified and extended through legislation and case law. With substantially increased levels of compensation now available, sound legal advice is essential for Employers. The financial and other consequences for the unwary employers can therefore be serious.

Effective management of human resources calls for delicately balanced judgments. We pride ourselves on being sensitive to the subjective requirements of our clients whilst maintaining sufficient distance to provide objective, commercial and practical legal advice. Decisions often need to be made quickly and clients rely on our responsiveness.

We are regularly instructed by employers and senior management on every aspect of the employment relationship, from the formulation of employment policies and the drafting of contracts of employment to compliance. We support the HR and management functions and demands whenever necessary on disciplinary matters, dismissals and proceedings in Employment Tribunals and the High Court.

Non-Profit and NGO Advocacy and Counseling

The Firm has a record of representation of non-profit companies, Non-Governmental Organizations (NGOs), citizens groups, associations and other public interest organizations. The Firm's work covers business and corporate matters such as incorporation, secretarial services and regulatory compliance. Furthermore, the Firm offers legal advice on programmatic and advocacy issues. In our responsiveness.

Specialized Litigation and ADR

Our Litigation and Alternative Dispute Resolution (ADR) team provides competent civil litigation services for our commercial clients, a resultant of which has enabled the team to develop specialty in commercial civil litigation. Specifically, we are experienced on Commercial Litigation, Corporate Law Issues including:

- Shareholder Disputes,
- Mergers and Restructurings,
- Debt Recovery and Securities enforcement Litigation,
- Insurance,
- Intellectual Property,
- Receiverships,
- Liquidation and other Insolvency Litigation,
- Administrative Actions,
- Arbitration and Contractual Disputes,
- Tribunals, Constitutional and Judicial Review Litigation,
- Tort and Insurance Litigation,
- Mining & Commercial Property,
- Employment,
- Commissions of Inquiry; and
- International Asset recovery

Real Estate and Conveyance

We have considerable experience in the sale and purchase of residential and commercial properties and liaising with relevant institutions/individuals for financing such sales. Commercial Property transactions range from basic acquisitions and disposals of small commercial buildings to large multi-storey buildings and also bare land for development purposes. We have a broad range of expertise in real estate and conveyance that includes:

- Mortgage review, perfection and registrations
- Partitioning and subdivisions; and
- Change of land use.
- Office and commercial buildings development.
- Residential and mixed-use developments.
- Land acquisition and disposition.
- Land Valuation

Our real estate lawyers form an integral part of our banking, finance and corporate services practice, especially when it involves the mortgaging, acquisition and disposition of businesses which have large real estate components.

Private Client Services

We work with individuals, families, charities, religious organizations and trusts on a range of legal issues. One of the main services we offer is assisting our clients to manage, preserve and transfer their wealth to future generations either for the benefit of their families or for society at large through wills, trusts, disposition of assets or gifts depending on the particular client's objective. In all cases, we go the extra mile to understand our clients' goals in order to develop effective solutions to what are usually complex or multifaceted legal problems and all while maintaining a close level of confidentiality.

Our Firm has a multi-disciplined team of lawyers who are able to provide comprehensive advice on a myriad of issues. Our private clients are therefore able to draw on the expertise from lawyers in the other specialized departments of the Firm to compliment the advices and services provided to them.

Our private Client services include:

- Wills and Probate,
- Private trust arrangements,
- Private property transactions,
- Business start-ups,
- Trust set-ups
- Employment/criminal proceedings matters,
- Executorship/Trustee services; and
- Immigration issues.

Intellectual Property

The firm's IP Department offers a full range of services in intellectual property including the following:

| Filing, prosecution and maintenance:

- Trademarks, patents, industrial designs, domain names and utility models including searches;
- Application for and prosecution of copyright registration; and
- Applications for and prosecution of plant breeders' rights.

Tax Laws

The Firm completes its corporate and commercial practice with advice on potential tax implications on the structuring and implementation of various transactions. The Firm advises both Tanzanian and foreign clients on various tax issues including income and other employment taxes, corporation tax, value added tax, withholding tax, compensating tax, excise duty etc.

Our key approach is first understanding our Clients' business and advising accordingly thereafter. With our diverse client base of multi-national and major national companies, the firm has the opportunity to develop expertise in industries such as banking and insurance, energy and mining, telecommunications, manufacturing and retail amongst other industries.

Our Team

MICHAEL NYAGABONA | Partner

Michael attained his LL.B (Hons) from Mzumbe University, He has also been admitted an Advocate of the High Court of Tanzania and is a member of the East Africa Law Society since 2013. Michael's areas of practice include Corporate Law & Regulatory Compliance, Banking Law, Securities and Finance. He has over the years played an active role in both large and small-scale private investment projects around the country.

KESTER LYARUU | Partner

Kester attained his LLB (Hons) from Mzumbe University. He has also been admitted an Advocate of the High Court of Tanzania and is a member of the East Africa Law Society since 2016. Kester's specialized areas of practice are corporate and commercial laws, banking and finance, investments, land laws and conveyance.

He is an experienced corporate, real estate, and investment lawyer providing professional legal counsel to local and international companies and organizations and navigates the details of Tanzania's laws to form sound strategies to efficiently manage a client's interests

STANLEY NYAMLE | Senior Associate

Stanley is an advocate of the Court of Appeal, High Court of Tanzania and Courts Subordinate thereto. He is a Member of Tanganyika Law Society and East Africa Law Society.

Previously he worked for the NCBA Bank Tanzania Limited as the Litigation Manager and before that he worked at NIC Bank Tanzania and Access bank Tanzania Limited as a legal Counsel (Litigation Specialist).

Qualification; Post Graduate Diploma in Legal Practice from Law School of Tanzania-2015-2016 and LLB from University of Dar es salaam 2010-2014

Our Team

NICODEMUS MATHEW MBUGHA | Senior Associate

Nicodemus Mathew Mbugha is an advocate of the Court of Appeal, High Court of Tanzania and Courts Subordinate thereto. He is a Member of Tanganyika Law Society and East Africa Law Society.

Detailed oriented litigant with over seven years of practice, Defended reputable and good number of clients both individual and organizations before the courts of law in labor cases, contractual disputes, as well as tortious cases

Qualification; Post Graduate Diploma in Legal Practice from Law School of Tanzania-2014 and LLB from Mzumbe University 2008-2011

SHABANI MWAITA | Associate

Shabani Mwaita is an advocate of the High Court of Tanzania and Courts Subordinate thereto. He is a Member of Tanganyika Law Society and East Africa Law Society.

Has worked in the legal field for a period of not less than 5 years, Very comfortable in handling litigation matters in commercial, Land and Labour disputes

Qualification; Post Graduate Diploma in Legal Practice from Law School of Tanzania-2019 and LLB from St. Augustine University of Tanzania 2012-2016

Our Team

QUEEN CLAY SAMBO | Associate

Queen Clay Sambo is an advocate of the High Court of Tanzania and Courts Subordinate thereto. He is a Member of Tanganyika Law Society and East Africa Law Society.

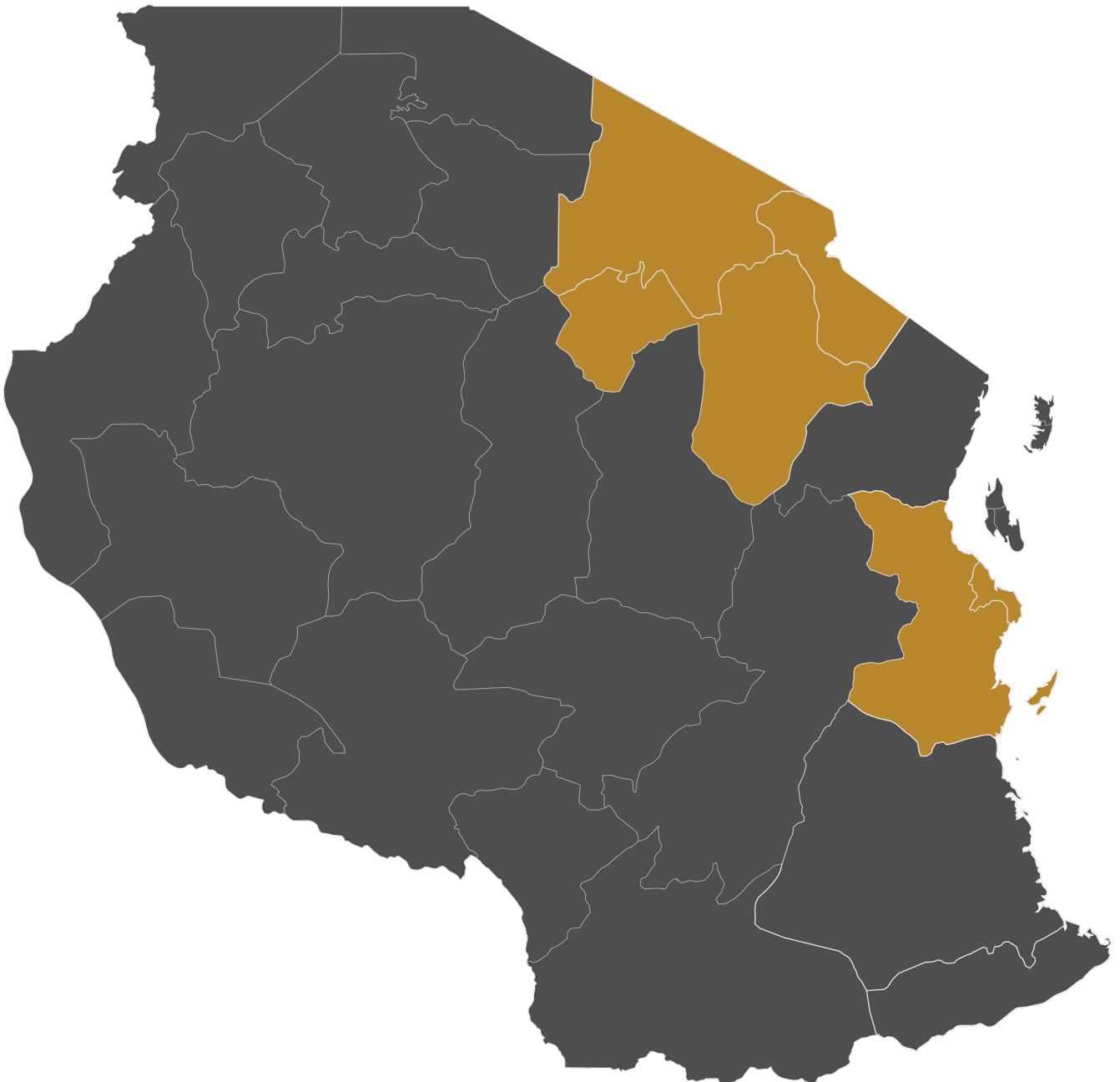
Detailed litigant representing clients in courts of law on matters of contracts, labour and Dispute Resolution

Qualification; Post Graduate Diploma in Legal Practice from Law School of Tanzania-2019 and LLB from Mzumbe University 2014-2017



REGIONAL COVERAGE

- Dar Es Salaam
- Arusha
- Coastal Region
- Kilimanjaro
- Manyara



AFFILIATIONS AND REFERENCES

Affiliations

The firm works in conjunction with professional affiliates such as associate-ships and independent consultants with a select number of elite professionals on various fields of the law that include tax consultancy, conveyance, finance, commercial matters. Our affiliates include:

TOWERS CARGO AGENCIES | Independent Tax and Customs Consultants
KEMI ADVOCATES | Legal Consultants in Northern Tanzania

References

In the course of the Firm's service provision, we have had the pleasure to work closely with a number of notable individuals in the corporate and government sectors. Our references include:

Ms. Antonia Kilama | Head of Legal & Company Secretary, Oryx Energies Tanzania.

Mr. Orson Taylor | Managing Director, Interchick Group of Companies.

Mr. Pascal Mihayo | Head of Legal Services, Crdb Bank Plc.

Mr. Edwin Mhande | Head of Legal & Company Secretary, Guaranty Trust Bank (Tanzania) Limited.

The logo for KPM Attorneys features the letters 'KPM' in a large, dark blue, serif font. A gold-colored classical column is positioned behind the letter 'K'. Below 'KPM', the word 'ATTORNEYS' is written in a smaller, gold-colored, serif font.

KPM ATTORNEYS

Plot No. 2317/108, Harbour View Towers,
7th Floor, No. 711, Samora Avenue,
P. O. Box 22068 Dar Es Salaam
Telephone: +255 0765304724/0782304724
Email: info@kpmattorneys.co.tz