



KEMI ADVOCATES

FIRM PROFILE



1.0. KEMI ADVOCATES

Kemi Advocates (hereinafter “the Firm”) is a law firm providing tailor made legal services and solutions to respective local, national and international clients. The firm is composed of two partner Tanzanian partners with a team of advocates, legal officers, tax consultants and support staff. The Firm provides services on specific needs of clients and work dedicatedly to provide the best legal solutions.

The firm is located in Dar Es Salaam on the 3rd floor of Oyster Pearl Galleria, along Chole Road, Oysterbay area. The firm also has offices in Arusha along Old Moshi Road, Corridor Area, NSSF Mafao House, 6th Floor. We operate in Tanzania mainland and Zanzibar.

1.1. OUR MISSION

KEMI Advocates strives to offer customized and professional legal solutions of the highest quality to our clients. Our core business values and ethics are centered on efficiency, quality and integrity.

1.2. OUR VISION

Our vision is to perfect our services through merging the traditional practice with the modern environment to provide efficient and quality professional legal services for our local and international clients.

1.3. VALUES

| Efficiency

Efficiency is a forefront of our values. We carry out our duties and serve our clients in the most efficient manner. In pursuit of efficiency, 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.

| Integrity

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 and co-workers.

| Professionalism

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

2.0. Areas of practice and experience

Our team of legal experts has a proven track record and wide range of experience in the following areas of law:-

- Tax law
- Real Estate and Construction
- Corporate Services and Commercial Law
- Litigation and ADR

- Employment and labour laws, Immigration.
- Intellectual property law
- Banking and finance law
- Immigration services
- Information technology laws

The Firm has vast experience in the following areas of the law:

i) Tax Law

Our firm provides **comprehensive tax advisory and representation services**, ensuring that our clients remain compliant with evolving tax laws while minimizing risks and liabilities. We specialize in **direct and indirect taxation, tax dispute resolution, and strategic tax planning**, helping businesses navigate complex regulatory frameworks.

Our Core Tax Services Include:

- **Tax Advisory & Compliance:** Providing expert guidance on tax obligations, exemptions, and compliance with Tanzanian tax laws
- **Transaction Structuring & Planning:** Assisting businesses in structuring commercial transactions to mitigate tax implications
- **Tax Audits & Investigations:** Advising clients on tax audits, investigations, and risk assessments
- **Tax Exemptions & Incentives:** Assisting in applications for tax exemptions and incentives for qualifying businesses

Tax Dispute Resolution & Litigation

Our firm has a **strong tax litigation team** that provides strategic representation in tax disputes, ensuring our clients' rights are upheld. We handle disputes at all levels, including:

- **Tax Assessments & Objections:** Preparing and lodging objections against tax assessments, including waiver applications and extensions of time
- **Tax Litigation:** Representing clients before the **Tax Revenue Appeals Board (TRAB), the Tax Revenue Appeals Tribunal (TRAT), and the Court of Appeal of Tanzania**
- **Transfer Pricing & International Taxation:** Advising on transfer pricing matters and tax strategies for cross-border transactions

Our dedicated **lawyers, consultants, and tax experts** stay up to date with the latest tax law amendments, practices, and regulations, ensuring our clients receive timely advice and effective representation in all tax-related matters.

ii) **Real Estate and Construction**

Our firm specializes in providing **efficient, professional, and cost-effective** legal consultation in real estate matters. We serve a diverse clientele, including **international organizations, individuals, and nonprofit organizations**, offering expert legal support across all aspects of property transactions and development.

Our Core Real Estate Services Include:

- **Legal Advisory & Representation:** Comprehensive guidance on real estate transactions, property tax, land rent, and conveyancing
- **Dispositions & Conveyance:** Facilitating the sale, purchase, and transfer of residential, commercial, and agricultural properties

- **Construction & Development Contracts:** Expertise in **FIDIC contracts**, land survey plans, permits, and licenses
- **Litigation & ADR:** Resolving disputes related to construction, land ownership, and property transactions through litigation or alternative dispute resolution (ADR)

Property Transactions & Approvals

We have extensive experience in navigating complex property transactions, including:

- **Sale & Purchase of Residential, Agricultural, and Commercial Properties**
- **Liaising with relevant institutions** and authorities to facilitate approvals and compliance
- **Acquisition of Leasehold Titles & Rights of Occupancy**
- **Property transfers and conveyancing for Tanzanians and non-citizens** under the **Tanzania Investment Centre (TIC)**, **Export Processing Zones (EPZ)** and **trustee** frameworks
- **Securing regulatory approvals** from institutions such as the **Registrar of NGOs** and the **Administrator General at RITA**

With our deep understanding of **Tanzanian real estate laws and regulations**, we ensure that all property transactions and investments are legally sound, strategically structured, and compliant with regulatory requirements.

iii) Corporate Services and Commercial Law

We advise on all areas of business and company law. The Firm has vast experience with the provision of a range of Corporate and Commercial Legal Services, which include:

- a) Legal opinions.
- b) Joint ventures

- c) Mergers and acquisitions
- d) Due diligence,
- e) Contracts and agreements
- f) Regulatory Compliance; and
- g) Corporate restructuring,
- h) Incorporations and Company Secretarial Services,

The Firm has vast experience with the provision of a range of Corporate and Commercial Legal Services, which include:

- a) The provision of a Company Secretary,
- b) To draft agendas for meetings, to coordinate meetings and to attend all statutory Company meetings.
- c) To ensure the Client's BRELA online file is duly updated and annual returns are filed in a timely manner.
- d) To prepare, papers required at the statutory Company meetings.
- e) To ensure statutory Company Meetings complies with the Companies Act.
- f) To ensure that the company complies with its Articles, drafting and incorporating amendments in accordance with the correct procedures.
- g) To ensure compliance with the Companies Act and other legal requirements.
- h) The Company secretary will be responsible for the maintenance of statutory registers. This includes the register of members, Directors, minutes, secretaries and charges.
- i) To ensure all statutory returns and certain documents are filed with the Registrar of Companies to comply with periodic filing requirements or to notify the registrar of changes regarding the company.

We assist clients in the process of importation of machineries through the Export Processing Zone Authority and Tanzania Revenue Authority. This includes advisory in accordance to the relevant laws, preparing and filing of the necessary documents, etc.

The firm is also conversant with the laws and regulations that apply with to companies doing business and company governance in Tanzania. Therefore, having the capability to advise clients accordingly, with respect to the needs of the business and company compliance.

iv) **Civil Litigation and ADR**

In the course of their operations, organizations inevitably encounter legal disputes, whether related to **breach of service contracts, employment matters, land disputes, or tax issues**. When such disputes arise, our firm is well-equipped to **prosecute or defend** our clients vigorously before courts of law, regulatory boards, and tribunals.

Our Approach

Upon receiving instructions, we thoroughly analyze the case, assess legal risks, and advise clients on the most strategic course of action. Depending on the nature of the dispute, we:

- Prepare and file the necessary legal documents within the prescribed timelines
- Ensure timely case progression by representing clients in hearings and negotiations
- Provide **real-time case updates** and supply **status reports within 12 hours**
- Deliver final case outcomes, including **proceedings, judgments, awards, or rulings**, immediately upon conclusion

Our legal team has extensive experience representing **corporations, financial institutions, and nonprofit organizations** in litigation and arbitration. Our firm has handled cases involving **employment disputes, debt recovery proceedings, and breach of service agreements**, achieving favorable outcomes for our clients.

With a strong focus on strategic dispute resolution, we aim to safeguard our clients' interests while exploring cost-effective alternatives such as **negotiation, mediation, and arbitration** when appropriate.

v) Employment, Labor and Immigration

Employment law is a fast-evolving and complex field, requiring strategic legal guidance to help employers navigate regulatory requirements and mitigate risks. With increasing compensation claims and stringent compliance obligations, proactive legal support is crucial to safeguarding organizations from financial and reputational risks.

At our firm, we offer a full spectrum of employment and labor law services designed to protect and support employers and senior management:

- **Employment Advisory & Compliance:** We provide expert counsel on all aspects of the employment relationship, including the formulation of employment policies, drafting employment contracts, and ensuring compliance with the **Employment and Labour Relations Act, 2004 (as amended)** and its associated regulations.
- **HR & Management Support:** Our team offers hands-on guidance to HR professionals and management, including training on disciplinary procedures and best practices. We advise on disciplinary actions and represent employers in employment disputes before the **Commission for Mediation and Arbitration (CMA)** and the **High Court (Labor Division)**.
- **Internal Policies & HR Audits:** We assist organizations in developing and implementing internal regulations, performance management systems, and HR audits to enhance organizational compliance and efficiency.

Our advisory services can be delivered in person, via email, or through calls, ensuring prompt responses within a maximum of **48 hours**, depending on the complexity of the issue.

vi) Immigration Services

Given the increasing trend of cross-border employment, our firm also specializes in immigration law to support businesses in securing the necessary permits and authorizations for their expatriate employees. Our immigration services include:

- Work and residence permits for foreign employees and their families
- Investment incentives for international investors
- Advisory on residency and relocation matters

By integrating employment and immigration legal support, we ensure seamless compliance and operational efficiency for our clients.

vii) Intellectual Property Law

At Kemi Advocates, we provide comprehensive legal services in the registration, protection, enforcement, and commercialization of intellectual property rights. Our expertise covers trademarks, service marks, patents, industrial designs, and copyrights. We ensure our clients' intellectual property is properly cleared and registered in compliance with local laws and international standards, safeguarding their brands and innovations from unauthorized use both locally and internationally, including through ARIPO.

Additionally, our firm assists in drafting licensing agreements and represents clients in cases of infringement, passing off actions, and other IP-related disputes, ensuring robust protection of their intellectual assets.

viii) Banking and Finance

Our firm offers comprehensive financial legal services tailored to banks, financial institutions, and select clients. We provide expert legal support in structuring and perfecting banking securities, including mortgages and liens, ensuring compliance with regulatory requirements. Our services also encompass due diligence on project documents, drafting and reviewing project finance loan agreements, and securing related securities. Additionally, we facilitate the registration of foreign loans with the Bank of Tanzania, ensuring seamless compliance with local financial regulations.

ix) Information Technology (IT) Law & Compliance Services

In today's rapidly evolving digital landscape, businesses must navigate complex **technology regulations, data protection laws, and cybersecurity requirements** to ensure compliance and mitigate legal risks. Our firm provides comprehensive legal services in **IT law, regulatory compliance, and risk management**, tailored to support businesses operating in the technology sector.

Our Core IT Legal Services Include:

- **Regulatory Compliance & Advisory:** Ensuring compliance with **Tanzanian and international IT laws**, including data protection, cybersecurity, and e-commerce regulations
- **Data Protection & Privacy Laws:** Advising on compliance with **Personal Data Protection Act**, cross-border data transfers, and corporate data governance policies
- **Cybersecurity Compliance:** Assisting businesses in developing and implementing cybersecurity policies, incident response plans, and compliance with sector-specific regulations
- **E-Commerce & Digital Transactions:** Advising on **legal frameworks governing online transactions**, digital contracts, and consumer protection laws

- **Intellectual Property (IP) Protection in IT:** Assisting with software licensing, copyright protection, and patenting technology innovations
- **IT Contracts & Agreements:** Drafting and reviewing **technology service agreements, SaaS contracts, cloud computing agreements, and software development contracts**

Technology Dispute Resolution & Litigation

Our firm also provides expert representation in disputes related to:

- **Data breaches and cybersecurity incidents**
- **Software licensing and intellectual property infringement**
- **Contractual disputes in IT service agreements**
- **Regulatory enforcement actions and compliance penalties**

With a **deep understanding of emerging technologies, regulatory frameworks, and global best practices**, our firm ensures that businesses remain compliant while leveraging technology for growth and innovation.

3.0. Technical Team

Kemi Advocates is equipped with professional and competent staff team in handling the legal affairs of clients. The following is the professional biography of key members of our team who handle legal matters;

ESTHER ZACHARY MISSO | Partner

Ms. Misso is an accomplished legal practitioner, researcher, and litigation/arbitration lawyer with extensive experience in handling complex legal instruments. She has successfully represented numerous organizations

before courts, arbitration tribunals, and mediation panels in cases involving debt recovery, breach of contract, and employment disputes.

As a registered tax consultant, Ms. Misso has a strong background in tax advisory and dispute resolution. She previously served as a Board Member of the Tax Revenue Appeals Board (TRAB)—the first-tier court for tax disputes adjudication—for six years. During her tenure, she adjudicated over 300 cases spanning indirect taxes, direct taxes, transfer pricing, tax exemptions, and procedural tax matters.

Ms. Misso also possesses in-depth expertise in employment and labour relations law. She has served as an Arbitrator and Mediator at the Commission for Mediation and Arbitration (CMA)—the primary adjudication forum for labour and employment disputes. Additionally, she has practical HR experience, having previously worked as a Human Resource Manager overseeing a workforce of over 200 employees. She has assisted organizations in reviewing and drafting HR policies, employment contracts, and company manuals, and has advised on employment compliance, taxation in employment, and employee share schemes.

Beyond litigation and advisory roles, Ms. Misso serves as a Company Secretary for multiple corporations, where she oversees company registration, corporate regulatory compliance, and corporate governance matters.

She is an active member of both the Tanganyika Law Society and the East Africa Law Society, consistently engaging in professional development and contributing to legal discourse in the region.

KESTER LYARUU | Managing Partner

Mr. Lyaruu is a highly experienced corporate, commercial, banking, and investment lawyer with extensive expertise in litigation and alternative dispute resolution (ADR). He provides legal counsel to both local and international corporations and organizations, offering strategic solutions tailored to clients' needs while ensuring compliance with Tanzanian legal frameworks.

His approach is practical, hands-on, and client-focused, delivering customized legal and professional services across multiple industries.

Corporate, Banking & Finance Expertise

Mr. Lyaruu has a strong corporate and banking law practice, working as northern zone counsel for major financial institutions, including:

- CRDB Bank Plc
- NMB Bank Plc
- KCB Bank (T) Ltd

He provides legal support in banking transactions, securities perfection, and banking litigation.

Additionally, he serves as Company Secretary for several high-profile organizations, overseeing corporate regulatory compliance and corporate governance matters for:

- Aviagen East Africa Ltd
- Amref Flying Doctors
- Tanzanite Forever Lapidary Ltd

Nonprofit & NGO Advisory

Mr. Lyaruu has extensive experience in nonprofit and NGO law, providing legal services to organizations such as:

- Camara Education
- Mandarin International Christian Church
- The Robin & Sylvia Charitable Organization (TGF)
- Registered Trustees Apostles of Jesus
- Registered Trustees of Ursuline, Franciscan Society
- Amref Flying Doctors

His expertise includes registration, compliance, governance, and legal advisory services for nonprofit organizations operating in Tanzania.

Investment & Real Estate Advisory

Mr. Lyaruu also plays a key role in investment advisory and legal structuring. He serves as Chairman to several companies, guiding their investment strategies and legal compliance, including:

- Aviagen East Africa Ltd – A \$15.6 million joint venture investment by three foreign investors in Tanzania
- Interchick Group of Companies (Interchick Co. Ltd, Tanbreed Poultry Ltd & Tanzania Breeders & Feedmills Ltd) – An Africa Poultry Development Limited investment worth \$38.16 million

His legal guidance ensures business protection, regulatory compliance, and sustainable growth for these investments.

Professional Affiliations & Training

Mr. Lyaruu is an active member of the Tanganyika Law Society and has undergone specialized legal training in:

- Corporate & Commercial Law
- Investment Law
- Arbitration & ADR
- Banking & Finance Law

With a deep understanding of Tanzanian legal and regulatory frameworks, he remains at the forefront of legal practice, offering comprehensive legal solutions that drive business success.

MOSES MMBANDO | Senior Associate

Specialization: Employment and labour laws, Corporate and commercial laws, Litigation, tax, Banking and Finance, Mortgages and Securities.

Experience: 5 yrs

Qualifications: Advocate of the High Court and Courts Subordinate Thereto,

Professional Background

Mr. Moses Mmbando is a dedicated legal practitioner, researcher, and litigation attorney with a strong reputation for providing strategic legal counsel and representation across a broad range of legal matters. His expertise spans civil and commercial litigation, corporate and commercial law, banking and finance, mortgages and securities, employment law, and investment law.

Litigation & Dispute Resolution

As a seasoned litigator, Mr. Mmbando has extensive experience representing clients in complex legal disputes before various judicial and quasi-judicial bodies, including:

- High Court of Tanzania
- Commission for Mediation and Arbitration (CMA)
- District & Resident Magistrates' Courts
- Land Tribunal

He is currently engaged in representing major financial institutions, including:

- NMB Bank Plc
- CRDB Bank Plc
- KCB Bank Tanzania Ltd

His litigation experience includes handling employment disputes, mortgage and security enforcement cases, and general contract disputes on behalf of these financial institutions.

Banking & Finance Law

Beyond litigation, Mr. Mmbando is actively involved in the banking and finance sector, advising financial institutions on:

- Regulatory compliance and risk mitigation
- Drafting, perfecting, and registering security documents
- Loan structuring, securities, and mortgage documentation

His hands-on experience in both banking litigation and financial transactions makes him a valuable legal partner for banks and financial service providers.

Professional Memberships & Training

Mr. Mmbando is an active member of the Tanganyika Law Society and has participated in various legal trainings and seminars covering:

- Banking & Finance Law
- Employment & Labour Law
- Corporate & Commercial Law

His commitment to professional development ensures that he stays up to date with evolving legal frameworks and industry best practices.

SHABANI MWAITA | Associate

Specialization: Banking and Finance, Litigation, tax, Corporate and Commercial Laws, Conveyance, Employment, and Labor Laws.

Experience: 5 yrs

Qualifications: Advocate of the High Court and Courts Subordinate thereto.

Mr. Shabani Mwaita is an accomplished legal practitioner, researcher, and banking & finance expert, providing strategic legal counsel and representation across banking transactions, dispute resolution, corporate compliance, and regulatory matters. His ability to analyze, draft, and review complex legal instruments allows him to deliver effective, business-oriented solutions to a diverse client base.

Banking & Finance Law

With extensive experience in the banking and finance sector, Mr. Mwaita has been involved in the structuring, registration, and perfection of securities for financial institutions, ensuring compliance with regulatory frameworks. He has provided legal services to:

- KCB Bank Tanzania Limited
- CRDB Bank PLC

His expertise extends to regulatory and financing transactions, advising financial institutions on risk management, loan structuring, and securities documentation.

Litigation & Dispute Resolution

Mr. Mwaita specializes in civil litigation, tax law, employment law, and ADR, representing clients before various legal and regulatory bodies. He is skilled in:

- Tax dispute resolution and regulatory compliance
- Employment and labour litigation
- Commercial and corporate dispute resolution

Corporate & Commercial Law

As a corporate lawyer, Mr. Mwaita advises businesses on corporate governance, compliance, and regulatory affairs. His services include:

- Company registration and incorporation
- Corporate restructuring and compliance
- Transaction advisory and risk assessment

He has worked with high-profile clients, including:

- Fes Agric Services Limited
- Azhar Construction Company Limited
- Novores Construction Corporation Tanzania Limited
- 5895 Holding Limited
- Tanzania Chamber of Commerce, Industry and Agriculture
- TAMICO
- Kibo Hotel
- Aviagen East Africa Ltd
- Interchick Group of Companies (Interchick Ltd, Tanzania Breeders and Feedmills Ltd, Tanbreed Poultry Ltd)

Professional Development & Memberships

Mr. Mwaita has undergone specialized legal training with:

- Tanganyika Law Society
- Bank of Tanzania
- Ministry of Lands, Housing & Human Settlements Development
- Business Registration & Licensing Agency (BRELA)
- Commission for Mediation and Arbitration (CMA)
- Tanzania Investment Centre (TIC)

His training covers banking and finance law, registration of securities, corporate law, labour dispute resolution, procurement, and investment law.

He is an active member of the Tanganyika Law Society and the East Africa Law Society, continuously engaging in legal practice development and industry training.

GODFREY MELKIZEDECK SARO| Associate

Specialization: Litigation and ADR. He is Dedicated and passionate legal professional with extensive experience in advocating for the rights of marginalized communities. Skilled in legal research, writing, and representation, with a deep commitment to advancing social justice and human rights.

Experience: *4 years of practice as an advocate of the High Courts and Courts subordinate thereto*

Mr. Godfrey is a dedicated and passionate legal professional with extensive experience in advocating for marginalized communities. His expertise includes litigation, legal research, contract law, and dispute resolution, with a strong commitment to advancing social justice and human rights.

Legal Advocacy & Representation

- Extensive experience in litigation and ADR, representing corporate clients, NGOs, and individuals in legal proceedings and negotiations
- Conducted legal research and analysis on various issues, including contracts, clearing & shipping arrangements, and regulatory compliance
- Drafted and reviewed legal documents, contracts, agreements, and court submissions
- Developed and successfully implemented a legal advocacy campaign, contributing to the passage of a law protecting clients' rights

Capacity Building & Community Engagement

- Designed and facilitated training and capacity-building programs for community members and local partners
- Empowered marginalized communities by educating them on their legal rights and advocacy strategies

Commitment to Justice & Legal Excellence

Mr. Godfrey brings a strong legal acumen, strategic thinking, and a client-centered approach to every case. His ability to navigate complex legal matters while ensuring effective advocacy and dispute resolution makes him a valuable legal practitioner.

CONSOLATA RUTA | Associate

Specialization: Corporate Law, Contractual Law, Investments Law, Banking and Finance, Labor Employment, Immigration Law, Intellectual Property Law and Real Estate and Conveyancing.

Experience: 4 yrs.

Ms. Consolata specialize in project finance, corporate governance, real estate finance and real estate planning, conceptualization and disposition. She regularly advises clients on matter involving land disputes, corporate governance, securities and contractual issues, joint venture, trust and foundations.

Ms. Consolata is a skilled corporate, banking, and investment law specialist, with expertise in project finance, corporate governance, real estate finance, and business planning. She provides strategic legal counsel to both local and international clients across multiple industries.

She regularly advises on land disputes, corporate governance, securities & contractual matters, joint ventures, trusts, and foundations. Her ability to conceptualize, plan, and execute real estate transactions makes her a sought-after legal advisor in the sector.

Corporate & Investment Law

Ms. Consolata provides legal counsel on corporate structuring, investment transactions, and regulatory compliance, including:

- Company Incorporation & Compliance – Advising on company registration, regulatory filings, and compliance with local laws
- Foreign Investment Advisory – Assisting foreign investors in setting up businesses, managing risks, and complying with regulators
- Mergers & Acquisitions (M&A) – Advising on corporate transactions, joint ventures, and business restructuring

- Business Licensing & Permits – Facilitating approvals from Tanzania Investment Centre (TIC) and Export Processing Zone Authority (EPZA)

Employment, Labour & Immigration Law

Ms. Consolata is well-versed in employment and labour matters, providing guidance on:

- Recruitment, Employee Contracts & Policies
- Compliance with Labour Laws & Regulations
- Work Permits & Immigration Matters
- Employee Disputes & Termination Procedures

She ensures that human resource practices align with corporate policies while minimizing legal risks for employers.

Banking & Finance Law

Ms. Consolata has extensive experience advising financial institutions on:

- Securities Perfection & Banking Regulations
- Loan Structuring & Credit Transactions
- Regulatory Compliance & Liaison with Financial Authorities

She has worked with leading banks and financial institutions, including:

- KCB Bank Tanzania Ltd
- CRDB Bank PLC

Intellectual Property & Real Estate Law

Ms. Consolata also specializes in intellectual property protection and real estate transactions, including:

- IP Advisory – Trademarks, copyrights, and licensing agreements
- Construction Law & Estate Planning – Drafting contracts, resolving disputes, and advising on property transactions
- Wills & Probate Matters – Estate planning and succession planning strategies

Notable Clients

Ms. Consolata has provided legal counsel to various organizations, including:

- Farm Access Ltd
- Aviagen East Africa Ltd
- Tanbreed Poultry Ltd
- Interchick Company Ltd
- AMREF Flying Doctors

Commitment to Legal Excellence

Ms. Consolata is recognized for her pragmatic approach, attention to detail, and commitment to delivering business-oriented solutions. Her vast experience in corporate, investment, and financial law ensures that clients receive comprehensive legal support tailored to their needs.

PATRICK FRANSIS NYANGUSI | Associate

Specialization: *Legal Research and Litigation*

Training: *An advocate of the High Court and Courts subordinate thereto.*

Experience: 2 yrs.

Mr. Patrick is a dedicated and detail-oriented legal professional with expertise in litigation, legal research, and case strategy development. His ability to conduct in-depth legal analysis, case law research, and document preparation ensures that clients receive well-grounded legal representation.

Litigation & Case Strategy

As a litigator, Mr. Patrick has a strong track record in advocating for clients' rights and providing strategic legal guidance throughout the litigation process. He is known for:

- Strong legal analysis & case law research – synthesizing complex legal information into clear, concise reports and memos
- Trial & hearing preparation – supporting attorneys with legal precedents and case strategies
- Exceptional negotiation skills – effectively handling complex legal disputes and securing favorable outcomes

Notable Clients & Experience

Mr. Patrick has represented corporate and financial institutions in litigation, including:

- KCB Bank Tanzania Ltd
- CRDB Bank PLC
- Farm Access Ltd
- Aviagen East Africa Ltd
- Tanbreed Poultry Ltd
- Interchick Company Ltd
- AMREF Flying Doctors

His expertise in banking litigation, contract disputes, and regulatory compliance makes him a valuable legal asset for financial institutions and corporate clients.

Commitment to Legal Excellence

Mr. Patrick is recognized for his sharp analytical skills, meticulous attention to detail, and ability to navigate complex legal matters. His approach to litigation emphasizes thorough research, strategic preparation, and effective advocacy, ensuring the best possible outcomes for his clients.

IRENE ALEX MGOMBELO | Associate

Specialization: *Corporate Law, Contractual Law, Labor Employment, Immigration Law, Intellectual Property Law And Real Estate And Conveyancing.*

Training: *She has attained LL.B from Mzumbe University, is currently pursuing practical legal training at the Law School of Tanzania.*

Experience: 2 yrs.

Ms. Irene is a versatile legal professional with expertise in corporate law, legal research, and compliance advisory. She combines her in-depth legal knowledge, strong analytical skills, and research capabilities to provide comprehensive legal support for corporate matters.

She is committed to helping businesses navigate complex legal landscapes, ensuring compliance, mitigating risks, and optimizing corporate operations.

Corporate & Contract Law Expertise

Ms. Irene has extensive experience in drafting, reviewing, and negotiating corporate agreements, including:

- Contracts & Commercial Agreements
- Non-Disclosure Agreements (NDAs)

- Shareholder Agreements

Her legal insight ensures that corporate transactions and business dealings are legally sound and structured for long-term success.

Commitment to Legal Excellence

Ms. Irene's strategic legal approach, attention to detail, and ability to analyze and synthesize complex legal information make her a valuable asset in corporate legal practice. She is dedicated to enhancing legal compliance and providing practical legal solutions for businesses and corporate entities.

4.0. Support Staff

Our team has a support team which is composed of logistics officers, clerks, accounting officers and administrations officers. They facilitate all logistical issue, administrative issue, technical support, and accounting to ensure our operations run smoothly. The firm has two offices' in Arusha and Dar es Salaam. Each office has key support staff which are an accounting officer, a clerk, office administrator, a reliable technical support team and logistics officer.

5.0. List of Clients

The firm has worked with a variety of companies in providing legal services. Some of our clients includes;-

- a) NMB Bank PLC
- b) KCB Bank Tanzania Ltd

- c) CRDB Bank PLC
- d) Access Bank Tanzania Ltd
- e) Interchick Group of Companies – Interchick Limited, Tanbreed Poultry Limited, and Tanzania Breeders and Feedmills Ltd,
- f) Africado Limited,
- g) Aviagen East Africa Limited
- h) Fes Agric Services Ltd
- i) Multiflower Ltd

6.0. Professional Indemnity

The company has a professional indemnity with Alliance Insurance Corporation Ltd.

7.0. Terms of Business

Our business terms are flexible usually dependent on what the client needs. The terms can be negotiated depending on the type of assignment and the mode of payment. Our motto is simply we deliver.

8.0. Client Complaint

We ensure all our clients that in case of any customer complaint, our team shall respond and address the complaint within 24 hrs to 72hrs, depending on the depth of the complaint. We work around the clock to ensure customers are properly catered for and their needs are met with the highest professionalism and perfection.

9.0. Firm's Physical and Postal Address

Dar Es Salaam Address: Chole Road, Oysterbay,



3rd Floor, Oyster Pearl Galleria,
P. O. Box 106196, Dar Es Salaam
+255 673 626 644

Arusha Address:

NSSF Mafao House, 6th Floor,
Old Moshi - Arusha Road
P.O. Box 534, Arusha
+255 766 336 936

E- Mail Address:

info@kemiadvocates.co.tz

Website:

www.kemiadvocates.co.tz

Contact person:

Ms. Esther Z. Misso | Partner

Mob: +255 713 665 944

Email: esther.misso@kemiadvocates.co.tz