

MAXISERVE ATTORNEYS – FIRM PROFILE

OUR PRACTICE, YOUR SOLUTION.

ABOUT US

Maxiserve attorneys is a boutique law firm based in Arusha, Tanzania providing innovative solutions to clients with complex legal and business issues across different practice areas. We provide our clients with the highest quality legal advice and representation in the practice areas of corporate & commercial transactions, real estate, Litigations, finance and banking, debt registrations, immigration aspects, Tax and employment and labour matters.

The firm's clients are divided across African and international entities, they include industries and commercial companies, financial institutions, private funds, charitable institutions and individuals. The diversity of clients is a result of the firms' capacity to tailor work to specific client needs. The firm also serves as out-sourced counsel providing 'in-house' legal advisory support to companies and small consulting firms.

OUR ETHOS

Africa presents a complex and evolving commercial, economic and legal environment. Our clients need an attorney who are not only experienced in international transactions, but also with a genuine knowledge of local economic, legal and regulatory regimes, languages, customs and cultures.

Our well-established networks with other legal firms across the country and African continent enable us to offer our clients with significance assistance through the technical competency and experience of our carefully selected collaborative partners.

OUR MISSION - OUR PRACTICE, YOUR SOLUTION

At Maxiserve Attorneys, we strive to do more of our clients and be more than just legal practitioners. By seeking to understand the priorities and business challenges facing our clients, we are able to tailor solutions to your requirements, and position ourselves as the legal partner of choice for your business.

OUR VALUES

- **Excellence;** We are committed to excellent client service, quality work standard and attention to finer details.
- **Efficiency;** We value your time and seek to solve your complex legal issues yesterday.
- **Respect;** We treat our clients and our people with utmost respect

- **Innovation;** We nurture innovation and creativity in solving complex challenges facing clients today.
- **Integrity;** We conduct our business with integrity and hold ourselves to the highest ethical standards.

PRACTICE AREAS

- *Corporate and Commercial*

The African continent today offers opportunities for inbound investment, business expansion and other commercial activities at a time more mature world markets are under strain.

The firm's lawyers have worked with international corporations in noteworthy transactions at all stages of transactions, ranging from origination, negotiation and documentation to closing. We also represent smaller corporations whose transactions, while modest in monetary value, involve enormous strategic significance to them.

We have advised on mergers and acquisitions, disposals, joint ventures & partnerships, foreign direct investment and undertaking several due diligence investigations on behalf of our clients.

We also continuously advise clients on full range of corporate financing and related transactions, with our experience encompassing the complete spectrum of equity, debt and hybrid instruments.

Representative Transactions and experience

- ✓ Advising a private owned enterprise on restructuring and amalgamation of five other private entities into a single corporate entity and compliance with the laws governing the entities in Tanzania.
- ✓ Advising an international client in the agriculture sector on market entry, investment and regularizing.
- ✓ Undertaking and advising a four-star hotel in acquisition and sale including drafting of all documentations such as share purchase agreements, memorandum of understating and all other ancillary documents in line with registration at the Fair Competition Commission (FCC).
- ✓ Restructuring of a 1950's company and clean up of all anomalies that were made to a clean slate at the business registration and licensing agency.
- ✓ Undertaking on due diligence investigation of a private owned company with transactions within the African continent.
- ✓ Advising a private entity in winding up affairs of the company, drafting all necessary documentation to close up.

- ✓ Acting as company secretaries in multiple companies.

- *Real Estate and conveyancing.*

Our firm deals with all dispositions affecting land such as Mortgage, acquisition of land and buying land. As the firm our major task is to make sure that clients understand and get satisfactory services with regard to conveyancing when they engage us.

The procedures of acquiring landed property in Tanzania are quite complex and it needs an expert to be able to affect these procedures for a client to get a clean title registered in his/her name. Our team is well experienced in this service and we do provide innovative solutions while at it.

Our team further advises our clients to invest in land, such as those who wish to build condominiums for sale or for the purpose of leasing. In this our task is to assist developers to go through smooth procedures in reaching their goals, but also help buyers of these properties get assurance of their titles within condominium or other units.



Representative Transactions and experience

- ✓ Advising an individual to acquire landed property which was mortgaged and ensure that the client gets a clean title with no encumbrance.
- ✓ Advise a private company in planning their land and zoning.
- ✓ Advising on unit titles and transactions
- ✓ Advising and overseeing land surveying, valuation and development.

- *Litigations*

At Maxiserve Attorneys, we represent clients in different forms of litigation be it civil litigation, criminal litigation, financial crimes and representing clients in quasi-judicial bodies such as tribunals.

Representative Transactions and experience

- ✓ Represented an individual (a Tanzanian woman who was married to a foreigner) where she was wrongfully accused of being a non-citizen of Tanzania, and we successfully established her citizenship status.
- ✓ Representing a client in divorce proceeding, custody of child and maintenance.
- ✓ Representing of clients in an insurance case.
- ✓ Advising and represented private companies, organizations and individuals at the commission for Mediation and Arbitration specifically on breach of Contract and unfair termination.
- ✓ Represented individuals and private companies on Land Tribunals regarding land ownership cases and we have succeeded in a number of them.

- *Immigration Matters*

As a foreigner living in Tanzania there are legality matters to adhere in order to live legally in the country. At Maxiserve Attorneys we advise our clients on immigration aspects and what status to attain to live legally, we cooperate with our trusted contacts at the Immigration headquarters and work hand in hand with them to ensure timely issuance of various statuses.

Representative Transactions and experience

- ✓ Advising private companies and private individuals in procuring work and residence permits and we have successfully delivered on time.
- ✓ Advising and drafting of appeal letters in case of work or residence permits rejection, where the same were successfully granted.
- ✓ Procuring business visa's, tourist passes and student pass.
- ✓ Procuring Exemption certificates for organizations that are not required for their employees to get work permits.

- *Employment*

Maxiserve Attorneys has employment and labour relations practices in Tanzania. Our team has a vast experience in lawful termination procedures, the rights afforded by employment and labour laws, issues concerning social security payments, severance pay, employment contracts, retrenchment and trade unions.

Representative Transactions and experience

- ✓ Assisted a private owned company in undertaking disciplinary procedures against a number of its employees regarding various misconducts to ensure legal compliance.
- ✓ Represented various employers (to include non-profit organizations, companies and business names) and employees in tribunals on claims of breach of contracts and unfair termination.
- ✓ Conducted trainings and seminars on employments and labour matters specifically on employment policy procedures to various private companies.
- ✓ On overview of employment contracts of to ensure that they conform to the Employment and Labour relations Act.
- ✓ Advising and attending on a process of retrenchment of a private owned solar company following restructuring and closure of some of its projects.

OUR PEOPLE

MIRIAM NITUME , Esq and Managing Partner at Maxiserve Attorneys

HEAD OF LITIGATION DEPARTMENT

Ms Miriam Nitume is a Founding Partner at Maxiserve Attorneys, a results-driven litigant lawyer with over four years of experience.

Ms Nitume holds Bachelor of Laws (LLB) from the University of Iringa (Hons), she is a practising Advocate of the High Court of Tanzania and subordinate courts except for the primary court. She is a distinctive Member of the Tanganyika Law Society and East Africa Law Society.

Ms Nitume is known professionally known to assist clients navigate complex commercial legal transactions efficiently and effectively, she professionally represents clients in in courts of law in case of any litigation matters and/or mediation, conciliation and arbitration. Achieved advantageous settlements in 90% of cases. She has managed to settle a loan recovery case at Akiba Commercial Bank, a loan that the bank was about lose. Nevertheless, she managed to advice restructuring of the said loan to replace the mistakes done by the loan officers of the bank for the failure to conduct due diligence.

The loan was worth Tanzania Shillings Three Hundred and Fifty Million Shillings, thus she is respected by her colleagues and clients for executing transactions passionately and successfully.

MS MAGDAENA MANJALE, Esq and Managing Partner at Maxiserve Attorneys

HEAD OF CORPORATE LAW DEPARTMENT

Ms Magdalena Manjale is a full-time practitioner, advocate and partner at Maxiserve attorneys. She worked with highly reputable law firm for over three years where she gained her experience and specialization before she moved to join Maxiserve Attorneys.

She holds a Bachelor of Laws (LLB) from the University of Iringa, Ms Manjale is a practicing Advocate of the High Court of Tanzania and subordinate courts except for the primary court. She is a Member of the Tanganyika Law Society and East Africa Law Society.

Her areas of specialization are corporate law, banking and securities, regulatory compliance, investment laws, corporate legal audits and employment and labour laws.

Ms Manjale recognized for her most thorough and professional approach to high quality legal service on corporate and commercial matters, she has gained trust for clients through her devotion to legal services.

MR. JEROME SANFORD KOMBE, Practicing Senior Associate

HEAD OF INTELLECTUAL PROPERTY LAW AND REAL ESTATE

Jerome Kombe is a practicing Senior Associate at Maxiserve Attorneys. He is notably recognized for his sharp skills on complex matters that require in-depth research and analytical legal opinions. He holds a bachelor of laws (LLB) from St. Augustine University. Mr. Kombe is a practicing Senior Associate under the Intellectual property division.

He heads the law firm's intellectual property and real estate unit which supports the Major specialized Departments of our firm and practices in the areas of Intellectual Property Law (IP Protection) Services, Corporate Law, Legal Research, Agriculture Laws, Regulatory Compliance, Employment and Labour Laws.

Mr. Kombe advises clients on a wide range of intellectual property matters. He brings to the team his strong skills in researching and legal opinion that helps in advising clients in the specialized areas of the law firm.

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