

A large, faint, light blue stylized 'LA' monogram is positioned on the left side of the slide, serving as a background element.

# Firm Profile

A close-up photograph of two hands shaking in a firm grip. The hand on the left is light-skinned and wears a light-colored suit sleeve with three buttons. The hand on the right is dark-skinned and wears a dark, patterned suit sleeve. The background is a soft, out-of-focus light. The text "Welcome to LIAISON ATTORNEYS" is overlaid in white, centered in the upper half of the image.

# Welcome to LIAISON ATTORNEYS

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## ABOUT US

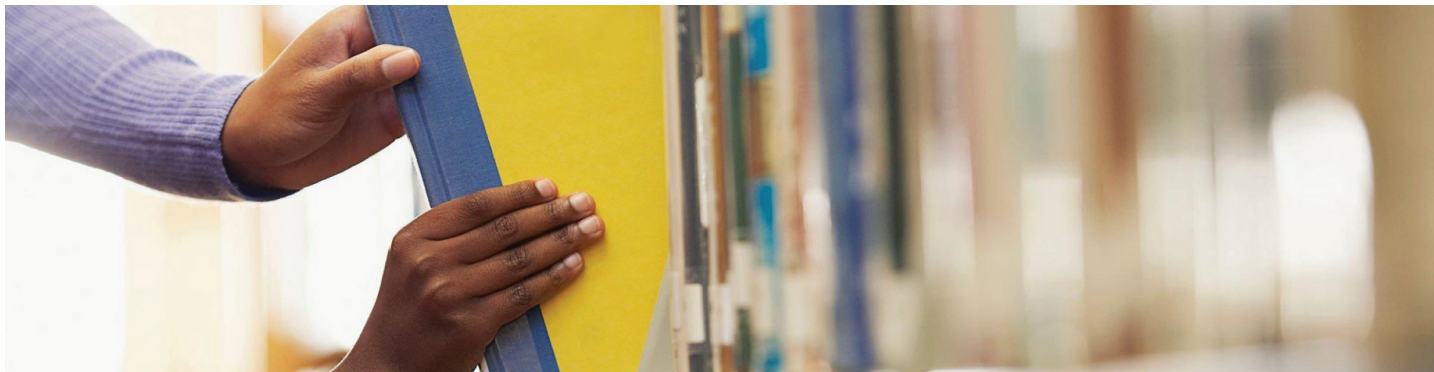
LIAISON ATTORNEYS is a premier law firm based in Tanzania, committed to delivering exceptional legal services to individuals, businesses, and organizations. With deep expertise in Tanzanian law and a results-driven approach, we offer strategic legal solutions tailored to our clients' unique needs. Our core values—professionalism, integrity, and client-focused service—ensure that every legal matter is handled with precision and dedication.

Our team of experienced attorneys brings a wealth of expertise across various practice areas, allowing us to offer comprehensive representation in both litigation and transactional matters. We pride ourselves on combining local insights with global perspectives, providing cutting-edge legal support to clients operating in diverse industries.





# WHY CHOOSE US?



## Proven Track Record

We have a history of delivering favorable outcomes for our clients across various industries.

## Client-Centric Approach

Our firm places a premium on responsiveness, accessibility, and personalized legal solutions.

## Industry Expertise

With vast knowledge spanning multiple sectors, we provide tailored legal advice that meets the unique needs of our clients.

## Ethical & Transparent Practice

Integrity is at the core of our operations, ensuring that clients receive honest, professional legal representation.

# OUR PRACTICE AREAS

We offer a comprehensive suite of legal services, covering:

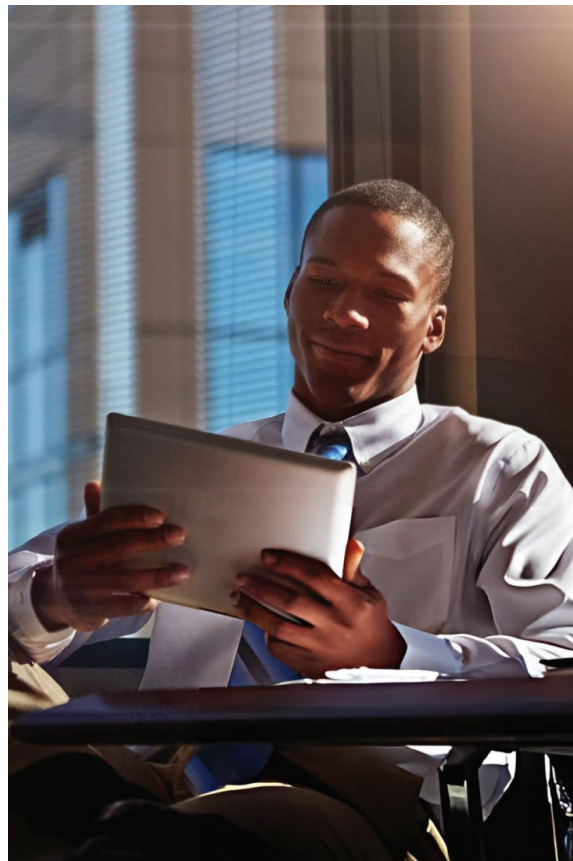


# Corporate Law

There are various ways to do business in Tanzania and elsewhere in the world. While our clients run their businesses, we take care of their legal needs arising from commercial aspects. These aspects range from incorporation of various types of Companies and other organizations such as trust instruments, non-profit organizations and charities, partnerships, registration of branches of foreign companies, representative offices, registration with the Tanzania Investment Centre (TIC), de-registration, winding-up and liquidation of companies etc.

Our corporate law Team enjoys a fair and just reputation for the quality of their work. We assist our clients to prosper in their business by eliminating any legal obstacles that they may encounter on the day-to-day running of their businesses.

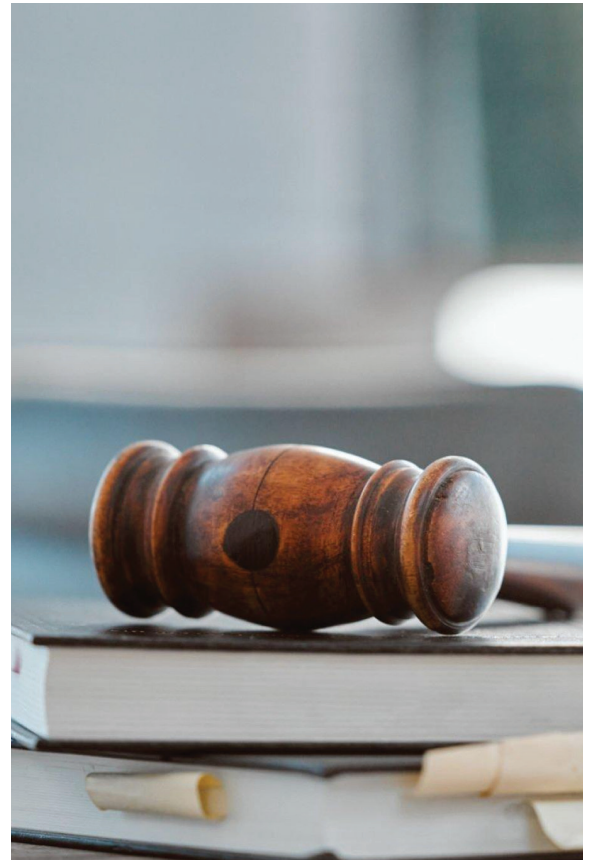
Our Corporate Law areas of practice include:



We, in particular advise on structuring of transactions such as sale of shares, sale of businesses and sale of assets.

Moreover, we advise on mergers, acquisitions, takeovers and draft complex contracts of various natures including joint ventures, Distribution, Agency & Franchise Agreements etc. We conduct due diligence and carry out investigations into any matter referred to us and compile reports thereon for our corporate clients.

Our attorneys have years of experience working in the corporate legal space for reputable a myriad of clients.



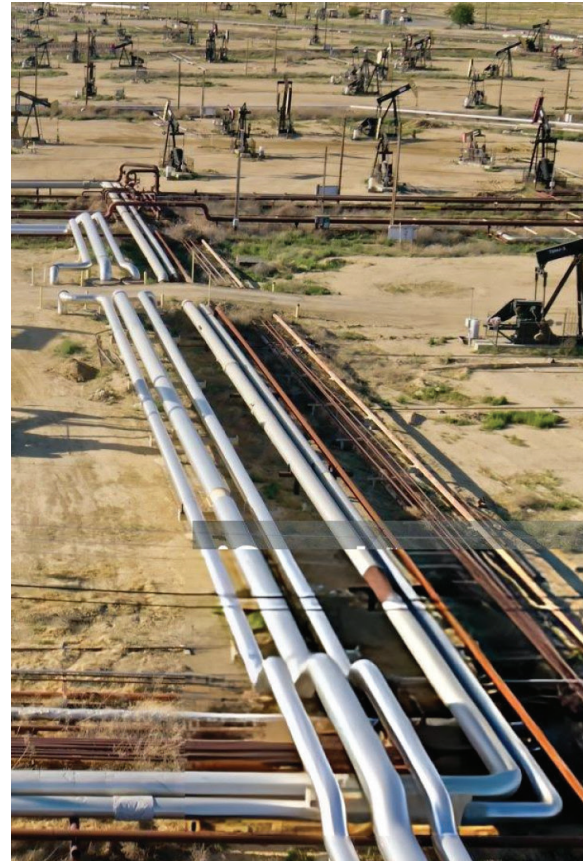


# Mining, Energy, Oil and Gas

Tanzania is one of the African Countries endowed with rich mineral deposits ranging from Gold, Diamonds, Platinum and various types of gemstones among others. It is also home of a huge discoveries of energy sources such as oil, gas, coal, Iron etc.

The presence of these resources has attracted a number of both international and local investors. Large energy and mining investments require expertise, experience, skills, techniques, and innovation to meet various demands and interests.

The Firm recognizes all these needs. With its vast experience in both local and international know-how coupled with good relationships with stakeholders and a broad ranging of skills and experiences in competition law, mergers & acquisitions, securities etc., the Firm is dedicated to deliver composite legal services to assist its clients realizing their investment plans and goals.



# Land Law and Property Conveyancing

The Firm takes pride in its team of lawyers who bring extensive knowledge and experience in Land, Property, and Conveyancing Law. We advise on property acquisition and development and further prepare the requisite instruments to facilitate the acquisition including survey and planning laws.

We also prepare the necessary documentation for transfer of immovable properties and register Mortgages and Charges in favor of our clients. Our Firm provides advice on real estate matters and litigate in respect of all property-related matters.



# Labour and Employment Law

The Firm advises its clients on all legal aspects of employment and labour law to ensure full compliance with all the applicable laws, regulations and rules. We offer a comprehensive range of professional services on labour and employment matters as follows;

- **Employment Contracts:** We assist clients in drafting, reviewing, and negotiating employment contracts to ensure clarity, fairness, and compliance with relevant laws and regulations.
- **Discrimination and Harassment Claims:** Our attorneys have extensive experience handling cases involving discrimination, harassment, and retaliation in the workplace. We advocate for victims' rights and work to hold employers accountable for unlawful conduct.
- **Employee Benefits and Executive Compensation:** Our firm advises clients on a wide range of issues related to employee benefits, retirement plans, stock options, and executive compensation packages.
- **Workplace Policies and Compliance:** Our attorneys help businesses develop and implement effective workplace policies and compliance programs to minimize legal risks and promote a positive work environment.
- **Employment Litigation:** In the event of disputes or litigation, we offer aggressive representation in Judicial and quasi-judicial bodies





as well as before administrative agencies such as the Labour Commission etc.

- Advice on the labour implications on acquisitions and mergers.
- Advice on termination of employment, retrenchment and rationalization.
- Formulation of strategies in preventing strikes, lockouts and other forms of industrial action.
- Advice on unfair labour practices.
- Advice on statutorily based employment conditions and minimum standards.
- Industrial law litigation Processing of Work Permits and Residence Permits for employees of foreign investors; etc.





## Regulatory Laws

Privatization in Tanzania has led to the enactment of regulatory laws and creation of regulatory bodies in areas such as telecommunications, broadcasting, water and energy, transportation, banking and many other areas.

Compliance with the regulatory requirements is becoming more complex and costly. Investigations by various authorities and enforcement are increasingly frequent and more aggressive. The Firm has over the years exhibited competency on knowledge of procedural rules in dealing and achieving results in Competition investigations and inquiries; mergers and acquisitions; regulatory proceedings before the Fair Competition Commission, the Fair Competition Tribunal, EWURA, SUMATRA, TCRA; and high profile private antitrust lawsuits before the High Court (Commercial Division and the Main Division) and the Court of Appeal of Tanzania.

This department also houses regulatory lawyers who have offered services to a wide range of local and international clients in Tobacco (both downstream and upstream), Telecommunication, Energy, Water, Transport, and Maritime among others.

We understand that compliance to the regulatory regime is important to the sustainability of a business. We usually work closely with the



regulatory authorities in identifying the specific sector risks and advise our clients on how to manage such risks. In this regard, we boast a strong relationship with regulatory authorities in Tanzania.

The Firm has made several legal advisories to Regulators like, Tanzania Mining Commission, Energy and Water Utilities Regulatory Authority (EWURA), Tanzania Communications Regulatory Authority (TCRA), Capital Markets and Securities Authority (CMSA) etc.



# Environmental Law

We have responded to the increasing demand for services in this area. Staffed by consultants, we can assist clients to accommodate the need for environmental protection. To avoid inevitable conflict arising from non-compliance of environment laws we offer the following services;

- Advice on legislation relating to the environment
- Advice on risk assessment
- Co-ordination of environmental impact assessment studies
- Civil litigation
- Defending criminal prosecutions
- Dispute resolution through mediation
- Making representations to public authorities NEMC
- Updating clients on developments in environmental law
- Advise on Environment Management Assessment (EMA); etc



# Banking and Financial Institutions

The banking and financial sector has long been the backbone of economic stability and development, providing essential services that facilitate transactions, credit accessibility, and investment opportunities. However, operating within this sector comes with complex compliance requirements and licensing procedures that financial institutions must navigate to remain in good standing with regulators. With the emergence of financial technology and evolving regulatory frameworks, banks, microfinance institutions, and fintech companies must continuously adapt to ensure compliance with stringent legal and operational standards.

Liaison Attorneys is dedicated to providing top-tier legal advice and assistance in navigating this complex environment. We offer specialized legal services in banking and finance, including structuring credit facilities, loan agreements, and securitization transactions. Our team advises on anti-money laundering (AML) compliance, cybersecurity in financial transactions, and regulatory implications of digital banking services.

Additionally, we support financial institutions in obtaining approvals from regulatory authorities and ensuring compliance with the Banking and Financial Institutions Act and related legislation. Our expertise extends to corporate lending, debt restructuring, and financial dispute resolution, making us a trusted legal partner for institutions operating in Tanzania's financial sector.





# Capital Markets and Securities

Capital markets play a crucial role in economic growth by facilitating the mobilization of capital for businesses and investors. As financial markets continue to evolve, regulatory compliance and structured legal frameworks become essential for companies seeking to access public and private investments. Whether through equity offerings, bond issuances, or private placements, capital markets provide a platform for raising funds while ensuring investor protection and market stability.

Recognizing the increasing complexity of capital markets, Liaison Attorneys provides legal services to support clients in navigating regulatory requirements and structuring their investments effectively. We assist in obtaining various licenses for brokers, dealers, and investment advisors, ensuring full compliance with the Capital Markets and Securities Authority (CMSA).

Our services extend to drafting policies for market participants, guiding clients on listing requirements, and advising on corporate governance matters. Additionally, we provide legal support on regulatory compliance, cross-border investments, and securities litigation. Our team also represents clients in regulatory investigations and enforcement proceedings, ensuring that they meet the legal and procedural obligations necessary for operating in Tanzania's financial markets.

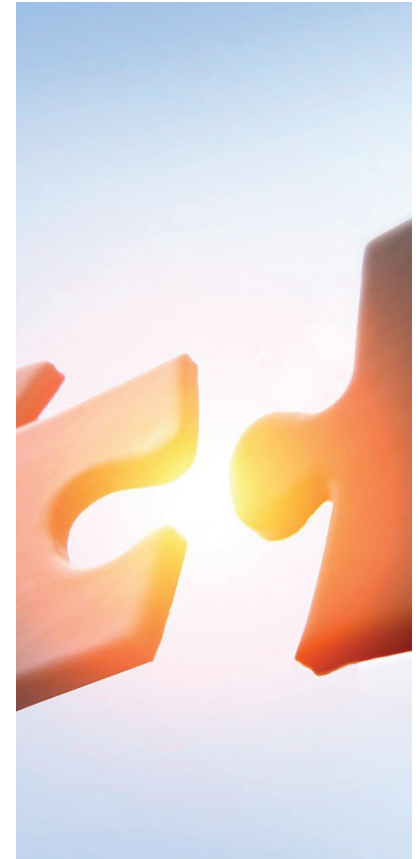


# Mergers and Acquisitions

Business growth and expansion often require strategic transactions such as mergers, acquisitions, and corporate restructurings. These transactions involve complex legal, financial, and regulatory considerations, requiring careful planning to mitigate risks and ensure compliance with applicable laws. Whether businesses are seeking to consolidate market position, acquire new assets, or undergo corporate restructuring, a well-structured legal approach is essential to achieving successful outcomes.

Liaison Attorneys provides comprehensive legal services in mergers and acquisitions (M&A), guiding clients through the entire transaction process, from due diligence to deal structuring, negotiation, and regulatory approval. Our team assists in drafting and reviewing share purchase agreements, asset acquisition agreements, joint venture arrangements, and other related contracts. We conduct thorough legal due diligence to identify potential risks and ensure compliance with competition laws, securities regulations, and other corporate governance requirements. Additionally, we advise on post-merger integration strategies, ensuring seamless transitions and alignment with business objectives.

With extensive experience in handling both domestic and cross-border transactions, our firm is committed to delivering strategic solutions that align with our clients' financial and commercial goals. Through a meticulous approach to deal structuring and risk assessment, we help businesses navigate the complexities of M&A transactions while maximizing value and minimizing legal exposure.



# Litigation and Dispute Resolution

Legal disputes are an inevitable part of business and personal affairs, arising from contractual disagreements, regulatory compliance issues, and commercial transactions. The legal system provides various avenues for resolving disputes, including court litigation, arbitration, and mediation. A well-structured legal strategy is essential to safeguarding the interests of individuals and businesses while minimizing financial and reputational risks.

Liaison Attorneys provides comprehensive litigation and dispute resolution services, ensuring that clients receive strong legal representation in courts of law and other adjudicative bodies. Our litigation team specializes in civil litigation, handling commercial disputes, contract enforcement, debt recovery, and employment matters. We represent clients in complex business disputes and regulatory proceedings before administrative tribunals and judicial bodies. Additionally, our firm is well-versed in alternative dispute resolution (ADR) mechanisms, including negotiation and mediation, allowing clients to resolve conflicts efficiently and cost-effectively. We also provide legal opinions on contentious matters, advising clients on litigation risks, settlement strategies, and enforcement of court judgments. With a commitment to strategic advocacy, our litigation practice is dedicated to achieving favorable outcomes for our clients while upholding the highest professional standards.



# Our Team

At LIAISON ATTORNEYS, we have assembled a distinguished team of legal professionals with deep expertise in their respective fields. Our lawyers are dedicated to providing innovative, effective legal solutions while upholding the highest ethical standards.





## **Adv. Juma Mgaya Mndeme**

The Founding member and Managing Partner of Liaison Attorneys in Tanzania and he is one of the Tanzania's most active corporates, investment, IP rights and conveyancing lawyers; based in Dar es salaam. He holds a comprehensive corporate/commercial practice experience encompassing all aspects of non-contentious transactional and regulatory advice. Across Tanzania he been advising corporates, financial institutions, private equity firms and high-net-worth individuals on all forms of investments, acquisitions and disposals. His venturing into private practice was preceded by engaging with trainings in the Ministry of Lands, Housing and Human Settlement Development, then as an in-house counsel and Assisting the Managing Director to one of the Leading HR Consulting Company in Tanzania (Workforce Management and Consultants Ltd). Mr. Mgaya is an enrolled Advocate of the High Court of Tanzania and all Courts. subordinate to High Court in Tanzania.



## **Adv. Jackson Moses Munuo**

He is a highly accomplished founding partner, with extensive expertise in the legal landscape surrounding multinational contracts, mining and exploration, labor, administrative, and corporate laws. With a deep commitment to delivering strategic legal solutions, he has played a pivotal role in shaping the firm's success, particularly in sector that require intricate negotiations and nuanced regulatory understanding.

With over seven years of experience, he has developed a reputation for his ability to navigate complex multinational contract negotiations. His legal acumen and understanding of cross-border transactions have made him a trusted advisor for clients involved in diverse sectors, including mining and exploration. As a key player in this industry, he has provided legal counsel to several high-profile mining companies, ensuring compliance with Tanzanian law and international standards.

Adv. Munuo's experience in corporate and administrative law further extends to a focus on labor-related legal matters, where he has advertised companies on employee relations, labor, dispute, and regulatory compliance, often working with government entities to facilitate favorable outcomes. Whether it's guiding companies through regulatory frameworks or negotiating pivotal contracts, Adv. Munuo has



consistently demonstrated his ability to balance legal insight with practical business acumen.

Additionally, Adv. Munuo serves as respected board member for the Tipper Trucks and Machine Owners Association of Tanzania (TTMOA), where he advocates for the interests of the association's members while providing legal guidance on policy issues related to transport and heavy machinery operations and Local Content across Tanzania. This position highlights his versatility and dedication to both his profession and his role in promoting industry development.

Adv. Munuo is known for his proactive approach, attention to detail, and ability to foster strong, collaborative relationships with clients, colleagues, and industry leaders alike. His leadership continues to inspire the team at Liaison Attorneys as they work together to provide innovative, reliable, and high-quality legal services across industries.

## **Adv. Kenneth Mwasi Nzagi**

He is the Senior Partner at Liaison Attorneys, with over a decade of experience in Corporate Law, Capital Markets, Banking, and Fintech. He has advised regulatory bodies, financial institutions, and multinational corporations on complex legal and regulatory matters.

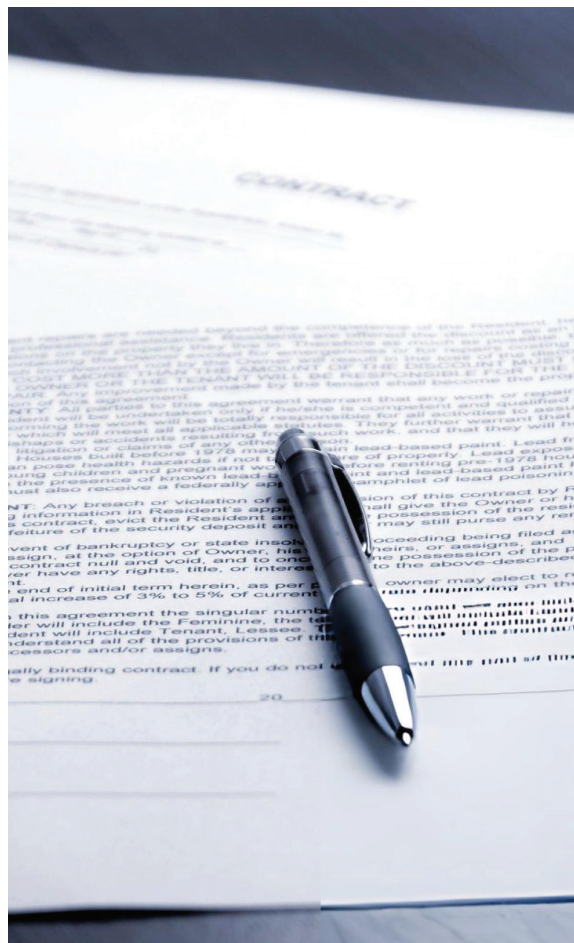
Kenneth's expertise spans capital markets and securities, where he guides brokers, dealers, and investment advisors on regulatory approvals, investment structuring, and compliance. In the banking sector, he provides strategic advice on corporate lending, financial structuring, anti-money laundering, and digital banking regulations.

He is also well-versed in corporate transactions, including mergers and acquisitions, joint ventures, and high-stakes contract negotiations. Known for his results-driven approach, Kenneth offers practical legal solutions grounded in a deep understanding of financial systems and regulatory frameworks, reinforcing Liaison Attorneys' reputation for excellence.




# OUR COMMITMENT

At Liaison Attorneys we are dedicated to delivering exceptional legal services with integrity, professionalism, and efficiency. Our team remains steadfast in our pursuit of justice and excellence, ensuring that our clients receive the highest caliber of representation at every stage of their legal journey.



# CONTACT US

We welcome inquiries and look forward to assisting you with your legal needs.  
Reach out to us via:

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For consultations and appointments,  
contact us to schedule a meeting with one of our legal experts.