



REX &  
REGINA  
ATTORNEYS AT LAW



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## INTRODUCTION

**Rex&Regina** (hereinafter “**Rex**” or the “**Firm**”) is a firm of dully practising advocates, lawyers and legal advisers in Tanzania. The **Firm** is recognised in Tanzania and internationally through its team for its professionalism and for providing excellent legal services. **Rex** is comprised of Two (2) Partners, namely, Ezekiel Ambakisye Kihali and Thomas Okello Atito.

### **Our Offices:**

The **Firm** is located at Masaki-Msasani Peninsular area in Dar Es Salaam, Tanzania, an area easily accessible from any direction in the city at the address set out below.

### **Our Contact Details:-**

**Adress 2<sup>nd</sup> Floor, Bains Avenue,  
Off Chole Road, Masaki, Plot No. 1403,  
Msasani Peninsular,  
P.O. Box 38568,  
DAR ES SALAAM.**

**Tel No:** +255 22 221 2161

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**Website:** [www.rexreginalaw.com](http://www.rexreginalaw.com)

**Our Key Focus Areas:**

**Rex** focuses on the following key areas of practice:

- Corporate and Commercial Law;
- Banking and Financial Services, Project Finance and Mergers & Acquisitions;
- Legal Research and Advisory Services;
- Commercial & Civil litigation, Court Representation and Alternative Dispute Settlements;
- Land Law and Property Conveyance;
- Company Secretarial Services;
- Capital Markets and Securities;
- Mining, Oil & Gas and Energy Law;
- Employment and Labour Law;
- Intellectual Property Law;
- Tax Law; and
- Gaming Law and Regulations.

- 2.1 **Rex** is a firm of dedicated lawyers bringing together legal practitioners with a wide range of experience in the private legal practice industry in Tanzania. The Firm is predominantly a corporate law practice, both litigation and transactional. Rex is mostly identified with corporate matters covering most sectors of the economy.
- 2.2 **Rex** derives its strength from the dynamic legal minds who work closely together in predominantly corporate commercial practice in its broadness. The **Firm** boasts of repeat clients allowing it to understand its clients' business constraints, which enables the **Firm** to deliver pragmatic solutions to these constraints.
- 2.3 The **Firm's** Partners have not only worked with the best institutions in Tanzania but also with institutions based in East Africa, South Africa, Canada and England. The practice experience of the Partners comprises of several years of practice experience with the best law firms in Tanzania. Their individual experience put together is what separates the **Firm** from other law firms in Tanzania having a diverse and hands-on approach on client matters making **Rex** the most sought for commercial legal practice in the country.

## REX&REGINA PROFESSIONAL TEAM

### 3.1 The Partners

The best asset of **Rex** is the quality of its Partners and the entire team that forms part of the **Firm**. **Rex** has **Two (2)** Partners based in Tanzania but also works closely with other domestic and foreign firms who are sister firms to Rex. The Partners are **Ezekiel Ambakisye Kihali and Thomas Okello Atito**.

The Partners are supported energetic team of Legal Officers and Associates.

### 3.2 Legal Officers

**Rex** employs young energetic and disciplined lawyers, most of whom having graduated at the top of their class at the university level, to take on the role of Legal Officers. Legal Officers are directly trained by the Partners in the various specialisations of the **Firm** and at the same time being prepared for admission to the Bar.

### 3.3 Administrative, IT and Accounts

**Rex** has an **Accounts Manager, Administrative Manager** and an **IT Adviser** all of whom work very closely with the Partners. Further, the **Firm** has additional support staff assisting in other areas of running the office such as registry administrator, court clerks and legal secretaries.

### **3.4 Trainees/Interns**

The **Firm** accommodates trainees on a seasonal basis who are fresh from college and the Law School of Tanzania. The Firm's trainees have the opportunity to have firsthand experience of client care by shadowing and observing our experienced fee earners and Partners in a supportive and friendly atmosphere.

### **3.5 Training and Quality Control**

The **Firm** has a training policy which is supported by annual departmental budgets for all staff especially for the young lawyers within the Firm.

In addition the Firm employs a method of internal quality management through continuous self-assessment and maintaining an internal evaluation system, including time-sheets. Periodical feedback and meetings guarantee mutual cohesion for excellent and quality deliverables to clients.

### **3.6 Conflict Check**

**Rex** always carries out a conflict check prior to engagement by a client so as to ensure there are no any conflict issues in taking instructions from a particular client.

### **3.8 Professional Indemnity**

**Rex** has a professional indemnity insurance which is available upon request by the client.

## MAIN AREAS OF PRACTICE

- 4.1 **Rex** focuses mostly on corporate law and has acted as transactional lawyers on various areas of commercial practice. Furthermore, **Rex's** corporate services include corporate formation, corporate secretarial services, corporate legal due diligence investigations, and preparation of trade and investment agreements and interpretation of laws impacting on clients' businesses and on competition issues.
- 4.2 **Rex** also has experience in the areas of corporate, commercial law, project finance, banking & related financial services, mining, oil & gas, capital markets, competition, insolvencies, employment, legislative and regulatory regime review, intellectual property law, gaming law and regulations, commercial litigation and arbitration. Below are the areas of law that **Rex** specializes in.

### 4.2.1 **Insolvency**

Partners at Rex are able to act as receiver/managers and liquidators in insolvency involving voluntary shareholders' winding up and others have been involuntary initiated by secured lenders.

### 4.2.2 **Capital Markets Transactions**

**Rex** has works with other institutions and clients expertise in advising clients on transactions in the capital markets regime such as *inter alia* bond listing including sovereign bonds as well as other types of bond listings, public share offer transactions and cross border listings.



#### **4.2.3 Litigation and Dispute Resolution**

**Rex** has a good track record in undertaking contentious matters both commercial and civil in nature. The Firm has extensive experience not only in litigation suits but also arbitration, both local and international, including other forms of alternative dispute resolution such as mediation and adjudication.

#### **4.2.4 Tax Law**

**Rex** has capabilities in advising clients and providing tax law solutions in various areas of industrial specializations. The Firm is well equipped to provide timely and practical solutions including, where necessary, to represent clients before the tax board and tax tribunal.

#### **4.2.5 Corporate and Commercial Law**

The **Firm's** corporate and commercial law practice is perhaps a department with the most extensive areas legal principles that our lawyers have to advise on. As already intimated our corporate and commercial services include, just to mention a few, corporate formation, corporate secretarial services, corporate legal due diligence investigations, and preparation of trade and investment agreements and interpretation of laws impacting on clients' businesses and advising on competition issues.

#### **4.2.6 Legal Research and Advisory Services**

**Rex** prides itself in having lawyers who are constantly researching for new materials including new laws enacted by the Parliament of Tanzania. This allows our lawyers to be up to date with the current changes in law as well as be in a better position to attend to legal research on various areas of the law on behalf of our clients including providing legal advisory services in

terms of issuing legal opinions and other preferred methods commonly used in the Tanzanian legal market.

#### **4.2.7 Land Law and Property Conveyance**

The **Firm** also provides advice on matters pertaining to land law including attending to property conveyancing transactions. We assist clients on various aspects of land disposition transactions including preparation of a wide range of agreements and relevant land forms for disposition of landed assets in Tanzania. Our advice also includes foreign ownership of land through the Tanzania Investment Centre ("TIC") and assisting clients in all matters as regards engaging with the TIC and the relevant land authorities.

#### **4.2.8 Company Secretarial Services**

**Rex** also acts as company secretaries for entities that require such services which will see us attending to *inter alia* all compliance issues of our clients such as filing of annual returns and annual accounts for foreign entities, making sure the share/member register is up to date and holding the same in custody for our client, preparation of annual general meeting notices, preparation of notices for all other meetings of our client, attending to those meetings and taking minutes and preserving of the minutes of various meeting in custody on behalf of our clients.

#### **4.2.9 Mining, Oil & Gas and Energy Law**

The **Firm** advises clients on the areas of mining and natural resources law including oil, gas and energy. Our team has vast knowledge of the various aspect of the energy law sector in Tanzania and works closely with the Ministry of Energy and Minerals. Our advice ranges from

commercial transactions to application of all relevant licenses in the area and attending to any contentious matters on behalf of our clients when the same arises.

#### **4.2.10 Employment and Labour Law**

**Rex** has experienced practitioners who practice in the area employment and labour law. Our services in this sector includes advisory services, court cases (Commission of Mediation and Arbitration as well as the High Court of Tanzania – Labour Division) and general matters in the employment and labour law industry. We have advised clients on issues of policy formulation in order to be in alignment with the current employment and labour laws especially for our foreign clients which allows them to limit the level of exposure against them as employers in Tanzania.

#### **4.2.11 Intellectual Property Law**

We also specialize in various areas of IP law including trademark, copyright and patent registrations. We work very closely with the relevant authority locally including other organizations within the region and globally such as ARIPO and WIPO. The **Firm** also advises clients on IP contentious matters including assisting clients with the competition authorities on matters involving counterfeit products.

#### **4.2.12 Gaming Law and Regulations**

**Rex** boast itself gaming laws in Tanzania which advises a wide range of clients in the area. We have in-depth knowledge of the gaming industry and work very closely with the regulatory authorities especially in assisting clients to ensure they are fully compliant to undertake their businesses in Tanzania. Where needed we would also travel with the clients and relevant government officials to oversee due diligence process while applying for licenses.

## **5. FEE STRUCTURE**

### **5.1 Current Fee Structure:-**

- (a) Negotiated Capped Fee
- (b) Hourly Charge-Out Rates
- (c) Combined Fee

### **5.2 The Negotiated Capped Fee:**

This type of fee structure is mostly applied when **Rex** represents a client in court or in arbitration proceedings and is negotiated between **Rex** and the client based on the Advocates' Remuneration and Taxation of Costs Rules G.N. No. 515 of 1991. **Rex** also utilizes this form of fee structure on long-term consultancy assignments whereby the assignment is scheduled to last for a considerable period of time. As such, using this type of structure, the fee is predetermined regardless of the number of lawyers or the hours expended on the assignment.

### **5.3 Hourly Charge-Out Rates**

Our hourly charge-out rates are based on the seniority and experience of the consultant. We offer competitive hourly charge out rates in view of minimizing our client's costs of running any assignment.

### **5.4 Combined Fee Structure**

On occasions where **Rex** has agreed on a fixed fee on a particular assignment and that particular assignment lasts longer than scheduled for reasons beyond the control of **Rex**, then **Rex** can proceed on the assignment based on its current charge-out rates or re-negotiated fee. **Rex** and its clients usually agree the

renegotiated fee and on times and dates of submissions of periodic invoices supported by details of work done.

**Rex** offers value for money for the services it provides to its clients and adheres to the highest standards of service and professionalism. All of our quoted fees are **EXCLUSIVE** of taxes such as VAT (18%) and any costs incidental to the assignment. Upon request, our fees can include details of the work done and time expended thereon.

## 6. DETAILS OF THE FIRM'S POLICY IN RELATION TO CHARGING FOR DISBURSEMENTS

- 6.1 These are expenses incurred on behalf of the client, such as travel, accommodation, telecommunication, stationery, binding, printing and photocopy charges these are payable by the client. Also, fees payable to government or government agencies such as *inter alia* stamp duty, capital gains tax and search fees at the government registries are paid by the client. For these fees or charges **Rex** retains a copy of the exchequer receipts issued against such payments and submits at the appropriate time, and originals to the clients.
- 6.2 We usually request for a deposit for expenses so as to ensure a smooth execution of the assignment free of cash flow constraints. These are accounted for periodically or at the end of the project depending on the nature and time span of the project.