

LOREME CONSULTING GROUP

BUSINESS PROFILE



Your One Stop Business and
Legal Advisory

2023

www.lcg.co.tz



LOREME CONSULTING GROUP

ABOUT LOREME CONSULTING GROUP (LCG)

Welcome to LOREME CONSULTING GROUP, your trusted partner in comprehensive business and legal advisory services, assurance, human resources management, professional trainings, research and publications, and strategic consulting. Based in the bustling city of Dar-es-Salaam, Tanzania.

OUR VISION

Our company was conceived with a vision to provide a one-stop solution for businesses seeking expert guidance and support.

OUR MISSION

At LOREME CONSULTING GROUP, our mission is to empower businesses and individuals with the knowledge, tools, and strategies needed to thrive in today's dynamic and ever-evolving business landscape. We are committed to delivering tailored and innovative solutions that drive growth, foster compliance, and maximize opportunities.

OUR CORE VALUES

Our core values at LOREME CONSULTING GROUP are:

- **Professionalism**

We are a team of skilled professionals with extensive expertise in our respective domains, continuously investing in knowledge development to provide the best-in-class services.

- **Integrity**

We uphold the highest standards of honesty, transparency, and ethical conduct in all our interactions, ensuring trust and credibility with our clients and stakeholders.

- **Excellence**

We are committed to delivering services of exceptional quality, driven by a relentless pursuit of excellence in all aspects of our work.

- **Client-Centricity**

Our clients are at the heart of everything we do. We prioritize their needs, listen attentively, and tailor our solutions to exceed their expectations.

- **Innovation and Adaptability**

We embrace creativity and innovation, consistently seeking new approaches and technologies to solve complex challenges and drive progress. In a rapidly changing world, we remain agile and adaptable, anticipating and responding to market dynamics to provide agile solutions.

OUR MOTTO

“Masters of Insight, Guardians of Compliance”.

OUR PRODUCTS AND SERVICES

1. Business and Legal Advisory

Our team of seasoned experts offers sound advice on legal and regulatory matters, ensuring that businesses operate ethically and in accordance with local and international laws. Our business and legal advisory focus on the following areas:

- Tax and Customs Compliance
- Financial planning
- Real Estate and Conveyancing
- International trade and logistics
- Intellectual Property Rights
- Investment
- Portfolio Management
- Tax planning
- Financial analysis
- Estate planning
- Retirement planning
- Banking and Financial Services
- Employment and labour relations

- Corporate Fraud Investigations
- Alternative Dispute Resolution (ADR)
- Mergers and acquisitions (M&As)
- Oil and Gas
- Corporate Governance and Board Advisory
- Debt Management
- Cash Flow Management
- Succession planning and business continuity
- Sports and entertainment
- Legal drafting
- Corporate Insolvency
- Litigation
- Regulatory compliance

2. Assurance Services

LOREME CONSULTING GROUP's assurance services aim to instill confidence in stakeholders, help clients make informed decisions, and promote transparency and accountability. Our assurance team conducts thorough assessments and audits, providing valuable insights and recommendations to enhance internal controls. Our assurance services focus on the following areas:

- Financial statement audits
- Internal control assessments
- Risk assessment and management
- ICT systems audits
- Sustainability and Environmental, Social, and Governance (ESG) Assurance
- Performance audits
- Fraud Examinations and forensic audits
- Compliance audits
- Due diligence services
- Grant and fund compliance audits
- Regulatory reporting and compliance reviews

- Business valuations
- Special purpose reviews
- Quality Management System (QMS) audits
- Occupational Health and Safety audits
- Operational audits
- Third-party risk assessments

3. Human Resources Management Services

We offer comprehensive HR solutions to optimize workforce productivity and engagement. Our HR solutions focus on the following areas:

- Recruitment and talent acquisition
- HR Policy and Regulations Development
- Employee Onboarding and Orientation
- Performance Management Systems
- HR Grievance Management
- HR Strategy Development
- HR Disciplinary Action Management
- Compensation and Benefits
- HR legal compliance and audits
- Employee Satisfaction Surveys
- HR Technology Solutions
- Employee Wellness Programs
- Succession Management
- HR Training and Development Programs
- HR Outsourcing Services
- Trade Unions Compliance
- Employee Recognition and Rewards Management
- Project Management
- Strategic Human Resource Management
- Collective bargaining
- Retrenchment Management

4. Strategic Consulting

As a comprehensive consulting firm, LOREME CONSULTING GROUP offers a combination of strategic legal and business consulting services to provide holistic guidance to its clients. Our consulting services encompass a wide spectrum of strategic initiatives. It covers the following areas:

- Legal Compliance and Risk Management
- Business Formation and Structure
- Market Entry and Expansion Strategy
- Contract Negotiations, Drafting and Review
- Business Planning and Strategy
- Corporate Governance and Board Advisory
- Mergers and Acquisitions (M&A)
- Digital Transformation Strategy
- Strategic Alliances and Partnerships
- Risk Management and Contingency Planning
- Business Model Innovation
- Corporate Social Responsibility (CSR) Strategy
- Strategic Cost Management
- Customer Experience Enhancement
- Intellectual Property (IP) Protection
- Regulatory Affairs and Government Relations
- Tax compliance
- Dispute Resolution and Litigation Support
- Corporate Restructuring and Change Management
- Regulatory Policy and Advocacy
- Legal due diligence
- Business Ethics and Anti-Corruption
- International Trade and Customs Compliance

5. Research and Publications

As thought leaders in the industry, we conduct insightful research and publish articles and reports that shed light on emerging trends, best practices, and industry-specific insights. Our research and publications areas include:

- Industry Research Reports
- Whitepapers and Thought Leadership articles
- Regulatory Updates and Compliance Guides
- Best Practices Guides
- Business Intelligence Reports
- Surveys and Research Studies
- Financial and Economic Analysis
- Legal Updates and Briefings
- Employee Engagement and Workplace Surveys
- Emerging Technology Insights
- Custom Research Services
- Global Business Trends
- Policy Advocacy Papers
- Newsletter and Blogging Services
- Publications Editing and Proofreading
- Academic Research Support
- Benchmarking Studies
- Research Papers and Journal Articles
- Data Visualization and Infographics
- Organizing Research Seminars and Webinars
- Research Collaboration
- Executive Summaries and Research Summaries
- Policy Briefs and Government Affairs Reports
- Developing Training Materials and Workshops

6. Professional Trainings

Our carefully designed training programs cater to various industries and skill levels. From compliance training to leadership development, we empower individuals and teams with the knowledge to excel. The following is the detailed list of tailor-made trainings offered by LOREME CONSULTING GROUP:

DETAILS ON PROFESSIONAL TAILOR-MADE TRAININGS

SN	COURSES	PROFESSIONAL TAILOR-MADE TRAININGS	DURATION	TARGET GROUP
1.	Taxation	Tax Updates and Regulatory Changes	1 Week	Corporations and individual entrepreneurs
		Taxation for Charitable Organizations	1 Week	NGOs, religious institutions, trusts, etc.
		Tax Planning Strategies for Businesses	1 Week	Corporations and individual entrepreneurs
		Understanding Taxation Basics	1 Week	Corporations and individual entrepreneurs
		Tax Efficient Investment Strategies	1 Week	Investors and entrepreneurs
		Digital Taxation Compliance in Tanzania	1 Week	Corporations and individual entrepreneurs

		Tax Incentives and Exemptions for Business	1 Week	Corporations and individual entrepreneurs
		Tax Incentives and Exemptions for Investment	1 Week	Corporations and individual investors
		Tax Audit Preparedness and Mitigation	1 Week	Corporations and individual entrepreneurs
		Taxation of International Transactions	1 Week	Corporations and individual entrepreneurs
		Tax Investigation Preparedness and Mitigation	1 Week	Corporations and individual entrepreneurs
		Tax Implications of Mergers and Acquisitions	1 Week	Corporations
		Transfer Pricing and Intercompany Transactions Management	1 Week	Corporations
		Compliance with Transfer Pricing Documentation Requirements	1 Week	Corporations
		Tax Strategies for Real Estate Investors and Developers	1 Week	Corporations and Individuals
		Tax returns preparation and filing	1 Week	Corporations and Individuals
		Handling Tax Dispute	1 Week	Corporations and Individuals

	Corporate Taxation Essentials	1 Week	Corporations and Individuals
	Employment Taxation and Payroll Compliance	1 Week	Corporations and Individuals
	Business Taxation Essentials	1 Week	Corporations and Individuals
	Taxation of Investment Income: Security and Real Estate	1 Week	Corporations and Individuals
	Taxation for Startups and Small Businesses	1 Week	Startups and Small Businesses
	Tax Accounting and Financial Reporting	1 Week	Corporations and Individuals
	Tax compliance for professional service providers	1 Week	Professional service providers
	Tax Implications of Partnership Business Structure	1 Week	Professional service providers/Firms
	Value Added Tax (VAT) Fundamentals	1 Week	Corporations and Individuals
	Tax Implications of Intellectual Property and Royalties	1 Week	Corporations and Individuals
	Tax Efficient Retirement Planning	1 Week	Corporations and Individuals
	Tax Aspects for Manufacturing Sector	1 Week	Corporations and Individuals
	Local Government Tax Compliance	1 Week	Corporations and Individuals

		Application of Double Taxation Avoidance Agreements (DTAA)	1 Week	Corporations and Individuals
		Tax Aspects of Expatriate and Foreign Employees	1 Week	Corporations and Individuals
		Emerging Tax Trends and Future Developments	1 Week	Corporations and Individuals
2.	International Trade and Customs	International Trade Basics	1 Week	Corporations and Individuals
		Import and Export Procedures	1 Week	Importers and Exporters
		Customs Compliance and Regulations	1 Week	Importers, Exporters and CFAs
		Temporary Importation procedures	1 Week	Importers, Exporters and CFAs
		Risk Management in International Trade	1 Week	Importers and Exporters
		International Trade Finance	1 Week	Importers and Exporters
		Supply Chain Management in International Trade	1 Week	Importers and Exporters
		Updates on Changing Trade Landscape	1 Week	Importers and Exporters
		Incoterms and International Contracts	1 Week	Importers and Exporters
		Advanced Customs Classification	1 Week	Importers, Exporters and CFAs

		Customs Procedures for Logistics and Supply Chain Managers	1 Week	Importers and Exporters
		The application of the EAC Rules of Origin (ROO)	1 Week	Importers and Exporters
		The application of the SADC Rules of Origin (ROO)	1 Week	Importers and Exporters
		The application of the AfCFTA Rules of Origin (ROO)	1 Week	Importers and Exporters
		Customs Risk Management	1 Week	Importers and Exporters
		Post Clearance Audit Preparedness	1 Week	Importers and Exporters
		Customs Procedures for Small and Medium-sized Enterprises (SMEs)	1 Week	Importers and Exporters
		Customs Compliance for Food and Beverage Industry	1 Week	Importers and Exporters
		Customs Clearances for High-Value Goods	1 Week	Importers and Exporters
		Customs Recordkeeping and Documentation Management	1 Week	Importers and Exporters
		Customs Valuation and Transfer Pricing	1 Week	Importers and Exporters
		Free Trade Agreements and Preferential Trade Schemes	1 Week	Importers and Exporters
		Customs Warehousing and Bonded Facilities Operations	1 Week	Importers and Exporters
		Customs Enforcement and Investigations Reconciliation	1 Week	Importers and Exporters

		Customs Clearance and Freight Forwarding Operations	1 Week	Importers and Exporters
		Customs Tariff Engineering for Cost Optimization	1 Week	Importers and Exporters
		Trade Facilitation Strategies	1 Week	Importers and Exporters
		Import and Export Control Regulations	1 Week	Importers and Exporters
		Customs Valuation Basics	1 Week	Importers and Exporters
		Customs Appeals and Dispute Resolution	1 Week	Importers and Exporters
		Customs Clearing Agents License Preparation	1 Week	Importers and Exporters
		Customs Procedures for Handling Dangerous Goods	1 Week	Importers and Exporters
		Customs Procedures for Goods in Transit	1 Week	Importers and Exporters
		Advance Rulings and Customs Clearance Optimization	1 Week	Importers and Exporters
		Tariff Classification Basics	1 Week	Importers and Exporters
3.	Audit and Assurance	Fraud Prevention and Internal Controls	1 Week	Corporations and Individual Entrepreneurs
		Fraud Examination and Forensic Audit	1 Week	Corporations and Individual Entrepreneurs

		Auditing Compliance and Regulatory Requirements	1 Week	Corporations and Individual Entrepreneurs
		Sustainability and Environmental Auditing	1 Week	Corporations and Individual Entrepreneurs
		Financial Statement Auditing	1 Week	Corporations and Individual Entrepreneurs
		Audit Sampling and Data Analytics	1 Week	Corporations and Individual Entrepreneurs
		Operational Audit Techniques	1 Week	Corporations and Individual Entrepreneurs

3. OUR TEAM

PROFILE OF PRACTITIONERS



MICHAEL JOHN MARERE, Advocate

**[LLM, LLB, PGDLP, PGDED, PGCCA,
COP-I, PhD (Cand.)]**

Head Business and Legal Advisory

Michael is a legal powerhouse specializing in corporate law, customs, and tax law. With a wealth of experience, he advises companies on tax and customs compliance, as well as regulatory matters in Tanzania and the East African Community (EAC). Known for his expertise in significant economic empowerment transactions, joint ventures, and acquisitions, Michael is the go-to consultant in the Tanzanian market. His diverse clientele spans across the service sector to manufacturing industries. Beyond his advisory role, Michael is passionate about sharing knowledge. He teaches and conducts research on customs and tax laws, shaping policy and industry insights.

A respected member of the Tanganyika Law Society (TLS), the Bar Association of Tanzania, and the East African Law Society (EALS), Michael is well-connected in the region. His impressive credentials include an LLM from the University of Dar-es-Salaam (UDSM) and Bayreuth University (Germany), LLB from Mzumbe University, and a Postgraduate Diploma in Legal Practice (GDLP) from the Law School of Tanzania (LST). Michael also holds a Postgraduate Diploma in Economic Diplomacy (PGDED) from the Centre of Foreign Relations (CFR), a Postgraduate Certificate in Customs Administration (PGCCA) from the Institute of Tax Administration (ITA) and the EAC, and a Certificate of Proficiency in Insurance (COP-I) from the Institute of Finance Management (IFM). Currently pursuing his PhD in International Trade Law at UDSM, Michael's commitment to continuous learning sets him apart. With a reputation for authored papers and books in his field, Michael is the reliable and knowledgeable advisor you need to navigate the complexities of corporate law, customs, and taxation. Trust him to steer your success in the dynamic business landscape.



CPA (T) INNOCENT NYAMFULULA

[MBA, BAC, CPA, COP-I]

Head Assurance Services

Innocent is a savvy business and tax advisor, providing unparalleled expertise to a diverse clientele in Tanzania. With a keen understanding of the intricacies of tax regulations, he is a trusted advisor to numerous companies and individuals. His illustrious career includes serving as an accountant at the prestigious National Museum of Tanzania and as a Tax Officer at the esteemed Tanzania Revenue Authority. With hands-on experience in both financial management and tax administration, Innocent possesses a unique perspective that sets him apart as a Head of Assurance Services.

In addition to his advisory role, Innocent is dedicated to sharing knowledge. He imparts his extensive insights in taxations and accounts to various esteemed institutions, shaping the next generation of professionals. Innocent's academic achievements are equally impressive, with an MBA from the esteemed University of Dar-es-Salaam and a Bachelor of Accountancy (BAC) from the Tanzania Institute of Accountancy. As a Certified Public Accountant (CPA) under the National Board of Accountants and Auditors (NBAA), he upholds the highest standards of professional excellence. Additionally, he holds the distinction of being a Certified Insurance Proficient, further adding to his diverse skill set. His strategic vision and multifaceted expertise ensure unmatched quality and precision in assurance offerings, making him the go-to expert for securing your business's financial future.



ANETH ELISA LOVILILO

[LLM, LLB, PGDLP (Cand.)]

**Head Human Resources Management
Services**

Aneth is an unstoppable force in Human Resources Management, empowering businesses with dynamic HR solutions and regulatory compliance expertise. With extensive industrial experience, she navigates the intricacies of HR in Tanzania with unparalleled finesse. As the Head of Human Resources Management Services, Aneth has served numerous clients, delivering tailor-made HR strategies that drive success. Her unique blend of legal prowess and HR acumen ensures businesses thrive in a compliant and thriving work environment. A proud alumna of Mzumbe University, Aneth holds both an LLB and LLM, demonstrating her commitment to academic excellence. Currently pursuing a Postgraduate Diploma in Legal Practice at the prestigious Law School of Tanzania, she stays ahead of the curve to provide cutting-edge solutions. With Aneth at the helm, your HR challenges find innovative solutions. Embrace her expertise to elevate your workforce, and witness your organization reach new heights of productivity and prosperity.



CPA (T) ELLY MLOSSO
[MBA, BAF, CPA, COP-I)
Head Strategic Consulting

Elly Mlosso is a seasoned professional with a robust background in Accounting, Finance, and Taxation, excelling as Professional Advisor, and Practitioner. Holding an MBA in Accounting & Finance from the University of Dar es Salaam & Agder University (Norway) and a Bachelor's degree of Accounting & Finance from Mzumbe University, He is certified in Insurance (COP Insurance), Certified Public Accountant (CPA), Certified Forensic Investigation Professional (CFIP) and as a CMVA-IP. With extensive experience at CAPSTONE Auditors, TRA, KIVULINI MICROFINANCE, Mercy Ships-Norway, KPMG, and CRDB Bank, Elly's strategic consulting prowess covers different areas including Research, Taxation (Direct taxes, Indirect taxes, International taxation), Risk Management, Financial Management, Corporate Budgeting, Financial Analysis, Due diligences, Business Restructuring (M&A) (Share Deals & Assets Deals), Strategic Planning, Leadership and more advisory services. Adept in delivering tailored trainings, Elly is a member of the National Board of Accountants & Auditors (NBAA), reflecting his dedication to professional excellence. He has played integral roles in international projects, like co-facilitating Liberia's Gaming Sector Program to Liberia Revenue Authority (LRA), worked as a counterparty with JICA in taxation of specialized sectors and domestic endeavors including Director of Internal Audit at Kivulini Microfinance, Manager – CAPSTONE Auditors and Lecturer at Institute of Tax Administration. Proficient in English, Kiswahili, and basic Norsk, Elly's diverse skills and academic recognition underline his exceptional competence in the field. As a head of Strategic Consulting, he is responsible to manage and coordinate all strategic consultancy activities at LOREME Consulting Group.



IDDI YASSIN, Advocate
[PGDLP, LLB, MSC (Cand.)]
Head Professional Trainings

Iddi Yassin is a standout lawyer known for his impeccable organization and unwavering motivation. With a diverse skill set in legal practice, he excels in developing, preparing, and reviewing legal agreements tailored to clients' strategic needs. Beyond legal expertise, Iddi's exceptional ability to build and nurture positive client relationships sets him apart. As a member of prestigious associations like the Tanganyika Law Society (TLS), the Bar Association of Tanzania mainland, and the East African Law Society (EALS), he is well-connected in the legal community. Iddi's academic achievements are equally impressive, with an LLB from Mzumbe University and a Postgraduate Diploma in Legal Practice (GDLP) from the esteemed Law School of Tanzania (LST). Currently, he is furthering his knowledge on a Chevening Scholarship, pursuing a MSc. in Sport Management at Birkbeck, University of London. With Iddi on your side, you gain a legal inspiration with an exceptional drive for success. Trust him to deliver tailored legal solutions and cultivate lasting partnerships that elevate your business to new heights.



Sylvia Kaungamno, Advocate

[LLM, LLB, PGDLP, PGDCT]

Head Research and Publications

Sylvia is a distinguished commercial and corporate lawyer with extensive experience in the Legal Industry. As the head of research and publication at LOREME, she drives cutting-edge insights and thought leadership. With expertise in research and consultancy, Sylvia excels in training needs analysis, capacity building, anti-corruption, ethics, and HR recruitment strategies. Her proactive approach ensures the firm's ideas reach the right audience through skillful coordination. Sylvia's exceptional public relations skills foster strong relationships with National and International Organizations, elevating the firm's reputation globally. She continuously enhances her knowledge in taxation and customs, sharing her expertise through teaching sessions on customs and business law. Sylvia's impressive academic journey includes an LLM from the University of Dar-es-Salaam, LLB from Tumauni University, and Postgraduate Diplomas in Legal Practice (PGDLP) and Customs and Taxation (PGDCT). A distinguished member of multiple law societies such as the Tanganyika Law Society (TLS), the East Africa Law Society (EALS), and the Tanzania Women Lawyers Association (TAWLA), Sylvia is a respected figure in the legal fraternity. With Sylvia at the helm of research and publication, the firm thrives as a knowledge leader, resonating on both national and international platforms.

4. Our Business Partners

SN	Institutions
1.	Kivulini Microfinance
2.	Kivulini Insurance Agency
3.	LOREME Attorneys

6. Our Contacts

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