Index

We enclose herewith the following:

- A brief historical overview of our firm...........................................................2
- Scale of tariffs.............................................................................................2
- Member......................................................................................................3
- Affirmative Action Policy..............................................................................4
- Attorneys, Notaries & Conveyancers...........................................................5
- Infrastructure (Plettenberg Bay and Knysna)...............................................6
- Existing client base......................................................................................7
- Local Government matters.........................................................................7
- The Directors...............................................................................................8
- Consultants, Associates, and staff...............................................................9
- Contact Us................................................................................................11
The firm Mosdell Pama and Cox Incorporated, as presently constituted, came about as follows:

- Perino Pama and his wife Elbie Burger, both of whom are attorneys, established a law firm in 1993 and commenced practicing as Burger & Pama in Woodmill Lane, Knysna;
- Shortly thereafter, Clifford Mosdell and Sue Mosdell, both of whom are also attorneys, moved to Knysna and established the law firm Mosdell & Mosdell in March 1994;
- During October 1994, the practices of Burger & Pama and Mosdell & Mosdell amalgamated to form the firm Mosdell & Pama. Elbie Pama (previously Burger) set up her own firm to be known as Burger and Associates;
- On 1 January 1999, the firm opened an office in Plettenberg Bay to service their Plettenberg Bay clients;
- On 1 September 1999, Andrew Cox was appointed as a partner situated in the Plettenberg Bay office. The firm was renamed Mosdell, Pama & Cox in late 2001;
- In March 2003, Perino Pama relocated to the Plettenberg Bay office; and
- The practice is owned by Mosdell Pama and Cox Incorporated with registration number 2010/016500/21.

Clifford Mosdell retired as a director on 28th February 2013 and Donald Curtis became a director on 1st March 2013.

Each of these amalgamations were motivated primarily by the growth which took place in the various firms involved, the need to rationalise and share resources and, above all, the need for the individual practitioners to each be able to specialise in their own fields of expertise so that none would be required to be a “jack of all trades”.

Scale of tariffs

- Wherever prescribed or officially recommended tariffs exist for services, we will charge in accordance with those tariffs. For non-litigious matters or matters where no applicable tariff exists, our charges will be based on the current guidelines as issued by the Cape Law Society.

- Where appropriate we are able to entrust, under supervision, selected work to assistants at a billing rate substantially less than that applicable for the senior practitioners. In this regard, each individual matter will have to be considered individually with proper regard to its complexity, the amount in dispute, the benefit to client, the importance of the matter and so forth.

- Generally speaking we would recommend that the scale of charges which will apply should be discussed in each individual matter and we would recommend that this be done in advance so as to avoid any possible misunderstanding.
Member

Mosdell, Pama and Cox becomes a member of the Phatshoane Henney Group of associated firms

We are proud and excited to announce that our firm has become an associated member of the Phatshoane Henney Group of Associated Firms, South Africa's Largest Association of Law Firms with effect from 1st February 2012.

The Phatshoane Henney Group is the largest association of independent law firms in South Africa. The group, currently comprising of 30 law firms with 43 offices in 9 provinces and nearly 323 professionals, continues to grow year-on-year and expand its presence to major centres across South Africa.

The group was founded by Bloemfontein firm Phatshoane Henney Inc. in response to an identified need of law firms to strategically position themselves for the future and access the economies of scale of a national group with national visibility and brand awareness. Membership provides firms with a range of benefits ranging from vital support services, marketing infrastructure and strategic partnerships that create value, cost savings and business opportunities for firms.

Group firms are each dynamic and prominent law firms in their respective regions and subscribe to the group values of quality, service delivery, black economic empowerment and training and development. The group brand has also grown strongly since its establishment and has obtained recognition as a brand in the legal profession. The group brand is a complimentary brand to that of individual firms and strengthens the firm brand by adding differentiation and referencing the value and quality components of the group and the cascading benefits it holds for clients serviced by group firms.

Through our membership of the Phatshoane Henney Group we gain access to important legal and research support services, strategic and business development support, and training and development services which enable us to enhance our practice and improve our service offering to our clients. The group and each member firm supports transformation and black economic empowerment and endorses the group initiatives to proactively implement black economic empowerment and skills development initiatives within each firm to ensure that firms meet black economic empowerment requirements and is recognized as a BEE supplier. As part of our initiative to address our BEE profile and create an environment of transformation, more than 25% of our firm’s equity will be taken up by Black representatives of the Phatshoane Henney Group, to act as non-executive directors of the firm and assist the firm with proactively managing its BEE, Employment Equity, Skills Development and other strategic issues of relevance to the firm. These initiatives in addition to enterprise development initiatives and a focus on preferential procurement will assist Mosdell, Pama & Cox to engage in transformation and achieve a high level of BEE compliance, demonstrating the commitment of the firm to BEE.

We believe that our association with this pre-eminent legal group will enable Mosdell, Pama & Cox to further distinguish itself as a leader in the provision of legal services in the region and enable it to better serve and meet the needs of its clients with excellence.

For more information on the Phatshoane Henney Group, its values, membership structure, partnerships and more, please visit the group website at www.phfirms.co.za.
Affirmative Action Policy

At present we implement a formal affirmative action policy. Broadly speaking, our present policy is to eliminate from our workplace any colour bar and gender and disability discrimination and to give preference to job applicants emanating from previously disadvantaged communities. We devote considerable time and effort to in-house training of relevant personnel.

We have experienced difficulties attracting candidates to our area and retaining them. The Southern Cape is an area badly affected by the legacy of apartheid and when you do find candidates we often find they are “lured away” by better financial packages which include benefits such as pension, medical aid etc. Nevertheless in the past we have had the privilege of working with:

Andile Tshona, Xhosa speaking and specializing in “land law” was selected and was a partner at the firm. He left us to join the Public Defender’s office;

Enrico Campher, a candidate attorney was selected from the local community of Hornlee. He was articled with one of our partners, Clifford Mosdell but resigned from our employ in April 2001 due to work commitments and pressure in his capacity as Councillor of the Knysna Municipality. He relocated to London to join his wife a medical doctor who obtained employment there and has since returned to South Africa.

Cindy Murray, a candidate attorney at the firm, assisted the Knysna office. She has a LLB from the University of Port Elizabeth. She graduated in 2001. She went to school at Michausdal Secondary School in Cradock. She was admitted whilst in our employ but unfortunately (for us) she left us and was employed by the Public Defender’s Office in July 2004;

Mpumelelo Ngalo completed his articles with us and thereafter was appointed as a professional assistant. He practiced at the Knysna office. He has an LLB from the University of Fort Hare. He graduated in May 2006. He went to school at Percy Mdala High School in Knysna. He was admitted in early 2008. We had tremendous difficulties finding a candidate who has past links with the area. Unfortunately for us, he was offered a position at First National Bank in their estate planning department which he could not refuse. He left us in January 2010. He later joined the Master of the High Court and has more recently joined the Knysna Municipality as a legal advisor.

Melony Paulsen completed her articles with us, was appointed as a professional assistant and thereafter a partner of the practice from 2001 until September 2011. She holds the degree LLB from the University of Port Elizabeth. She was born in Plettenberg Bay and went to school at Plettenberg Bay Secondary School. She graduated in 2000 and was admitted in August 2003. She was admitted as a conveyancer in September 2008. She resides in New Horizons, a previously disadvantaged community and has been employed by the Knysna Municipality as their internal legal advisor.

On average, we have always had in excess of 60% employees from “so-called” disadvantaged communities employed by us, many of which are now employed by the local authorities. Jill Lackay is now in a senior position at the Knysna Municipality, Dalene Visser and Babalwa (“Bonnie”) Ndzongo are also employed by them. Philicia Stephens is now employed by the George Municipality. There are others which we do not intend repeating here.
Attorneys, Notaries & Conveyancers

The directors of Mosdell, Pama and Cox are the proud owners of the buildings from which the firm practices. We strive for:

- Excellence
- Efficiency and
- Ethical behavior.
Our Plettenberg bay office

The firm’s offices are located in 6 High Street, Plettenberg Bay. They include modern facilities such as an air-conditioned boardroom and a large central administrative area. Electronic equipment includes separate computer workstations for all fee earners and staff. The computers run a variety of software packages. The basic system common to all of them are AJS Legal Accounting, Windows, Corel WordPerfect, Microsoft Word and Ghost Convey. The computers are also connected to all of the deeds registries in South Africa. Through this connection we are able to access information from any Deeds Office instantaneously.

• Other office equipment includes, for instance, digital photocopying systems, with enlarging, diminishing and scanning capabilities, documents binders, automatic telephone recording system showing date, telephone number, time, duration and cost of all calls etc.

• The law library comprises of more than 1000 separated volumes and includes all textbooks normally available in the largest law firms. These include for instance all statutes of the Republic of South Africa, Provincial Ordinances, the definitive and up to date publication of LAWSA, Butterworths Forms and Precedents, etc. Subscriptions ensure prompt receipt of all government gazettes, law reports and up-dating material.

• We have also invested in an internet based Library which contains inter alia, a full set of Butterworths forms and precedents, the latest version of LAWSA Law reports pre 1947 and from 1947 to date, all the legislation and regulations, LAWSA, the High and Magistrate’s Court rules etc. This allows us to send clients electronic research. We regularly send clients important cases or articles which they need to be aware of.

Our Knysna office

The firm’s offices are located at 15 Tide Street, Knysna. The office relocated to this new address in March 2014 following the firm’s decision to purchase its own building. A substantial renovation was undertaken over two months to create an ideal setting for both staff and clients alike. Our Knysna offices boast the same office and technological facilities as our Plettenberg Bay offices, and both offices are linked to one another via remote terminal servers over the internet.

Our website

We encourage you to look at our website at: www.mpc.law.za, which contains more information about our firm.
Existing client base

- The practice has an extremely wide client base which includes local authorities, financial institutions, developers, commercial enterprises and individuals. The attorney and client privilege precludes us from specifically naming individual clients save where they have specifically consented.

- Major clients for who we act and who have generally publicized this fact include the Knysna Municipality, the Bitou Municipality, Nedbank, BOE Bank, Old Mutual, ABSA, First National Bank, Standard Bank and many others. We are also on the Petro SA and SANRAL panels.

Local Government matters

- At present we act for the Knysna Municipality and the Bitou Municipality. We are fortunate to have gained a tremendous amount of experience in this branch of the law for which we are extremely grateful.

- Apart from the academic training which all attorneys must receive in this field, all of the attorneys, have had intense exposure to this branch of the law.
The Directors
The following is a brief pen-picture of the directors:

**Donald Curtis**
Donald is Director practising in our Knysna offices. He obtained his LL.B. degree (cum laude) from R.A.U. (now the University of Johannesburg), receiving the prestigious Faculty of Law Medal for best law student in his graduating class. He completed his articles in Johannesburg and was admitted as an attorney of the High Court of South Africa in 2009. Donald joined the firm in 2011. His primary experience and interest is in commercial matters, and both civil and criminal litigation.

donald@mpc.law.za

**Andrew Cox**
Andrew holds the degrees of BA and LLB (UCT). He served articles with DG Sonderup & Co in Johannesburg and was admitted to practice in 1992. He relocated to Belville in Cape Town in 1994 and practiced for his own account until he joined us. He is an admitted conveyancer. Andrew is a general practitioner who concentrates on general property and commercial matters.

acox@mpc.law.za

**Perino Pama**
Perino Pama practises mainly at our Plettenberg Bay office. He holds the degrees BA, LLB and LLM (Masters in Public Law) (UCT) and is a notary. He was admitted as an attorney in 1992 and as a solicitor for England and Wales on 1 February 2010 (non-practising). He attends to commercial, civil litigation (Magistrate and High Court) as well as local government, labour, Road Accident Fund, matrimonial and estate planning/trust matters in Plettenberg Bay. He has served as Vice-President of the Cape Law Society (which regulates three Cape Provinces) and he is a member of their disciplinary committee. He serves on the Attorneys Fidelity Fund Board. He is an accredited mediator with FAMAC.

ppama@mpc.law.za

**Lesley Mokgoro**
Lesley holds the degrees LLB, LLM (Labour Law) and LLM (Corporate Law). Lesley provides a variety of litigation services ranging from recruitment, selection and appointment disputes/processes to CCMA/Bargaining Council disputes and Labour Court litigation. The services that he renders include presiding over and prosecuting disciplinary hearings, drafting of legal opinions on labour related matters, rendering advice on retrenchment disputes, drafting and reviewing of employment contracts, representing clients at arbitrations and in limine proceedings, annually reviewing recruitment-, selection- and applications appointment policies, drafting and presenting/opposing review at the Labour Court and Labour Appeal Court, dispute resolution, arbitration services, drafting liquor licensing applications, transfers and appearing on behalf of clients at the Liquor Board, chairing occupational health and safety investigations as well as representing clients at the Department of Labour’s health and safety investigations.

lesley@phinc.co.za
Consultants and Associates
The professional staff includes:

Sabelo Hlohla

Sabelo Hlohla, a candidate attorney, practices at the Plettenberg Bay and Knysna office. He holds an LLB degree from the University of the Western Cape, where he was on the Dean Merit List. He has, also on a number of occasions, been invited for a Golden Key Award.

sabeloh@mpc.law.za

Clifford Mosdell

Clifford was admitted to practice as an attorney, a notary public and a conveyancer in 1963 after obtaining a Dip.Iuris from the University of the Free State. Clifford practices mainly at the Knysna office and attends to commercial and litigation matters.

cmosdell@mpc.law.za

Yogesh Pama

Yogesh holds a B.Iuris degree and is a consultant at the firm, who has practiced since 1964. Yogesh concentrates on conveyancing and matrimonial matters at the Knysna office.

yogesh@mpc.law.za

Sabelo Hlohla, a candidate attorney, practices at the Plettenberg Bay and Knysna office. He holds an LLB degree from the University of the Western Cape, where he was on the Dean Merit List. He has, also on a number of occasions, been invited for a Golden Key Award.

sabeloh@mpc.law.za

Clifford Mosdell

Clifford was admitted to practice as an attorney, a notary public and a conveyancer in 1963 after obtaining a Dip.Iuris from the University of the Free State. Clifford practices mainly at the Knysna office and attends to commercial and litigation matters.

cmosdell@mpc.law.za

Yogesh Pama

Yogesh holds a B.Iuris degree and is a consultant at the firm, who has practiced since 1964. Yogesh concentrates on conveyancing and matrimonial matters at the Knysna office.

yogesh@mpc.law.za

Sabelo Hlohla, a candidate attorney, practices at the Plettenberg Bay and Knysna office. He holds an LLB degree from the University of the Western Cape, where he was on the Dean Merit List. He has, also on a number of occasions, been invited for a Golden Key Award.

sabeloh@mpc.law.za

Clifford Mosdell

Clifford was admitted to practice as an attorney, a notary public and a conveyancer in 1963 after obtaining a Dip.Iuris from the University of the Free State. Clifford practices mainly at the Knysna office and attends to commercial and litigation matters.

cmosdell@mpc.law.za

Yogesh Pama

Yogesh holds a B.Iuris degree and is a consultant at the firm, who has practiced since 1964. Yogesh concentrates on conveyancing and matrimonial matters at the Knysna office.

yogesh@mpc.law.za

Cindy Allan

Cindy Allan, an associate, practices at the Plettenberg Bay office. She has a LLB from the University of Pretoria, where she achieved an average of 70% throughout her studies. She achieved the best aggregate result for the attorneys’ admission exam at the February 2008 examination. Cindy is a CEDR Accredited Commercial Mediator and a general practitioner who has experience in family law matters, High Court and Magistrate’s Court litigation. She was admitted as a conveyancer and notary in November 2013.

callan@mpc.law.za

Babalwa Mqoboli

Babalwa Mqoboli, an associate, practices at the Plettenberg Bay office. She matriculated at Percy Mdala High School in 1996 and has a BProc University degree from the University of the Transkei (2002). She was a candidate attorney at Braam Swart and partners in George and was admitted as an attorney in November 2013. She worked for the National Prosecuting Authority as a Public Prosecutor in the Garden Route from October 2008 to November 2011. She specialises in criminal law.

cmqoboli@mpc.law.za

Cindy Allan, an associate, practices at the Plettenberg Bay office. She has a LLB from the University of Pretoria, where she achieved an average of 70% throughout her studies. She achieved the best aggregate result for the attorneys’ admission exam at the February 2008 examination. Cindy is a CEDR Accredited Commercial Mediator and a general practitioner who has experience in family law matters, High Court and Magistrate’s Court litigation. She was admitted as a conveyancer and notary in November 2013.

callan@mpc.law.za

Babalwa Mqoboli, an associate, practices at the Plettenberg Bay office. She matriculated at Percy Mdala High School in 1996 and has a BProc University degree from the University of the Transkei (2002). She was a candidate attorney at Braam Swart and partners in George and was admitted as an attorney in November 2013. She worked for the National Prosecuting Authority as a Public Prosecutor in the Garden Route from October 2008 to November 2011. She specialises in criminal law.

cmqoboli@mpc.law.za
Ed Harris, a consultant at the firm, holds the degrees of BA LL.B (Rhodes University). He is admitted as an attorney, notary public, conveyancer and auctioneer and was a partner in the firm of Minchin and Kelly in Mafikeng for 20 years. Ed was a founder member of the Law Society of Bophuthatswana in 1986 and served as president from 1989 to 1992. He moved to Knysna in 1997 and practised in partnership and for his own account until he joined Mosdell Pama and Cox at their Knysna office in October 2009. Ed practices mainly in the fields of conveyancing and liquor law.

ed@mpc.law.za

Louis Nel

Louis obtained a B.Iur. degree from Unisa and a post graduate diploma in Commercial Law from the University of Cape Town. He served his articles with the well known Cape Town firm of Herold Gie & Broadhead and after being admitted as an attorney and conveyancer of the High Court of South Africa in 1967, he practised for his own account in Cape Town for 30 years and then relocated to Knysna and joined our firm in 2010.

He is a consultant and specialises in the administration of deceased estates, wills, trusts, conveyancing and related matters.

louisnel@mpc.law.za

Marcelle Zachas

Marcelle Zachas obtained her LLB degree (2003) and was subsequently admitted as an attorney with the Law Society of the Northern Provinces in March 2006. She was furthermore admitted as a conveyancer in September 2007. Marcelle served her articles and subsequently worked as an attorney in Bedfordview, Johannesburg until 2009, whereafter she opened her own law practice. She successfully practiced for her own account handling various commercial, litigation and general practice matters between 2009 and 2013, until she relocated to Knysna to continue with her legal career at our firm as a consultant.

marcelle@mpc.law.za

Maryna Theron

Maryna Theron obtained her B.Com (2009) and LL.B (2011) degrees from the North-West University in Potchefstroom and served her articles at Phatshoane Henney Inc in Bloemfontein where she gained invaluable experience in the Commercial and Supreme Court Litigation Departments. She was admitted as an attorney in 2014 and practices in the Commercial and Litigation Departments in our Knysna offices.

maryna@mpc.law.za
Contact Us

Plettenberg Bay

6 High Street, Plettenberg Bay, South Africa, 6600
PO Box 2180, Plettenberg Bay, 6600
Docex 2, Knysna

T: +27 044 5331101
F: +27 044 5331115
E: ppama@mpc.law.za

Knysna

15 Tide street, Knysna, South Africa, 6570
PO Box 997, Knysna, 6570
Docex 2, Knysna

T: +27 044 3825333
F: +27 044 3825721
E: Donald@mpc.law.za

Visit our website www.mpc.law.za