



# Introduction to Cognia Law

August 2019



# About us

## We are

- Founder-managed
- No institutional investors

## We support

- Law firms
- In-house legal teams

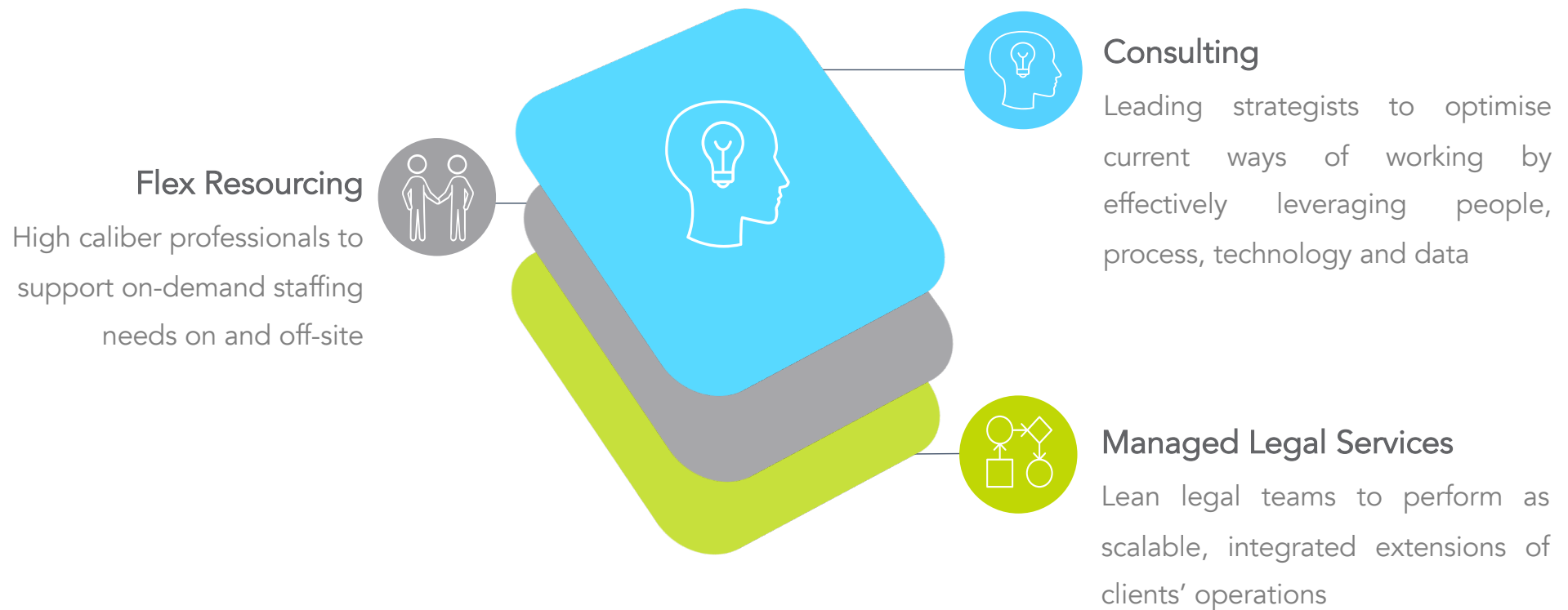
## We provide

- Consulting
- Managed Legal Services
- Flexible Resourcing



● Offices    ● Client coverage

We offer holistic, value-based solutions and world-class delivery with our best-fit talent



# Consulting

Together with our clients, we design innovative operating models and implement sustainable change to achieve results



# Managed Legal Services

We cater to the legal and compliance functions of financial institutions, multinational corporations as well as global law firms, supporting our clients in the following ways;



## Commercial Contract Management

- Data extraction
- Review
- Amendments
- Negotiation



## Due Diligence support

- Acquisitions
- Asset disposals



## Financial documentation

- Data extraction
- Review
- Amendments
- Negotiation



## Managed Review

- Investigations
- Arbitration
- Litigation
- A.I. Tool data extraction review



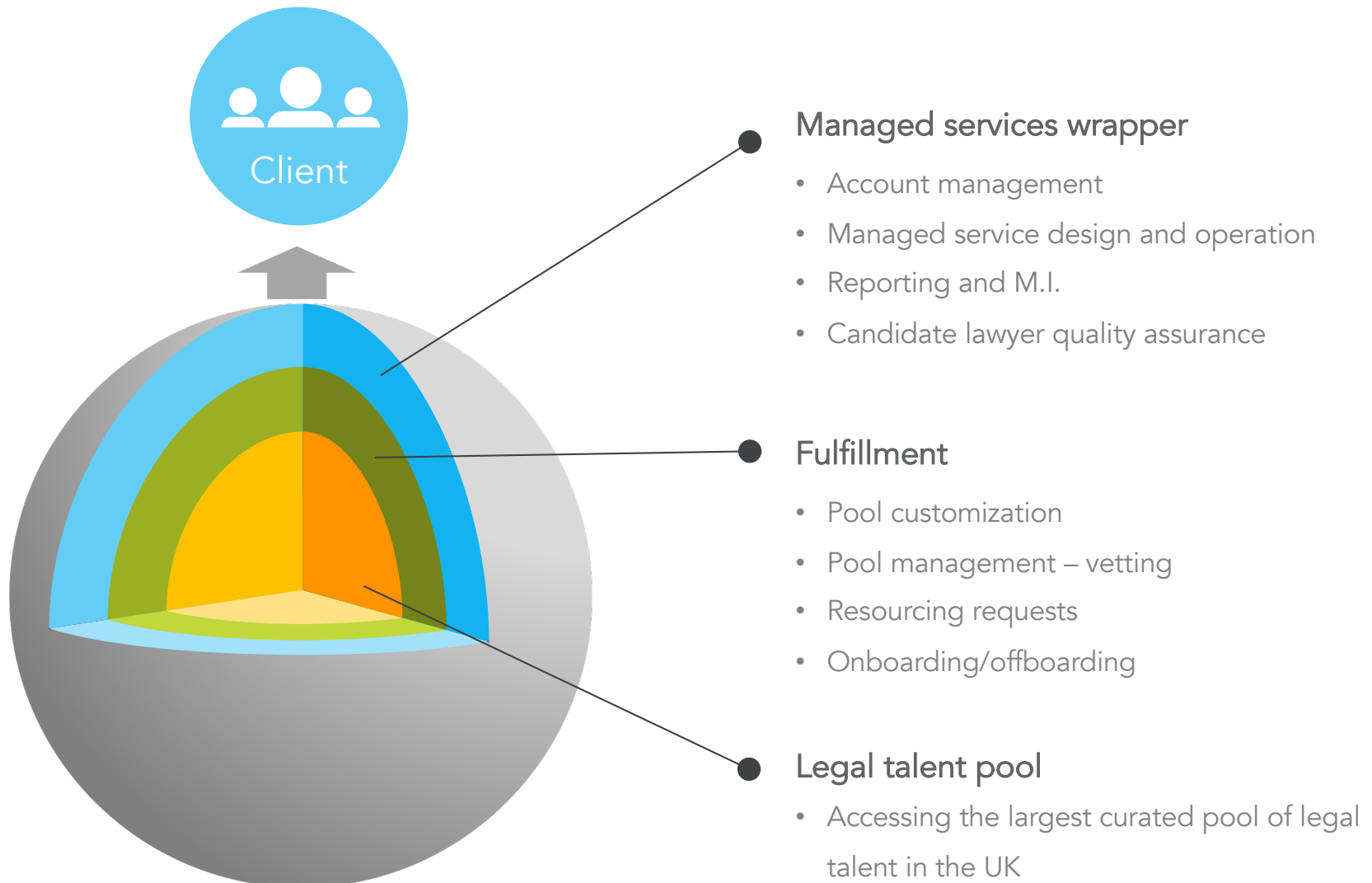
## Legal Research & A.I. technology data modelling support



## Regulatory Compliance support

# Flex Resourcing

Our resourcing model delivers top quality candidate service to you and your clients



# Our clients



## International Banks & Financial Services

- UK-based Tier 1 HQ investment bank
- Japanese Tier 1 bank holding & financial services company
- Paris-based HQ asset management company
- US-based HQ investment bank
- US-based HQ financial services company
- S.A HQ investment and retail banks

“We have a very positive experience working with Cognia Law as a seamless extension of our in-house team. The team of lawyers in Cape Town are diligent, bright, professional and efficient. The team can handle a range of complexity of work (in different languages) including complex negotiations on our behalf.”

**- UK-based Tier 1 HQ investment bank**



## Multinational Corporates

- Global pharmaceuticals group
- US-based retail corporation
- US-based e-commerce corporation
- Global mining company
- German sportswear designer and manufacturer
- S.A based health and beauty retailer

“We have enjoyed working with Cognia – your efficiency and ability to find innovative solutions is refreshing...You worked as an integrated part of our team and ensured that we were always kept in communications.”

**- Global pharmaceuticals group**



## Law Firms

- Magic and Silver Circle
- Global Law Firms
- New Law Providers

“Our client, a leading global bank, was extremely happy with the support provided by Cognia.”

**- European law firm with market-leading practices globally**



## Technology

- A.I. legal research technology provider
- Data Investment Management
- UK-based financial reporting specialist company
- UK-based competition analysis search tool provider
- US-based legal research provider

“It has been a great experience working with Cognia. The staff is intelligent, hard-working, and pays attention to crucial details...Most importantly, the projects have been well-managed and done so in a way that provides peace of mind in terms of continuity and availability of trained staff”

**- Leading US-based legal research provider**

# Services and sector expertise



## International Banks & Financial Services

- UK-based Tier 1 HQ investment bank
- Japanese Tier 1 bank holding & financial services company
- Paris-based HQ asset management company
- US-based HQ investment bank
- US-based HQ financial services company
- S.A HQ investment and retail banks

- ✓ Commercial Contract Management
- ✓ Consulting
- ✓ Financial Documentation (loan documentation support, Investment banking client/ counterparty on-boarding support, OTC derivative master netting agreement drafting/ negotiation and execution, Programme-based structured product issuance support)
- ✓ Managed Review
- ✓ Resourcing



## Multinational Corporates

- Global pharmaceuticals group
- US-based retail corporation
- US-based e-commerce corporation
- Global mining company
- German sportswear designer and manufacturer
- S.A based health and beauty retailer

- ✓ Commercial Contract Management
- ✓ Managed Review
- ✓ Resourcing
- ✓ Employment and Infrastructure Due Diligence
- ✓ Project support for contracts impacted by:
  - Legal entity migrations
  - Regulatory changes such as GDPR, Brexit, etc



## Law Firms

- Magic and Silver Circle
- Global Law Firms
- New Law Providers

- ✓ Financial and Property Due Diligence
- ✓ Consulting
- ✓ Commercial Contract Management
- ✓ Financial Documentation
- ✓ Managed Review



## Technology

- A.I. legal research technology provider
- Data Investment Management
- UK-based financial reporting specialist company
- UK-based competition analysis search tool provider

- ✓ Commercial Contract Management
- ✓ Managed Review
- ✓ Selection of innovative technology to aid due diligence reviews



# Who we are

## Client centric

We work with our clients to understand their needs and deliver solutions that address them to improve their performance

## People focused

We respect individualism, celebrate diversity, work hard and have fun

## Excellence

We have a passion for providing world class flexible, professional and innovative legal and compliance services

## Integrity

We apply the highest ethical standards to everything we do operating with honesty and integrity

## A team

Individually we are strong, together stronger



A **law company** that delivers **legal and compliance** services to **law firms, bank and corporates** including consulting, flex resourcing and managed services.

We **listen** to our clients, adapt our models to meet their needs, **collaborating** with in-house teams, law firms, tech providers and data companies to provide the **best possible solution**.

# Our executive team



**Justin Ridl**

*Head of Legal Services*

- Leads Legal Services and the global Financial Documentation service line
- A market-leading derivatives and structured finance lawyer
- Significant law firm and inhouse experience in the UK and South African
- Previous experience includes roles at London Stock Exchange, Weil, Gotshal & Manges, Ashurst, Dresdner Kleinwort and Barclays Africa



**Janet Taylor-Hall**

*CEO/ Founder*

- Founder and a pioneering legal strategist
- Brings internationally informed business acumen based on diverse corporate and legal sector experience as well as the skills of a hands-on-operator
- Previous experience includes roles as a management consultant at EY and senior executive at Clifford Chance and Integreon



**Peter Hall**

*COO/ CFO*

- Ensures the smooth running of operations and finance matters
- Seasoned business professional with entrepreneurial passion, he has extensive experience with large company management and innovative operational capabilities
- Previous experience includes executive roles as CFO and COO at Old Mutual Direct, LTP Trade PLC. and Standard Chartered

# Our executive team



**Edward Gill**

*Head of UK & Europe*

- Manages client relationship and business development efforts in the UK and Europe as well as global commercial contract, M&A and Resourcing service lines
- An experienced lawyer with more than 15 years of consulting across financial services and legal sectors, working with C-level executives at Fortune 500 and FTSE 100 companies
- Recognized leader, innovator and strategist
- Previous experience includes roles at Clifford Chance, Freshfields and Axiom



**Dominique Hainebach**

*Senior Exec/Advisor*

- Responsible for the overall strategic planning and delivery of global consulting services
- A former Accenture Partner and experienced business consultant
- Proven track record for delivering successful change programs in the financial services and legal sectors, internationally
- Leadership coach with professional background from Winmark and the UK Parliament
- Supports the creation of truly diverse and inclusive business environments that drive business performance growth

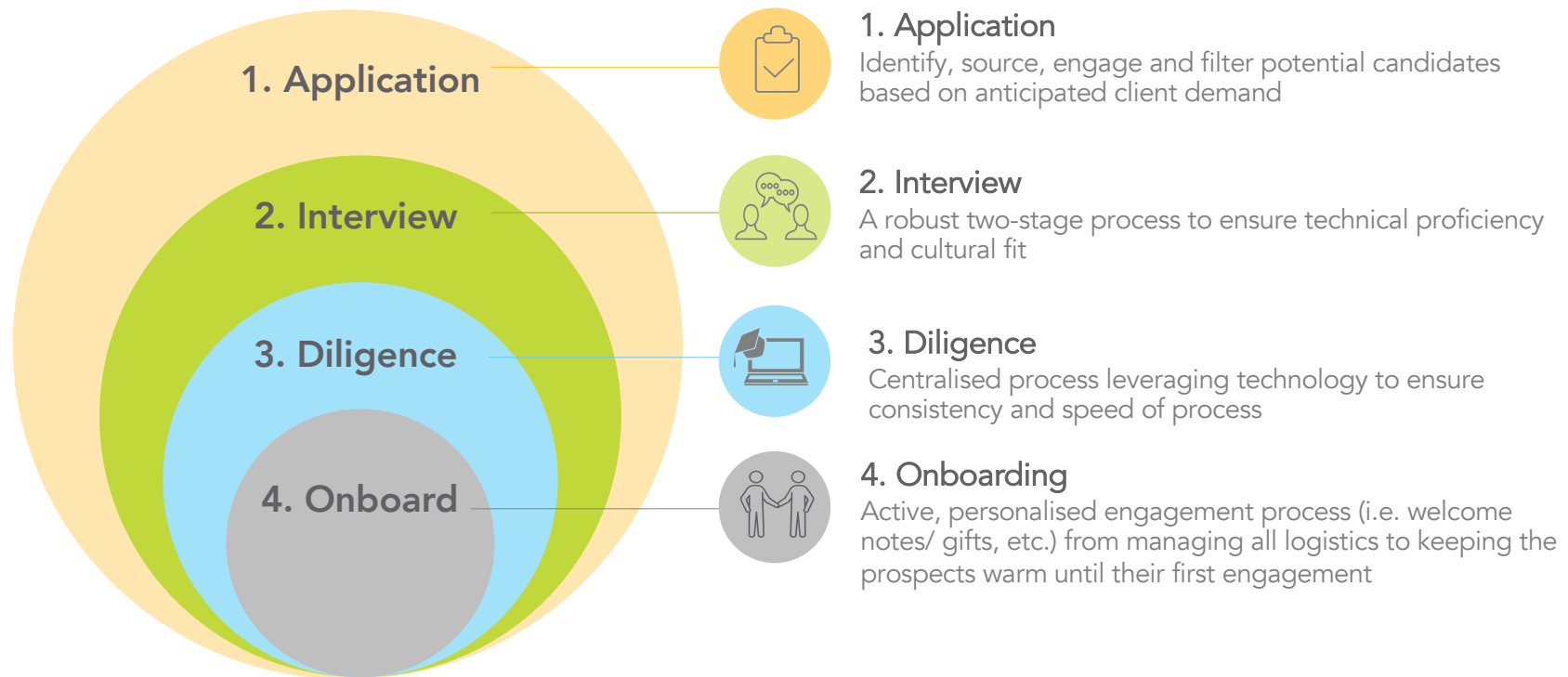


**Tyson Ballard**

*Head of Consulting*

- Heads Consulting Services
- Lean Six Sigma Master Black Belt
- Consulting background entails legal operations, complex transformation programs, digitisation designs and technology enabled continuous improvement to create legal departments of the future
- More than 12 years of experience working with in-house legal and law firms
- Previous experience includes roles at Clifford Chance, Integreon, Yerra Solutions and GE

# A rigorous recruitment process ensures only the best join the team



## Core criteria



Candidates must score highly on all aspects of our core criteria:

1. Legal reasoning
2. Substantive legal knowledge
3. Verbal and legal writing skills
4. Cognia Law fit

# Robust, ISO-certified delivery capability



We adhere to and uphold a strict quality management system that is ISO 9001:2015 certified to ensure a consistently high quality work output.



## Controlled biometric access

In accordance with the Cognia Law Access Control and Data Management procedures

01



## Strict security requirements

ISO 27002 guidelines and password compliance (IT — Security techniques — Code of practice for information security controls)

02



## Secure technology with redundancies

Hardware and software policies

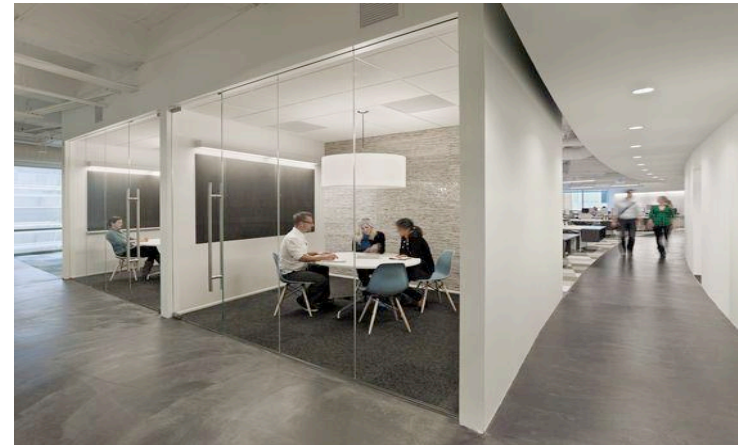
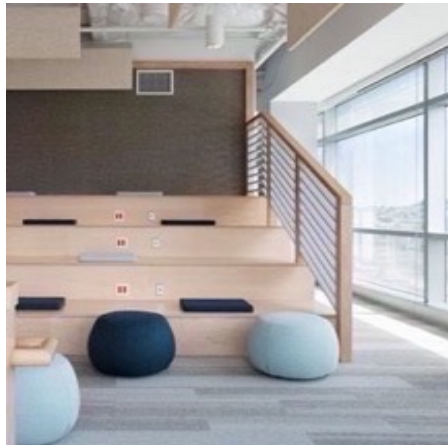
03



## Data security and policies

Global standards wherever we do business (principle of least privileged access)

04





## South Africa in focus

### **Cost-effective**

Highly-skilled workforce at rates typically 30-50% less than other primary source markets such as the UK, Europe and US

### **Skilled Talent**

World-renowned schools and universities supplemented by Cognia Law's training and development programs

### **Cultural Proximity**

Team members can take a nuanced approach to build relationships with UK/ European clients as they understand the culture and share a common law system

### **International Experience**

Many of our team members have worked in or emigrated from the UK and Europe

### **Time & Language Parity**

Business language is English and South Africa is 1 to 2 hours ahead, which allows team members to work a UK day

### **Outsourcing Reputation**

A reliable and leading outsourcing destination for alternative legal services, preferred by UK clients



# What our clients say



Finalist,  
The African Legal Awards, 2018

"Our client, a leading global bank, was extremely happy with the support provided by Cognia."

***European law firm with market-leading practices***

***globally***

"It was wonderful working with Cognia! Their expertise and insight brought a much-needed boost to our transformation programme and we are now seeing the results."

***Global energy corporation***

"We have a very positive experience working with Cognia Law as a seamless extension of our in-house team. The team of lawyers in Cape Town are diligent, bright, professional and efficient. The team can handle a range of complexity of work (in different languages) including complex negotiations on our behalf."

***UK-based Tier 1 HQ investment bank***



Ranked Band 3  
Legal Process Outsourcing, 2017

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***Global pharmaceuticals group***

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***Leading US-based legal research provider***

# Contact us

For more information, contact:

**Janet Taylor-Hall**

*CEO*

[janet.taylorhall@cognialaw.com](mailto:janet.taylorhall@cognialaw.com)