

Applicant Name: Lahlang Shirley Somo

Position Applied For:

Current Total Package:

Notice Period:

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**EDUCATIONAL QUALIFICATIONS:**

INSTITUTION	QUALIFICATION	YEAR COMPLETED
Universit of the North	LLB	1995
Universit of the North	B.Proc	1993
D.G. Tsebe	Matric	1989

**OTHER COURSES:**

INSTITUTION	QUALIFICATION	YEAR
Gordon Institute of Business Science	Programme for Management Development	2001
International Negotiations Academy	Diploma in Negotiations Skills	2001

**BOARD COMMITTEE SITTINGS:**

BOARD NAME	POSITION	YEAR
Refugee Appeals Authority of South Africa	Member - Appeals adjudicator	2021-2025
Construction Education Training Authority - CETA	Independent member of the Bid Committee	2019-2021
National Credit Regulator	Board Member	2013 - 2018
Marine Living Resources Fund	Audit Committee Member	2012 - 2018
National Electronic Media Institute SA	Board Member	2010 - 2012
International Trade Administration Commission	Part-time Commissioner and Non-Executive Director	2004 - 2007
ICASA — National Numbering Committee	National Numbering Plan Committee Member	2002 - 2010

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## Executive Summary:

Lahlang Somo has over 10 years of work experience at senior management level gained in 4 main areas: Governance, Risk & Compliance; Legal; Regulatory. She provided legal, governance and strategy advice at board, executive and senior management levels in the organisations that she worked for.

### Governance:

- Governance, Risk and Compliance in the Fleet Management Department of the City of Ekurhuleni with its outright acquisition of fleet model, with over 7000 fleet, both yellow and vanilla fleet and in-house service and maintenance of the fleet.
- At MTN providing governance advice as a Manager and eventually Senior Manager, to executive committee, the board and committees of the board, subsidiaries and associate companies. • Providing advice to other MTN international companies, advising the fraud department on certain matters in relation to the promotion of access to information act and the promotion of administrative justice act. Dedicated legal and regulatory advice to the Sales Marketing and the Network groups.
- Making the necessary recommendations to EXCO and the board on the regulatory strategy for the business.

### Legal:

- Has gained experience from 1998 to date with over 10 years gained in the ICT sector working for SATRA (now ICASA) and then MTN in various capacities: Manager Legal and Regulatory ; Senior Manager Legal and Regulatory Affairs
  - Strategic management and providing day to day support to the Group Executive Corporate Services at MTN. This experience was gained from August 2003 to 2010 in capacity firstly as Manager Legal and Regulatory and then Senior Manager Legal and Regulatory on a strategic and day-to-day business operations matters.
  - Interacting, on behalf of the Executive Corporate services, with other divisions to ensure that instructions are implemented and continuously monitoring implementation. This included corporate marketing, sales & communications, network group and the Risk Department.
  - Drafting Executive Corporate services and EXCO reports to the board (both monthly and quarterly).
  - Drafting presentations, as required from the office of the Executive Corporate Services, including presentations to the parliamentary portfolio committee on communications.
  - Coordinating and drafting responses to parliamentary questions.
  - Giving input, on behalf of the Executive Corporate services on matters as required by external third parties including as required by the Minister and various industry bodies.
  - Representing the Department at various industry forums and stakeholder engagements.
  - Checking and vetting contracts, before the Executive Corporate services signature.
- Planning and compilation of the annual report in consultation with finance and corporate affairs divisions.
- Representing MTN at various industry bodies or forums where there may be implications for the MTN business.

Full Names:

Lahlang Shirley  
Somo

Nationality: South African  
Gender/ Ethnic Group: Female — Black  
Identity Number:  
Contact Details:

### Employment History:

Employer: EKURHULENI METROPOLITAN MUNICIPALITY  
Period Employed: June 2014 - May 2019  
Position Held: Divisional Head —Governance, Risk & Compliance  
Reason for Leaving: Fixed term position (5 years)

- Drafting and putting in place Risk, compliance and Fraud Registers, progress reporting to Oversight Committees i.e. Audit and Risk Committees, quarterly or ad hoc.
- Putting in place Contract Management systems; contract register, processes and monitoring and evaluation.
- Putting in place Legislation landscape and Compliance Register, also provide progress report to Oversight Committees i.e. Audit and Risk Committees, quarterly.
- Establishing OHS Committees and conduct HIRA, also providing progress report to the Oversight Committees I quarterly i.e. Audit and Risk Committees.
- Ensuring that managers in the department complete and submit their annual financial declarations and gift registers in compliance with internal policies and the Municipal Finance Management Act.
- Resolving both internal and Auditor General audit findings and also provide progress report to Oversight Committees i.e. Audit and Risk Committees. As support department, continuously monitor audit findings tracking tool for departmental interdependencies.
- Conducting an audit on the Metro's fleet, annually.
- Drafting and put in place Fleet Selection and Replacement policy and also ensure compliance thereto by User Departments.
- Ensuring compliance with Fleet Policies, particularly, the Fleet User Policy by the User Departments.
- Drafting and putting in place Service Level Agreements internally with User Departments for service and maintenance of the vehicles and externally with Service Providers or Suppliers for strategic Contracts.
- Securing participation by the Metro on National Treasury's transversal Contracts for major financial discounts.
- Providing general legal opinions on labour matters and other fields of law and chairing disciplinary actions.
- Drafting service level agreements for User Departments, responsible for contract management, vetting of contracts, drafting of policies and presenting them for approval by Council.
- Enforcing Fleet Management policies in the Metro
- Identifying, assessing and management of risks through the risk register.
- Putting together a business continuity plan for the department and evacuations controls, security assessment and controls.
- Resolving audits against the department.
- Enforcing ethics.

- Representing the department at oversight committees (audit committee, risk committee, municipal public accounts committee, operations clean audit committee). • Enforcing compliance with applicable pieces of legislations in the department.
  - Chair the occupational Health & Safety Committee.
  - Developing a hazard identification and risk assessment plan for the department.
  - Member of one of the Bid Specification Committees for supply chain in the Municipality.
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Employer: MTN SANDTON  
 Period Employed: February 2000 - February 2010  
 Position Held: Senior Legal and Regulatory Advisor  
 Reason for Leaving: Resigned

- Reviewed and drafted contracts and auditing of the Company procurement policies. • Ensured compliance with the electronic communication and all applicable legislation.
- Drafted of tenders for appointment of a panel of lawyers.
- Provided general legal and regulatory support to the network group, marketing department, fraud department and MTN international. • Compiled monthly and quarterly Executive Corporate Services reports on the company's performance against strategic objectives.
- Compiled quarterly reports to and other documents (including presentations) required by the department of communications and other external stakeholders on performance in terms of the strategic objectives.
- Provided legal advice to the Executive Corporate services.
- Represented MTN in various industry forums/bodies wherein there are implications for the MTN business.
- Formulated execution and management of MTN government relation strategy.
- Responsible for internal and external communication.
- Coordinated the strategic management processes in the company, which includes regularly scanning both the internal and external environment and recommending the necessary strategy (IES).
- Advised the Executive Corporate Services on strategic and day-to-day business operations matters.
- Interacted, on behalf of the Executive Corporate Services, with other divisions reporting to his office to ensure that instructions are implemented and continuously monitoring implementation.
  - Provided legal and regulatory advice to executive committee, subsidiaries and associate companies, including drafting of contracts and giving opinions on different areas of the law and where necessary engaging external legal firms for assistance with the matter
  - Provided legal advice to our senior management and other employees.
- Drafted, perusal of contracts and providing legal advice, opinions.
  - Provided legal and regulatory advice on setting up companies outside South Africa while conducting due diligence, acting as custodian of the company licence and agreements compiling tariff filings and negotiating with the regulator for an approval. • Facilitated contributions that are made on a yearly basis to the USF.

- Worked closely with USAASA on the roll out of universal service and access to rural areas.
  - When the Promotion of Access to Information Act (PAIA) came into effect, I was appointed the Deputy Information Officer as required by the Act.
- In compliance with Chapter 2 of PAIA as the Deputy Information Officer, I produced manuals for MTN group, MTN (Pty) Ltd, MTN international and MTN Service Provider.
- Monitored the minister's project of setting up Emergency Service Centres.
- Key in the introduction of MSISDNless in the distribution of new SIM tool kits, aimed at being more effective with numbers as a scarce national resource.
- Worked on submissions relating to new regulations or policies relating to spectrum.
  - Vet the products developed by marketing to make sure that they don't contravene the license.
  - Assist ICASA in the promulgation of chapter 12 regulations (service charter, code of conduct for licensees, code of conduct for persons with disabilities, constitution for the consumer panel).

Employer: SA TRA/ICASA  
 Period Employed: February 1998 - January 2000  
 Position Held: Manager of Legal Affairs

Reason for Leaving: Better career prospects

- Advised council on legal issues pertaining to telecommunications.
- Attended telecommunications and internet conferences seminars, nationally as well as internationally.
- Delegated to Zambia for the PATU project meetings in 1999.

Employer: EDWARD NATHAN AND FRIEDLAND INC.  
 Period Employed: January 1996 - January 1998  
 Position Held: Candidate Attorney  
 Reason for Leaving: Articles completed

Commercial Department Reporting to Miranda Feinstein:

- Shareholder Agreements, consignment, franchise, due diligence, opinions and research.
- Contractual law, mergers and acquisitions.

Litigation Department reporting to Pierre Ferreira:

- High court and magistrates court litigation.
- MVA and insurance law.
- Personal injury and loss of damage to vehicles.
- Mining and construction litigation.
- Banking law opinions and litigation.

Employer: EDGARS  
 Period Employed: June 1995 - December 1995

Position Held: Sales Assistant

Reason for Leaving: Vacation work

- Assisted customers with all inquiries/queries.
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Employer: FOSCHINI GROUPS LIMITED

Period Employed: September 1990 - May 1995

Position Held: Various Positions (see below)

Reason for Leaving: Vacation work

Customer Queries-(January 1995 - May 1995): •

Assisted customer with all inquiries/queries.

Cashier — (January 1994 — December 1994):

- Received payment for goods

Sales Assistant — (September 1990 — December 1993):

- Assisted customers with inquiries/queries.
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## References:

Mr Obed Nhlapo (HOD) Fleet Management Ekurhuleni

Ms. Thebi Moja Chairman of the Audit Committee for the Marine Living Resources Fund Between 2013 and 2018 (2 terms)

Mrs Prudence Mokone General Manager MTN HR

