

# CURRICULUM VITAE OF EUGENIA KABE

---

**Home address** :  
**Country** : South Africa  
**Cell number** :  
**Email** :  
**Professional** : Legal Practitioner & Conveyancer  
**Gender** : Female  
**Age** :  
**Driver's license** : Code  
**Relocation provision** : Yes  
**Criminal Record** : None  
**Health** : Excellent



## Education and Qualifications

**Qualification**      **The Practical Legal Training**

<b>Year</b>	2014
<b>Institution</b>	Legal Education and Development (L.E.A.D) by the Law Society of Northern Provinces (Auckland Park)
<b>Qualification</b>	<b>Bachelor of Laws (LLB), and graduated with one distinction</b>
<b>Year</b>	2013
<b>Institution</b>	University of South Africa (UNISA)
<b>Qualification</b>	<b>A Certificate in Board Governance</b>
<b>Year</b>	2012
<b>Institution</b>	University of Johannesburg (UJ)
<b>Qualification</b>	<b>A Certificate in Real Estates</b>
<b>Year</b>	2006
<b>Institution</b>	The Estate Agency Affairs Board
<b>Qualification</b>	<b>A certificate in Introduction to Compliance</b>
<b>Year</b>	2005
<b>Institution</b>	Compliance Institute SA
<b>Qualification</b>	<b>National Diploma in Public Management &amp; Administration</b>
<b>Year</b>	1994-1996
<b>Institution</b>	Technikon Northern Transvaal / (Technikon Northern Gauteng)
<b>Qualification</b>	<b>National Senior Certificate</b>
<b>Year</b>	1990-1992
<b>School</b>	Baitshoki High School ( North- West)

<b>Employment History</b>
---------------------------

<b>Company</b>	<b>Unibank</b>
----------------	----------------

<b>Year</b>	10 Nov 1997 to 31 July 2000
<b>Job Title</b>	Client Services Officer
<b>Company</b>	<b>Standard Bank of South Africa</b>
<b>Year</b>	01 Aug 2000-2002
<b>Job title</b>	Banker fulfillment and Telebanker
<b>Company</b>	<b>Standard Bank of South Africa</b>
<b>Year</b>	2002-2005
<b>Job title</b>	Operational and Compliance Officer
<b>Duties</b>	<p>Provide compliance support to the to various divisions in the Call Centre Environment</p> <p>Administration and Control of Headsets</p> <p>Managing and review of service level agreements with internal and external stakeholders</p> <p>Review all new processes and projects prior implementation of compliance requirement and mitigation of any risks</p> <p>Performing an advisory role at the FICA helpdesk to all clusters</p> <p>Facilitation of training on statutory requirements and regulations</p> <p>Identification of any compliance risks with data analysis, e.g. complaints or fines</p> <p>Performance of ad-hoc compliance monitoring and investigations</p> <p>Reporting regularly on compliance levels and risk exposures</p> <p>Responsible to oversee any legislative requirements, monitoring, implementation of the compliance framework of various Acts and Regulations , e.g. Employment Equity, Insider Trading, Promotion of Access to Information, Occupation Health and Safety Act, Banks Act, FAIS, FICA, Skills Development Act, Labour Relations Act, Code of Banking Practice, King Report , Code of Ethics, Promotion of Access to Information and etc.</p>
<b>Company</b>	<b>SKF South Africa</b>
<b>Year</b>	2006
<b>Job title</b>	Sarbanes Oxley Act (SOX) –Compliance Consultant

<b>Duties</b>	<p>Compliance monitoring</p> <p>Managing IT reports and change management</p> <p>Updating compliance processes and risk assessment of CURA system</p> <p>Auditing internal controls for effectiveness against SOX requirements</p> <p>Risk assessment against business operations</p> <p>Preparation for quarterly audit by external auditors and tracking findings</p>
<b>Company</b>	<b>Nedbank Group Limited</b>
<b>Year</b>	2007-2009
<b>Job title</b>	Banker Sales
<b>Duties</b>	<p>Create sales on Retail products and Investment products</p> <p>Capturing clients' queries or complaints and provide feedback within turnaround times</p> <p>Client Retention and Services</p> <p>Managing leads to convert into sales</p>
<b>Company</b>	<b>Nedbank Group Limited</b>
<b>Year</b>	2010-2012
<b>Job title</b>	<p>Governance and Compliance officer for clusters, i.e. Nedbank Wealth, Retail,</p> <p>Business banking, Nedbank Capital and Nedbank International Businesses</p>
<b>Duties</b>	<p>Providing continuous strategic compliance risk management leadership to various business units (clusters)</p> <p>Setting the group governance and compliance framework</p> <p>Attendance on communications with international business and tracking compliance gaps</p> <p>Distribute and maintenance of FAIS, Banks licenses and registers for all clusters</p> <p>Attendance of meetings with the regulators, e.g. the Financial Service Board (FSB); Financial Services Authority (FSA) and the South African Reserve Bank</p> <p>Reporting on FAIS compliance risks across all clusters and various complaints from clients</p> <p>Manage communication with Regulators and relevant stakeholders</p>

Managing access control on the FAIS E-registers for key Individuals and Representatives

Review cluster compliance programs

Update business units' compliance programs

Update the Group policies

Providing compliance support to various compliance officers within the Group

Keeping abreast of developments within the regulatory environment and provide training for Clusters compliance officers

Implementation of new processes, workflows and procedures

Preparing compliance and management reports for the executives

Collation of training statistics in compliance with policies

Maintain and updating the assets registers quarterly

**Company** DreamStyle Properties

**Year** 2013 to 2015

**Job title** Real Estate Manager

**Duties** Property sales and leases of private properties

Performing evaluations of private properties

Providing legal advisory role in the Sectional Title management, facilitating Facilitate Body Corporate meetings

Marketing various private properties

Cross selling with other Real Estate

**Company** Nathan Gift Nhlapho Incorporated Attorneys

**Year** January 2016 to 28 February 2017

**Job title** Candidate Attorney serving articles for 1 year

**Duties** Litigation on Civil, Criminal and Labour matters

- I. Regulatory and Enforcement Management which includes conducting presentations on an entity, legislative mandate or requirements

- II. Legislative reviews and drafting i.e. benchmarking of applicable legislation against international standards; and regulatory instruments; drafting of regulatory standards and guidance documents
- III. Assessment/review existing controls against regulatory and compliance requirements
- IV. Analysis data collated from audits reporting and recommendations to ensure implementation
- V. Provide compliance management tools which includes risk assessment and impact
- VI. Identification of legislation impacting entities' business and conducting legislative compliance audits
- VII. Performance of the gap analysis on an entity's operations and strategies
- VIII. Development/Formulate of compliance policies, procedures and processes
- IX. Contract drafting of Co-operative and Bilateral Agreements; Information Exchange and Commercial Agreements
- X. Providing advisory services such as legal comments; opinions, and legal interpretations
- XI. Drafting private documents such as Wills, Sale Agreements, Antenuptial contracts, Settlement agreements, Employments contracts, Surety agreement, Sale agreements and general contractual documents

**Company** Kabe NE Attorneys

**Year** April 2021

**Job title** Legal Practitioner and Conveyancer

**2013 to date** I. From 2013, Ms Kabe has been involved in litigation against her former

employer the Nedbank Group due to automatically unfair dismissal in Synopsis of

contravention of the Protected Disclosure Act No. 26 of 2000 during Litigation December 2012.

- II. The dismissal was referred to the Commission, Conciliation, Mediation and Arbitration( the CCMA); the Labour Court(Braamfontein) (the LC);the Labour Appeal Court (the LAC) and The Constitutional Court (the Concourt)

for adjudication where malicious judgments emanated from and are now before the High Court Johannesburg.

- III. The dismissal was a result of a controversial and malicious legal Opinion which was outsourced from senior Advocates and other was an Acting Judge at the Labour Court over the years.
- IV. The legal opinion advanced the Nedbank Group's interest to dismiss what was classified as "Irretractable employees" obtained by the Nedbank Group Executive on 2011.
- V. Judge Graham Moshwana of the LC handed down a malicious judgement under case JS633/13
- VI. An application for appeal to the LAC was treated with contempt and unjustly refused, even after reasons were requested.
- VII. The Constitutional Court judges followed the suit of corruption and endorsed malicious judgement of the LC and refusal of appeal by the LAC as per judges of the CC:Mogoeng CJ; Basson AJ;Cameron J; Dlodlo AJ; Froneman J; Goliath AJ, Khampepe J; Mhlantla J, Petse AJ and Theron J and no reasons were provided to date under case CCT 233/18.
- VIII. Currently, litigation is ongoing to sue the President of the Republic of South Africa as the First Respondent and Minister of Justice and Constitutional Development as the Second Respondent at the Johannesburg High Court for damages of loss of employment for malicious judgements of Judicial Officers under case 15104/22.
- IX. It is recurring malicious judgement also under case 15104/22, where Judge Mia displayed same traits when this matter was postponed unjustly and no merits of defence were on the President's Answering Affidavit which was filed to seek postponement.
- X. On 20 October 2022, the matter is referred to the Judicial Service Commission for investigation and a claim has been made for damages.

#### References

**Ms. Zubeida Khan** Standard Bank of South Africa (Head Office)

**Mr Kusha Naidoo**

Ormonde Crescent Board of Trustees

Email:

**Mr Gift Nhlapho** Nathan Gift Nhlapho Inc. Attorneys

Nedbank Group (the former Nedbank Group Compliance Executive Head)

**Judge Selby Baqwa**

High Court Pretoria Judge