



KAY LEGAL & ASSOCIATES LLP

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## OUR FIRM

At Kay Legal & Associates LLP, we believe the right partnership can lead to great things. The partnerships we cherish and value are those we have forged through time and experience with our clients and, of course, our people.

Kay Legal & Associates LLP is a full-service law firm, established in 2011 situated in India's commercial capital Mumbai. Being an energetic and dynamic firm, it is founded on the simple yet effective principles of trust, integrity and hard work.

We are committed to earn your trust, and more diligent to maintain and preserve it. By always putting our clients' first, we build genuine long-lasting relationships based on traditional values and the principles on which the Firm is based on.

The Firm produces first rate legal work and is dedicated to solving each client's need, offering them reliable and seasoned expertise, yielding unparalleled resolution to legal challenges.

*“As the laws keep evolving, we as a young Firm are open to change, with an aspiration to consciously adapt to new situations. The cornerstones of our Logo signify the trinity of growth, balance and progress. Together with a strong foundation and the ability to innovate, the Firm is committed and dedicated to helping clients get justice ”*

We as a Firm strive to be unique and distinguished where clients deserve a highly skilled, ethical and reasonable representation. We endeavour to make use of cutting - edge legal and business technologies and methodologies to assure quality legal services.

Our vision is to create an outstanding atmosphere of professional and legal comfort that provides practical, simplified and implementable solutions which recognizes the importance of client service and satisfaction. We also incorporate in our vision a strong belief in covering that extra mile to aid a client in achieving the desired results. So, with the exigencies of the modern business and increased competition, prompt execution of work is our main concern. The Firm envisages sincere and quick results within fastest possible time and endeavours to ensure high standard and best quality of work that is demanded by modern business dynamics.

### AMIT KARKHANIS FOUNDING PARTNER

Amit co-founded the Firm, Kay Legal & Associates LLP and has more than 21 years of experience in the areas of corporate, civil & criminal litigation, intellectual property rights, medico legal laws and surrogacy laws. He has completed his Bachelor of Laws from the Mumbai University and has a Masters of Law degree in International Trade Laws from the University of Newcastle Upon Tyne, United Kingdom.

He has rich experience in litigation, litigation strategy and alternate dispute resolution wherein he advises and represents clients before the Supreme Court, various High Courts, District Courts, Tribunals, Commissions and Boards and has a strong presence in Delhi- NCR, Maharashtra and Goa. He practices corporate and commercial litigation and regularly appears before the National Company Law Tribunals, High Courts and Supreme Court.

He is also well versed with the medico legal and surrogacy laws. With an in-depth understanding of the legal and regulatory jurisprudence and practice in these niche areas, he has etched an exclusive place for himself over the past decade. Combined with his expertise in the drafting and negotiation of the entire gamut of legal documentation and an astute understanding of commercial aspects of this area of practice, he is widely acknowledged as one of the foremost lawyers in India.

He regularly conducts training and workshops on several topics focusing on medico legal laws for various hospitals, doctors and medical boards all over the country.

#### **Expertise:**

- Arbitration / Alternate Dispute Resolution
- Dispute Resolution
- Banking
- Corporate Laws
- Intellectual Property
- Real Estate
- Medico-Legal Laws
- Consumer Protection Laws
- Family Laws



## ABHIJIT RANJAN

MANAGING PARTNER

Mr. Abhijit Ranjan is a Partner of the Firm. He completed his Engineering degree from Nagpur University, Nagpur in 2009 in Computer Engineering.

While pursuing engineering, Mr. Ranjan was associated with the Nagpur Police for over two years (2007-2009) as a cyber-advisor wherein he assisted and aided the Nagpur Police in various cases.

Mr. Ranjan started his association with the legal field by being a Technological Advisor for Khaitan Sud & Partners. As the Chief Systems Officer for Gravitas Legal, Delhi, he created the first and foremost law firm with a dedicated virtual private network and an in-house digital library.

With over 13 years of experience, he has an in-depth knowledge in Cyber Law, Cyber Security and System Security. Mr. Ranjan has expertise in Security implementation, Threat and Vulnerability Management and Security strategy and governance. He has been closely associated with lawyers and has gained profound understanding with the workings of a law firm and the legal field.

Mr. Ranjan has been conducting IT Audits and compliances for various small and medium enterprises wherein he not only provides insightful points regarding data security and system setups but also helps in developing customized software and apps based on the client requirements. He provides implementable IT solutions. Mr. Ranjan has been proactive in amalgamating the age old methods of working of a business with the advancement and progression of technology.

Mr. Ranjan has a keen sense of observation and is well versed with the current taxation laws of the country. Mr. Ranjan has been regularly consulting and advising firms and individuals in efficient tax structuring wherein he provides sustainable structural tax improvements and alignment of profits with structured system.

### **EXPERTISE:**

- Security strategy and governance
- IT Audits and compliances
- Due Diligence
- Cyber Law
- Cyber Security and System Security





### Consumer Protection Laws

We aim for promoting the mutual sharing of best practices in the field of Consumer Protection.

We provide the following services:

- Advisory: Advice on legal issues and strategy to be followed
- Pan-India Litigation Support: Litigation support can be provided all across India in the District, State & National Consumer Forums
- Appellate Litigation: Litigation support in the Supreme Court
- Training: We provide Preventive Litigation Training to business houses on minimising consumer litigation risks
- Updates: Our clients are provided with sector specific monthly updates

### Intellectual Property

Our experience in this area sweeps across all areas of Intellectual Property Rights including Patents, Trademarks, Copyrights, Designs, and Protection of confidential information. We also have successfully represented our clients in various proceedings at various tribunals and courts. We assist our clients in obtaining registration and renewal under prescribed categories for Patents, Copyrights and Trademarks.

In this rapidly improving and changing atmosphere in the IP field, the Firm is geared to advise its clients on how to develop, register and protect their IP portfolio. The Firm facilitates and synergizes the creation of Intellectual Property protection, the prosecution, enforcement and ultimately the strengthening of the same. We are registered patent and Trade Mark Agents in India.

With respect to Patent, Trade Marks and Copyright we carry out the following:

- Search: Conducting Search, Providing Search Report, Advisory
- Drafting & Filing: Drafting/Filing up of requisite Application
- Licensing: Advice on Licensing IP (Licensing-In & Licensing-Out); Drafting & Negotiation of Transactional Documents; Employee Assignment Agreements
- Dispute Resolution: Assistance in Litigation and other ADRs with respect to ownership of IP
- IP Management: Conducting IP Watch, Advice on Pre-emptive measures;
- IP Audits & Due Diligences: Conducting Audits
- Data Protection: Advice on Data Protection, Enforcement, etc.
- IP Related Agreements: Drafting & Negotiation of Agreements for Technology Transfer, Protection of Confidentiality, Assignment Agreement, etc;

### Surrogacy Laws

During the course of a family building journey, there will be a need for legal intervention when a third party is utilized. The Firm is a leading and eminent consultancy firm in India specialising in the law relating to human reproductive sciences, surrogacy laws and fertility laws. We are pioneers in the legal field for the drafting of agreements, consents and other documents relating to assisted reproductive technology procedures such as IVF, surrogacy, third party donors and embryo donations. The Firm has an extensive practice with regard to international surrogacy arrangements and has drafted various consent forms, affidavits and has even undertaken counselling of the Surrogate Mother and her husband.

We provide following services:

- Background check and document verification
- Counseling of the Commissioning Parents, Surrogate Mother and her husband
- Surrogacy Agreement review
- Legal Advisory
- Documentation drafting and review

### Corporate Laws

Kay Legal's corporate practice is centred around transactional and legal advisory services concerning day-to-day business, regulatory issues, corporate and governance affairs. We assist our clients in dealing with diverse corporate governance and compliance issues.

Our work under this head relates to advising clients on problems relating to the Companies Act, 2013 and allied laws that are applicable to companies incorporated in India. We represent clients before various governmental authorities as to best secure their interests.

We have significant experience of drafting, vetting and negotiating sector-specific agreements and standard procedure documents for diverse industries. We advise companies on various ancillary agreements such as employment, consultancy, confidentiality, services, strategic alliance, intellectual property licenses etc. and on allied commercial laws.

We also advise on day-to-day legal issues concerning commercial & business affairs, legal structuring of commercial arrangements, corporate legal affairs, formation of legal entities in India, corporate transactional matters, commercial contracts and documentation. We also handles a gamut of employment matters including Contracts, ESOPs, Benefits, Disciplinary Actions and Termination

### Regulatory

Our regulatory and compliance practice helps clients understand the regulatory environment that they are expected to do business in, and assist in ensuring compliance with the various regulatory regimes. Our process involves looking at various labour, tax, industry and factory related regulations, preparing detailed checklists for compliance activity, and ensuring that our clients are compliant with such regulation all year long. In addition to compliance, our regulatory and compliance team assist in relevant filing activities to obtain government registration for various processes.

The Firm also conducts an intensive and rigorous due diligence for hospitals and healthcare sector examining the hospital and clinical laws and regulations, keeping up with the new laws and customizing the documentation and paperwork based on the size and the specialty of the clinic/ hospital.

We provide following services:

- Advice on Regulatory Compliance
- Advice on Implications & Compliance required under new Rules/Regulations
- Obtaining Regulatory Approvals
- Setting-Up & Commencement of Business in India
- Corporate Governance
- Conducting Compliance and Risks Audit
- Designing Compliance Process & Procedures

### Employment and Labour Laws

Apart from advising organizations on labour/employment issues as part of M&A, business transfer and reorganization transactions, we regularly counsel clients on stand-alone labour/employment matters.

Our experience ranges from the preparation of service rules to structuring of compensation packages, drafting of employment contracts, non-compete and confidentiality agreements, termination notices, negotiating collective bargaining contracts, retrenchment, lay-offs and strikes.

Apart from the above, the Firm also advises several clients on their day-to-day legal issues pertaining to operations, compliance, governance, obtaining requisite permissions from the regulatory authorities, statutory filings, maintenance of records and registers, amongst others.

### Banking

The work includes drafting and executing of banking related documents such as commercial finance, hire purchase, lease agreements and bill discounting agreements, etc. The Firm advises on all aspects of banking law, including banking regulations, secured commercial lending, leasing and hire purchase, the raising of loan finance and enforcement and realization of security interests. We also provide advice on disputes relating to recovery of money and undertake litigation on behalf of financial institutions.

Our expertise includes advising on the IBC, 2016, SARFAESI ACT, 2002, Commercial Suits, Negotiable Instruments (138 Matters) and general litigation.

The Firm offers its services for negotiation of contracts, structuring and routing of funds and documentation, procedural follow-up and closing of transaction related to joint venture and project finance contracts, carrying out legal due diligence and legal audits.

#### **Our team can handle:**

- Regulatory: All advices related to regulatory compliance, Foreign Exchange Laws, RBI Rules & Regulations, etc.
- Compliance: Liaising with RBI and other Regulatory bodies with respect to Central & State level compliance.
- Contracts: All agreements including Loan Agreements, Guarantee Agreement, Sponsorship Agreements, Security Documents
- Structuring: All help related to Structuring in Project Finance Transaction, Debt Recovery, etc.
- Negotiable Instruments: Assistance on S.138 Proceedings on a Pan-India basis.
- Recovery & Litigation: Recover Proceedings before DRT, DRAT and other Tribunals & Courts on a Pan-India basis

### Alternate Dispute Resolution

Our Firm has a significant experience in both international and domestic arbitration and other forms of Alternative Dispute Resolution (ADR) such as conciliation and mediation. We provide services to our clients for alternate dispute resolution to sort out international and domestic commercial disputes between private parties. Our team arranges for effective dispute resolution through Arbitration, International Commercial Arbitration, Negotiation & Conciliation. We provide the following services:

- Conducting domestic arbitration under the Arbitration and Conciliation Act. 1996 and ICA rules
- Enforcing and challenging enforcement of Arbitral Awards
- Representing clients before High Courts and Supreme Court in arbitration petitions
- Appointment of arbitrator through High Court of Delhi and Supreme Court of India
- Representing clients before arbitral tribunals with regard to disputes arising out of agreements containing arbitration clause
- Applying to stay proceedings brought in breach of arbitration clauses
- Draft arbitration agreements and clauses

### Family Laws

The Firm has gained immense experience in matrimonial disputes and child custody matters. The Firm advises its foreign and domestic clients on all aspects of matrimonial and family laws applicable in India. We encourage a constructive, solution focused and cost effective approach to family law. Whether we are navigating you through a negotiation or fighting your case in court, our approachable service makes a potentially difficult process more manageable.

The Firm has been dealing with issues covered under The Hindu Marriage Act, 1955; Dowry Prohibition Act, 1961, The Guardians and Wards Act, 1890; The Hindu Minority and Guardianship Act, 1956; The Special Marriage Act, 1934; The Hindu Succession Act, 1956; The Hindu Adoption and Maintenance Act, 1956; Protection of Women from Domestic Violence Act, 2005 among others.

### Testamentary

We advise and assist clients in drafting and registration of Wills and Codicils alongwith systematic advisory for documentation for Estate planning along with allocations and distribution of moveable and immoveable assets/properties as per law. The Firm advises and assists in applying for Probate at the Testamentary Jurisdictions at High Court for administration and authentication of the will. and also facilitate in applying for Succession Certificate and /or Letters of Administration at the appropriate Testamentary Jurisdictions at High Court. We advise and assist in all types of matters arising from Family Succession related inheritance matters and suits / Partition suits / other property related disputes and family property arrangements drafting Memorandum of Understandings and necessary family arrangement documentation.

### Sexual Harassment Laws

The Firm effectively prevents and manages sexual harassment at work with constructive POSH compliance and training, featuring interactive real-life scenarios. The Firm helps you raise awareness around harassment and boundaries of potential harassment at workplace; helping employees learn how to prevent, handle and report such instances.

We provide:

- Regular legal updates
- Assist in complying with the laws
- Assist in providing an independent third party member as external member of the ICC
- Conducting training/awareness programs and provide posters for awareness, in compliance with law.

### Start-ups

We provide advice specifically catering to entrepreneurs and startups and guide them through all the phases of their growth process, including incorporation, structuring, compliances, funding options, employee stock options, etc.

The Firm leverages its knowledge base in the field of IP, Companies Act, 2013, and Commercial advisory to comprehensively advise startups on business strategy, which includes incorporation services, drafting commercial deals, hiring employees and high value executives, offering sweat-equity to employees, framing employee stock option plans, negotiating co-founder agreements, selling of shares, pre-investment negotiations and many more.

We offer the following 360 degree services for startups:

- Incorporation advice
- Patents, Trademarks, Copyrights and Designs
- General Corporate Advisory
- Commercial Transaction drafting & Advisory
- Employee Stock Option Plans, and Sweat- Equity Plans.
- Data Protection Regulatory Compliance
- Due-Diligence prior to investment rounds

### Real Estate

We have the necessary expertise and experience to advise our clients on the method and manner of management and development of real estate to acquisition and disposing off Real Estate pan India.

We take all steps to ensure that the property and property based investments are legally compliant and therefore, commercially successful. We can assist you through the entire gamut of property life cycle from the initial Title Search to Sale to obtaining Government approvals to various construction contracts to final registration of the property.

We offer specialized services in following areas:

- Evaluating and verifying title deeds, conducting title search/title inquiry of properties all over India
- Vetting, conveyance, drafting and interpretation of various types of contracts/annexure such as co-partnership, joint venture, consortium, sale deed, lease deed, general power of attorney, builder buyer agreement, special power of attorney and other legal documents
- Exposition services for registration of properties at sub-registrar offices
- Recommending clients beyond the basic legal requirements while acquiring, disposing and transferring properties

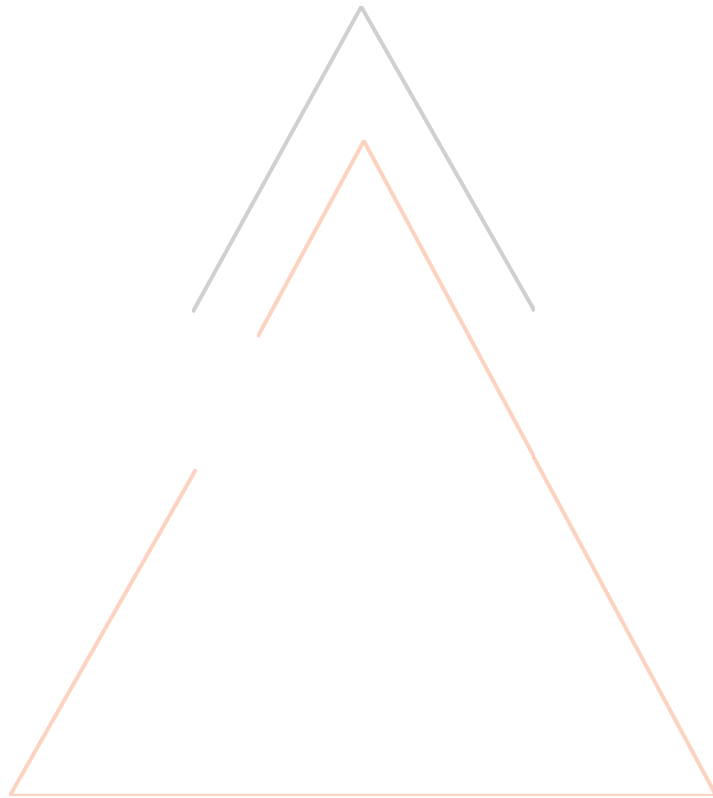
### Company Laws

The Firm represents and has an active practice in the National Company Law Tribunals (“NCLT”). We provide support and services on a wide range of matters including the following:

- Winding up and Insolvency
- Oppression and Mismanagement
- Class-action Suits
- Revival and Rehabilitation of Sick companies
- Investigation and Compounding

With respect to the aforementioned NCLT matters following are some of the services that we provide:

- Demand Notice Drafting: compilation of necessary documents and drafting of proforma notice demanding payment.
- Due Diligence: In-depth checks of the dispute and strategizing.
- NCLT Filing: Compilation of required documents, drafting prescribed filing submissions and filing the complaint before the NCLT.
- Representation before the NCLT and the NCLAT: Attending scheduled hearings before the NCLT and the NCLAT, drafting, and submission of further documents as required.



### Mumbai

📍 58/64, Hari Chambers | Third Floor | Office No-301,  
Shahid Bhagat Singh Road | Fort | Mumbai- 400023.

T 022- 40027313

### Pune

📍 Office No-10 | Shriram Complex | Next to Ambassador Hotel  
Model Colony | Pune- 411016.

### New Delhi

📍 First Floor | A-339 | Defence Colony | New Delhi- 110024.

T 011- 79606357

E: [info@kaylegal.in](mailto:info@kaylegal.in)

W: [www.kaylegal.com](http://www.kaylegal.com)