



KAY LEGAL & ASSOCIATES LLP

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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



Shivani is the co-founder of Kay Legal & Associates LLP. She has completed her Bachelor of Commerce (B.Com) and Bachelor of Laws (LL.B.) from the Mumbai University. She is enrolled with the Bar Council of Maharashtra & Goa and is a member of the Bombay Bar Association.

She has in-depth knowledge in Medico-Legal and Surrogacy laws. She has drafted Embryo Donation Agreements, medical consents, forms, Surrogacy Agreements, Egg Donor Agreements, Agency Agreements, agreements between doctors/hospitals and third parties, PCPNDT Forms and documents. She has been regularly conducting due diligence and internal legal audits for hospitals, doctors and nursing homes. Ms. Shah regularly advises doctors, hospitals and clinics on various legal topics.

She has been advising various start-ups and companies in drafting, reviewing, negotiating and finalization of term sheets, share purchase agreements, non-disclosure agreement, employment agreement and appointment letters. Ms. Shah has been drafting various documents for websites and mobile applications such as disclaimers, privacy policies, Terms Of Use and Service and payment gateway documents.

Ms. Shah has also worked in Insurance laws and was engaged by a leading insurance company to be their Principal legal advisor wherein she provided and ensured compliance with IRDAI regulations, review of insurance policies and product related documents and reviewed contractual arrangements.

Ms. Shah has been drafting, reviewing, negotiating and finalizing wide range of commercial and corporate contracts (Service Agreements, NDAs, Lease Deeds, Leave and License Agreements, Distribution Agreements, Agency Agreements, Franchise Agreements, Joint Venture, Sponsorship Agreements, Design agreements, Articles of Association, Memorandum of Association).

Ms. Shah has wide experience and expertise in testamentary & estate planning and family laws wherein she has drafted various Wills & Codicils, trust deeds, family settlement arrangements and filed various testamentary petitions including probate petitions and Letters of Administration with the High Court, Bombay.

### **EXPERTISE:**

- General Corporate Advisory
- Intellectual Property
- Due Diligence
- Start-ups
- Banking & Finance
- Mergers and Acquisitions
- Commercial Contracts
- Surrogacy Laws
- Testamentary
- Employment and Labour Laws
- Insurance
- Cyber Law
- Business Law

## ABHIJIT RANJAN

MANAGING PARTNER

*“Literature may increase one’s depth of knowledge, but not all knowledge be found in the literature.  
Only with practical experience can one truly learn and thus be considered knowledgeable.”*

-LYNETTE NONI

Mr. Abhijit Ranjan is the Managing Partner at Kay Legal & Associates LLP and is the driving force behind the Firm.

Mr. Ranjan firmly believes in what is quoted above. His prior experiences in the areas related to law explicitly demonstrate the importance of practical expertise, which is actually considered necessary in the field of law.

Mr. Ranjan has worked intensively and is well versed with Cyber Laws in the Cyber Security and System Security field. He has an in-depth knowledge of Cyber Law with over 13 years of experience. For over two years, he was affiliated with the Nagpur Police as a Cyber-Advisor. He advised and aided the Nagpur Police in different instances, and he acquired the best practical experience possible while applying his analytical skills.

He initiated his association with the legal profession by becoming a Technological Advisor at Khaitan Sud & Partners . He built the first and foremost law firm with a designated virtual private network and an in-house digital library, as the Chief Systems Officer for Gravitas Legal, Delhi

He has expertise in Security Implementation, Threat and Vulnerability Management and Security strategy and governance. He has been closely connected with lawyers and has developed a strong knowledge of the functioning of a law firm and the legal profession.

He has performed IT Audits and compliances for multiple small to medium-sized enterprises. He not only provides valuable insights into data security, system configurations but also helps in creating personalized software and apps. which primarily focused on the client’s needs.

He is proactive in integrating the age-old methods of working with the innovation and development of technologies in business.

He has a keen sense of intuition and is well versed with country's existing tax laws. He has been consulting and advising companies and individuals on a routine basis on effective and efficient tax structuring, providing sustainable structural tax enhancements, and aligning profits with the structured system.

### EXPERTISE:

- General Corporate Advisory
- Cyber Law
- Security Strategy and Governance
- Startups
- Data Protection & Data Privacy
- Due Diligence
- IT Audits and Compliances



**HEMANT MANJANI**  
PARTNER

Hemant has over 9 years of rich experience in litigation. Hemant has completed his Bachelor of Laws (LL.B) from faculty of law, Delhi and is enrolled with the Bar Council of Delhi. He has also worked at Bank Of America, New Delhi before pursuing law as full-fledged profession.

He is proficient in handling corporate and contractual disputes, real estate litigation, Intellectual Property matters and consumer disputes. Hemant has advised and represented clients across various Courts including Supreme Court, various High Courts, Tribunals and other quasi-judicial authorities as well as represented clients in domestic and international commercial arbitrations. He has advised various clients on legal strategy on numerous matters.

He has advised domestic and international clients in strategizing and undertaking variety of civil, commercial and corporate litigation. He has been actively engaged in wide range of civil and criminal matters all across the country. He is well entrenched and has peculiar perspicacity in dispute resolution practice. He has actively participated in commercial negotiations for several multinational clients.

**EXPERTISE:**

- Infrastructure
- Arbitration
- Real Estate
- Property law
- Rent Laws
- IBC

## JANHVI PRADHAN DESHMUK

### PARTNER

Janhvi joined Kay Legal and Associates as a Partner after 14 years of experience in the legal field. She specialises in advising and managing legal and compliance solutions for businesses and is known for her keen understanding of the clients' need for an ethical legal solution.

She has done her Bachelors from Government Law College, Mumbai and has done her Masters in International Trade Laws from the University of Sussex, in England & Wales. She has done Diploma in Intellectual Property from National Law School, Bangalore and a certification in Mergers and Acquisitions from London School of Economics.

Janhvi has worked at leading law firms and corporate conglomerates like the Wadia Group which included work for Bombay Dyeing, Go Air, Britannia, Gladrags, Bombay Dyeing Realty, Wadia Hospital UTV-Disney, J. Sagar Associates, Legal and General Insurance in London. She has set up and has led legal teams for new age ecommerce and education technology startups like UpGrad.

Janhvi has helped manage and structure several transactions covering mergers and acquisitions and joint - ventures, advisory for project finance, communications, real estate, hospitality, pharma, e-commerce, media and technology.

She has been a POSH trainer, training and counselling women employees and students on sexual harassment at work and educational institutes. She is passionate about data privacy issues, gender neutrality and women entrepreneurship and has spoken about these in various forums

#### **EXPERTISE:**

- Media
- Alternate Dispute Resolution
- General Corporate Law Advisory
- Mergers & Acquisitions
- Employment & Labour Laws
- Real Estate
- Sexual Harassment Laws with focus on Gender Diversity, Discrimination & Neutrality
- Data Privacy

### Litigation and Dispute Resolution

We represent clients in corporate, commercial, constitutional and other general litigations before various Courts, Tribunals and Commissions across the country. We bring a deep understanding of our clients' businesses as well as a pragmatic and commercial perspective to dispute resolution.

Our litigation services include representation in various courts and Tribunals including:-

- The Supreme Court of India
- High Courts across States
- National Consumer Disputes Redressal Commission (NCDRC)
- State Consumer Disputes Redressal Commission (SCDRC)
- Various District Courts along with other judicial and quasi-judicial bodies

We aim at the prospect of insuring the interest of our clients by considering it to be of utmost importance.

The Firm has acted in numerous complex writ challenges to administrative actions of public authorities, bodies and governments, including challenges to the constitutional validity of statutes and subordinate legislation.

### Medico-Legal Laws

We are pioneers in field of Medico Legal laws. We advise hospitals and doctors on various issues affecting the medical business. We undertake litigation on behalf of doctors and hospitals for medical negligence and advise hospitals on legal issues. We have a dedicated support of doctors who have a legal background and who help us understand and advise us on the complex issues relating to medical profession.

We also conduct medico-legal audits and assist in drafting consents, case papers and promotional material from a medico-legal point of view. We provide advance training and workshops for the staff and create awareness about medico-legal issues.

We undertake search for various medical references and make arrangements for procuring of expert evidence and planning of defence strategies. Our services also include defending our clients in Consumer Courts, Criminal litigations, Medical Councils, Human Rights Commission and various other courts and forums up to the Supreme Court of India, set up an internal grievance cell for clients, defending cases arising out of professional liability and providing professional liability insurance.

### 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 centered 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.

### MEDIA & ENTERTAINMENT

The Firm's entertainment and media law practice is a one stop solution providing a range of services that shall swiftly and efficiently assist you with issues of a variety in scope and multidisciplinary in nature. Our firm's practice depth coupled with our awareness of clients' businesses and goals, allows us to provide advice across a wide range of legal issues for

**Motion Pictures-** agreements with screenwriters, film directors, actors, composers, production designers etc., production and post-production issues, trade union issues, distribution issues, licensing thereof; title issues, copyright issues, trademarks, scripts, endorsement and service agreements

**Video Gaming-** video game development productions, information technology law, software licensing, Copyright issues

**Music-** producer and talent agreements, copyrights issues, royalties

**Television and Radio** – broadcast licensing, regulatory issues, and mechanical license, copyright issues

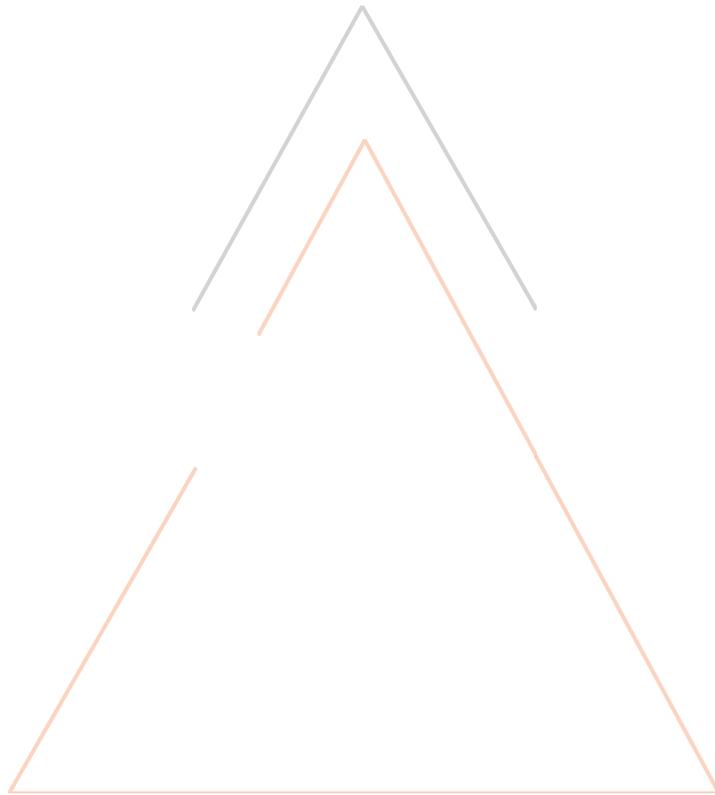
**Web Series and Digital Platforms-** copyright and trademark policies, privacy issues, terms and conditions of websites, disclaimers and intellectual property issues.

**Theatre** – co-production agreement, rental agreement, artist and actor agreements

**Publishing** – advertising, author agreements, print media issues

**Visual arts and design** – consignment of artwork issues, sculptor's moral rights, fine arts, copyrights.

Merchandising and other ancillary revenue generating avenues



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