



AHLAWAT & ASSOCIATES
ADVOCATES & SOLICITORS

Delhi | Mumbai | Chandigarh
www.ahlawatassociates.com

ABOUT US

Ahlawat & Associates (“A&A”) is one of the leading full-service law firms in India, catering both to domestic and international clients.

Incorporated in 1978 primarily as a litigation practice by Mrs. Avnish Ahlawat, A&A has steadily broadened its scope of expertise and services through the addition of new partners (in varied practice areas), growing and emerging as one of the leading law firms in India. Our firm provides comprehensive legal counsel on various services such as mergers and acquisitions, private equity, education, intellectual property, media and entertainment, technology, online gaming, sports, data protection and privacy, virtual digital assets, employment, labour, licensing and registration, taxation (direct and indirect), and business setup (globally). With the presence of lawyers possessing knowledge and experience across various fields of law, we are thus equipped to address diverse legal requirements of our clients worldwide.

Our services extend through various sectors of industry including assistance to facilitate foreign direct investment and business setup in India and our clientele include an array of domestic and international individuals as well as companies.

A&A has been recognized for its expertise in addressing an array of legal issues especially those relating to Foreign Direct Investment, Joint Ventures, Corporate Compliance & Governance as well as advisory support to the booming startup ecosystem, in both the domestic and international space. With our diversification, A&A has assisted and continues to assist clients from over 20 jurisdictions to enter and flourish in India by providing various options best suited to their needs. A&A takes pride in being amongst the most sought-after qualitative legal service provider globally.

With an aim to provide valued, practical and strategic legal solutions to help clients achieve their goals, A&A combines the highest global standards with local expertise.

FEATURED IN



INDIA MEMBER



OUR PRACTICE AREAS



OTHERS

**Retainer Services | Company Setup/ Incorporation | Debt Recovery |
Defence | India Entry Strategy | Information Technology/ITES |
Infrastructure | Immigration | Licenses & Registrations |
Litigation - Civil & Criminal | Private Equity & Venture Capital |
Corporate Transaction Advisory | Telecommunication | POSH | Real Estate**

OUR CORPORATE PRACTICE

Commercial Corporate is one of the key practice areas of Ahlawat & Associates, which primarily entails transactional and legal advisory including day-to-day business, regulatory issues, corporate and government affairs.

At Ahlawat & Associates, we have a notable track record of advising our clients in corporate transactions that are vital for their business. Our commercial corporate team has both the in-depth knowledge of business laws, corporate finance as well as the practical advantage of execution into effective compliance and regulatory agreements covering distribution agreements, labour and employment, joint ventures, collaborations, mergers and acquisitions, business restructuring, intellectual property, due diligence, application of licenses and registrations, ensuring consumer protection and effective dispute resolution.

A&A's strength lies in their multi-disciplinary corporate and commercial team which facilitates setting up of businesses in the country and abroad. A&A has vast experience in dealing with various industry practices, while catering to their specific requirements, from corporates and individuals alike. The Firm has advised a number of foreign clients including embassies, banks, IT/ITES companies, and other industrial consultancy companies for setting up operations in India while also advising them in matters relating to product/service localization required to operate in the Indian market.

INDUSTRIES WE HAVE COVERED

**Media &
Entertainment**

Infrastructure Projects

Retail & Consumer

Real Estate & Property

Consultancy

**Banking &
Restructuring**

Healthcare

Education

IT/ITES

Automotive

Sports & Gaming

Telecommunications

Manufacturing

Biotechnology

**Life Science,
Pharma and Health**

Hotels & Hospitality

Aviation

Trade and Customs

Oil and Gas Sector

Power Sector

Renewables

A&A OFFERS AN ALTERNATIVE

We also provide general counsel services / In-house counsel services in India on a fixed fee/ retainer basis.

A&A eases the challenges of day-to-day legal requirements coupled with the high cost involved in house professionals and ensures quick efficient advice, by packaging all legal assistance both day-to-day as well as transaction under an umbrella at a pre agreed, fixed fee.

The aim of this service is total transparency and providing our general counsel clients the comfort of never having to doubt whether a question is worth asking or whether an issue warrants consultation, as there is no additional or hidden cost involved. A&A's incentive is to resolve the clients' challenges quickly and accurately and not to create mere billable hours.

Our clients opt for our Legal Retainer Services, as it not only optimizes effortless functionality for the business-client, but also provides us an opportunity to cater to the needs of the client, we enable comprehensive legal compliance as well as provide immediate counsel for urgent as well as successful expansion needs of the business. Regular legal advice not only improves an organization's ability to understand different legal issues thoroughly but also safeguards business owner's interests in certain situations including being sued for discrimination by employees, legal violations, negotiating the sale of a business, drafting contracts, and in business transaction requiring varying levels of negotiations, document preparations, and reviews.

DETAILS OF GENERAL COUNSEL / LEGAL RETAINER SERVICES A&A OFFERS

Advice on daily functioning and operations in the company

- Reviewing operations of the organization, key contracts, vendor relationships, processes and key documents.
- Drafting, negotiating, reviewing and resolving disputes with respect to commercial contracts (including but not limited to employment, independent contractors, vendors, customers, re-sellers, purchase-lease and licensing agreements)
- Assistance and guidance on managing intellectual property.
- Drafting, reviewing and modifying privacy policies, terms of use and other Internet and information technology matters.
- Pre-litigation dispute resolution and assistance with collections strategies.
- Assistance with regulatory compliance, processes and strategies.
- Risk analysis and mitigation strategies.
- Comprehensive general day-to-day counselling and advice.
- Ongoing advice on the legal implications of business decisions.
- Early dispute identification, avoidance and resolution.

Advice relating to employment/human resources.

- Drafting of the employment manual/ employee handbook and other employment related agreements/policies and regular revision of the same as per law
- Reviewing, assessing and revising restrictive covenants (non-competition, non-solicitation, non-disclosure or confidentiality agreements/NDAs), tailored to the company's business and protectable interests.
- Employee review assistance.
- Employee separation processing/ Termination of employees assistance with labour law compliance.

Corporate Governance and Secretarial Services.

- Entity formation analysis and filings.
- Periodic check on corporate or other central, state or district filings, fees and others company compliance.
- Assistance in managing minute books, preparation of board and shareholder resolutions and attendance at board meetings.
- Review and implementation of corporate governance procedures.

SETTING UP IN INDIA

“Indian economy is one of the fastest-growing economies in the world with GDP growth of around 7-8% and a population of over 1 billion. The statistics show that India boasts of a profitable and stable economy and has already entered the league of emerging markets thus making it an attractive option for foreign investors.”

Reinforcing the vision of growth for India and enabling the ease of doing business in India, A&A provides comprehensive assistance to guide you through the best entry and exit strategy for setting up and operating in India.

The common forms of setting up a company in India is are:

- Private Limited
- Limited Liability Partnership (LLP) or;
- Limited Liability Company (LLC), informally known as a corporation

ROLE OF AHLAWAT & ASSOCIATES IN SETTING UP IN INDIA:

- Providing advisory on India Entry Strategy and structuring of most feasible business set up options in India.
- Identification and selection of the place of business as per the specific needs of the client.
- End to end assistance in the incorporation of the Company/LLP/Branch or Liaison Office in India. Assistance with corporate bank account opening.
- Providing Investment-related advisory to the companies.
- Assisting with obtaining various regulatory approvals and registrations.
- Assistance related to ongoing compliance under various laws & regulations.
- Accounts and Payroll maintenance
- FEMA related filings including FLA return, FC-GPR, FC-TRS and other RBI filings.

A&A DISPUTE RESOLUTION PRACTICE

“*An alternative to traditional, dispute resolution practice involves using mediation and negotiation technique to resolve disputes in an efficient and cost-effective manner. We offer an effective way to avoid costly and time-consuming litigation.*”

A&A's Dispute Resolution Practice is well-known for its expertise in handling complex and high-stake matters across various industries and sectors.

Work We Do: The firm's litigation practice covers a broad spectrum of legal areas, including:

- Corporate commercial disputes, including but not limited to disputes relating to Shareholder and Joint Venture Agreement, Commercial contracts, Licensing contracts, Engineering Construction and Procurement contracts, Construction contracts, Technology Transfer contracts, Asset and Business Transfer contracts and other Commercial contracts and arrangements, recovery of damages, family disputes, property disputes, succession matters and so on. These disputes involve both Arbitration as well as Court cases.
- Mediation wherein the A&A team works closely with clients to understand their needs and help them reach a settlement that is favourable to all parties involved.
- Intellectual property legal services related to intellectual property disputes, including trademark infringement, passing off, copyright infringement, industrial design infringement, and patent disputes.
- Employment disputes related to employment contracts, employee benefits, workplace policies, discrimination and harassment claims, and employee termination. We also assist with labour disputes, collective bargaining, union certifications, and other labour-related disputes.
- Consumer disputes related to conflicts, deficiency in service, damaged goods, hazardous goods or services, unfair or restrictive trade practices and other grievances.
- Real estate providing comprehensive legal services on all aspects of real estate transactions, including property purchases, sales, leasing, and financing. We also assist clients with tax planning, land transfer tax, property assessment, and other taxation issues related to real estate.

- Insolvency and bankruptcy proceedings including but not limited to advising, representing or defending all categories of debtors.
- Matters related to Negotiable Instruments such as dishonour of cheques, promissory notes, and bills of exchange.
- Service matters related to service conditions, promotions, transfers, and disciplinary proceedings.

Where Will You Find the A&A Litigators:

The firm's litigators have a proven track record of securing favourable outcomes for clients in various forums, and handle matters before the courts, quasi-judicial authorities, and tribunals including:

- Supreme Court of India;
- High Courts;
- District Courts;
- National Company Law Tribunal and the Appellate Tribunal.
- Telecom & Electricity Regulatory Authorities and Appellate Authorities;
- Banking Tribunals;
- Environmental Tribunals;
- Competition Commission;
- Board and Appellate Tribunal Authority for Industrial & Financial Reconstruction;
- Anti-Dumping Authorities;
- Consumer Protection Forum.

We Resolve Not Just in Court:

A&A lawyers believe in resolving disputes in a timely and cost-effective manner. They explore alternative dispute resolution methods, such as mediation, to help clients achieve their goals without going to court.

A&A has advised clients on strategies, potential disputes and mediations, and have concluded several matters involving complex issues of law.

Who Have We Represented:

The firm represents both Indian and foreign clients, including multinational corporations, SMEs, startups, and high net worth individuals.

WHAT WE DO IN INTELLECTUAL PROPERTY

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Intellectual Property (IP) is the expression of a novel idea (which may or may not be for the purpose of commercial exploitation) and creation of the mind that can be commercially exploited. We offer an exceptional capability in maintaining an acceptable cost quality matrix for our IP and Legal Services.

”

Ahlawat & Associates' Intellectual Property Rights practice is regarded and known to be the best, success-driven & result oriented practices areas in India. The firm's intellectual property rights team has advised numerous domestic and international clients and has gained immense valuable experience in respect of various types of intellectual properties including but not limited to Trademark Laws, Copyright Law, Patent Law, Industrial Design Law and Geographical Indications.

The firm also has vast experience in handling and offering solutions pertaining to other aspects of intellectual property matters such as drafting, review and negotiation of Technology Transfer Agreement, Software Licensing Agreement, Brand Protection Agreement, Franchisee Agreement, Assignment Agreement(s); intellectual property litigation matters such as criminal & civil suit(s) for infringement & passing off in various District and High Courts as well as the Supreme Court of India. The team of intellectual property lawyers also works closely with our transactional lawyers on the intersection of intellectual property and corporate issues.

A&A has served numerous clients and rendered them intellectual property services in sectors including but not limited to lighting sector, entertainment sector, the technological sector, personal care and sanitary sector, FMCG sector, security sector, digital gold sector, sports sector, real estate sector, e-commerce sector, educational sector, hospitality sector, etc.

Copyrights

Patents

Trademarks

Designs

Domain Names

**Geographical
Indications**

**IP
Litigation**

REAL ESTATE

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Investments in the Real Estate Sector has seen vast growth in the recent past. At A&A, over the years, our lawyers have advised, structured, documented and executed complex real estate deals all across the country.

”

A&A has created a dedicated team with the sole intent of advising various stakeholders (developers, investors, funds, and landowners) on legal and regulatory issues associated with real estate projects. The real estate team holds extensive experience in advising real estate developers, financial institutions, buyers, investors, lessors, lessees, and others including but not limited to drafting of deeds and agreements, reports on purchase, sale, leasing, licensing, mortgage, etc.

Apart from the above, the real estate team also regularly assists clients in obtaining pre and post-construction licenses, approvals, and permits for the development of real estate projects. Our real estate team helps in minimizing the scope of dispute in property transactions by using their legal acumen to draft and review agreements for sale, conveyance deeds, lease deeds, leave & license agreements, the power of attorney, indemnity deeds, guarantees etc.

The real estate team of our firm are also known to conduct effective due diligence for transactions and assist clients to ensure compliance with Real Estate (Regulation and Development) Act, 2016 (RERA) and also obtaining approvals under the same.

WE ALSO HELP OUR CLIENTS WITH:

- Mutation of properties and estates
- Documentation and registration of ‘Power of Attorney’ (POA), Sale Deeds, Agreements relating to sale and purchase of property, conveyance deeds and others
- Acquisition and Disposition of properties
- Property related Joint Ventures
- Retail property transactions
- Disputes between landlord and tenants
- Proceedings related to Land Acquisition Act, Land use regulations and others
- Proceedings under RERA Act in NCLT and NCDRC
- Finance and Mortgage Agreements
- Contracts relating to development and building of properties
- Tax disputes relation to house tax and property taxes

EMPLOYMENT & LABOUR

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Compliance with employment and labour laws has become one of the most basic and essential requirements of any company operating in India. Human resource management involves strategically managing employees within an organization as well as remaining compliant with all laws that govern employees and labour unions.

”

HR, Labour and Employment are one of our key practice areas at Ahlawat & Associates. Our team has vast experience ranging from moulding the client's global policies, assisting them in the preparation of service rules, drafting employment contracts, non-compete and confidentiality agreements, structuring compensation packages to advising clients on termination lay-offs, retrenchments, and others. Our team of expert employment lawyers also provide assistance in seeking permissions and registrations under various labour/employment laws and regulations.

A&A deals in an array of matters ranging from organizational structuring, employment compliance laws, acquisitions, outsourcing, data protection, international workforce relations, sexual harassment, litigations and risk management. Our lawyers always adopt a solution oriented, practical approach to address all your issues.

SCOPE OF OUR PRACTICE:

- Compliance checklist related to all Employment Laws and Labour Laws;
- Drafting of all employee-related documents
- Drafting company employment/HR policies and compliance manuals.
- Structuring employee compensations/benefits/ perks and Employee Stock options plans
- Drafting of Sexual Harassment Policies and compliance with the same.
- Assistance in downsizing and retrenchment.
- Drafting of Employee handbook
- Employment law audits, reduction-in-force (RIF) exercises, and employment law training exercises for Legal and HR personnel

TRANSACTIONAL ADVISORY

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Transactional Advisory Services at Ahlawat & Associates encompass a comprehensive spectrum and a wide array of expertise, including legal, corporate due diligence, and compliance guidance throughout the transaction lifecycle.

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Our firm strategically analyzes and navigates diverse business organizations through intricate investment transactions, ensuring the successful and smooth closure of deals thereby optimising value and mitigating risks. With a primary focus on business acquisitions, private equity, and venture capital investment transactions, the transactional advisory as a practice area at Ahlawat & Associates is witnessing exponential growth.

Ahlawat & Associates stands at the forefront of innovating structures and developing innovative frameworks thereby streamlining complexities that are inherent in cross-border and domestic transactions. Our track record proves us to be among the most effective and adept legal advisors for clients and multinational companies across various transactions such as business acquisitions, private equity investments, joint ventures, and debt restructuring etc.

Within our practice, our transactional advisory services cover a broad spectrum, addressing legal, regulatory, and compliance issues concerning both domestic and international investments. Leveraging our knowledge and extensive expertise, we maintain holistic control over every stage of a transaction, from term sheet to the successful closing of a transaction.

We, at Ahlawat & Associates, routinely counsel directors and executive officers of different corporations on diverse concerns related to corporate governance, business transactions, liabilities, disclosures, and more.

SCOPE OF OUR PRACTICE:

The extent of tasks involved in transaction advisory services may differ based on the individual requirements of the client, the nature of the transaction (such as acquisitions, private equity investment etc), prevailing industry practices, and the distinct legal and regulatory frameworks across various jurisdictions. However, broadly the scope of work in relation to transactional advisory shall cover the following:

- ✎ Structuring of the transaction upon assessing the needs, objectives and requirements of the client in relation to the said transaction in accordance with the applicable laws;
- ✎ Conducting a comprehensive and thorough due diligence, which involves scrutinizing financial, legal, operational, and commercial aspects of the transaction in order to identify potential risks, liabilities, and opportunities associated with the transaction.
- ✎ Advising on necessary regulatory and compliance requirements associated with the transaction;
- ✎ Drafting and finalising the transaction documents keeping in mind the nature of the transaction;
- ✎ Providing necessary support to the client in execution of the transaction by undertaking the requisite negotiation and coordination with the different stakeholders involved in the said transaction;
- ✎ Assisting the client in finalising required documentation for pre-closing, closing and post closing actions in accordance with the transaction.

MEDIA & ENTERTAINMENT

“

With the rapid advancement of technology in the past decade the of Media & Entertainment industry has gone through a tremendous transformation. Today, the entertainment industry disseminates content on a wide variety of platforms, which includes television, radio, social media, online streaming amongst others.”

A&A's media and entertainment team possesses immense experience in advising its clients in respect of motion pictures, television, internet and digital media content, animated content, music, celebrity management, artist management, influencers management, brand endorsements, influencer contracts, celebrity endorsements, publishing, content related contracts amongst others. The firm's team of media & entertainment lawyers work alongside clients to provide solutions within the legal and regulatory framework, advising on all aspects from incubation, production, development, publication to distribution through consultations, negotiations and agreements for employment, due diligence, publication and agency deals, performances, collaborations and derivatives. A&A offers assistance to both domestic and international clients on India's comprehensive entertainment, media and advertising laws and also provide advisory services on issues relating to gaming & sports.

SCOPE OF OUR PRACTICE:

- Pre-broadcast Counselling
- Contracts (Talent, Artist, Influencers, Director, Lead Artist, Music Director, Writer, Agency, Distribution, Syndication)
- Distribution, broadcast, syndication rights and deals
- Television format rights and script options and purchases
- Piracy & Fair Use
- Acquisition of pre-existing copyright works, like books, films, plays & others
- Format adaptations and format licensing
- Multi-media, digital and new technology services
- Intellectual Property issues including acquisition and management, digital rights management, copyright and designs law, moral rights, passing off
- Strategic alliances and partnerships, acquisitions and related agreements
- Dispute resolution, Arbitration and Litigation.

BANKING & FINANCE

“ *Ahlawat & Associates offers an extensive service portfolio of banking and finance services to lenders, advisors, borrowers, banks, financial institutions, businesses and others.* **”**

A&A has advised clients on a significant number of innovative and complex financial transactions and projects and is recommended by many international publications and ranking platforms for its exceptional work. The firm's strength lies in a focused, pragmatic strategy, powerful deal structure, fee transparency, highly effective technology-driven transaction management, complex negotiations and minimized execution risk.

We have advised clients on project finance, acquisition finance, structured finance, and securitization. The firm handles the entire spectrum of work including due diligence on the Borrowers, Promoters and Projects/Securities, structuring transactions, drafting term sheets and transactional documents, negotiations, and advising on the regulatory framework and related issues.

SCOPE OF OUR PRACTICE:

- Project Finance
- Debt Restructuring and re-financing.
- Acquisition Finance
- Regulation and Compliance
- Due Diligence on the investee, borrowers, promoters and projects securities
- Structuring transactions
- Drafting term sheets, transactional documents and negotiations.
- Real Estate Financing

INSURANCE LAW

Ahlawat and Associates is at the forefront of insurance law practice in India. With an unwavering commitment to legal excellence and a legacy of client-centric solutions, we understand the intricate landscape of insurance law in India. We understand the complexities and nuances of insurance law, and we pride ourselves on being a beacon of excellence in the legal insurance field. Established with a dedication to excellence, Over the years, our unwavering commitment to our clients and the pursuit of legal excellence has propelled us to the forefront of the industry.

We are trusted by numerous leading international insurers and re-insurers, as well as large Indian corporate groups in the insurance sector. In the past, we have assisted our clients on complicated and diverse insurance engagements. Our expertise includes the structuring and execution of market entry and exit strategies and insurance registration; high-value M&A transactions, including cross-border transactions; distribution arrangements, including bank-assurance arrangements and digital platforms; outsourcing arrangements; regulatory issues including liaising with the Insurance regulator; debt issuances; and high-value litigations/disputes.

We offer consultation across various areas of insurance law, including:

- Entry Options
- Licensing requirements
- Distribution Options
- Marketing Arrangements
- Reinsurance Arrangements
- Group Insurance Structures
- Healthcare & Wellness
- Regulatory Audits
- Regulatory Responses
- Reinsurance Arrangements
- Outsourcing & Servicing Arrangements
- Compliance Checklists

COMPANY SECRETARIAL SERVICES

“ Besides being a statutory requirement, the corporate secretarial services also help in guiding various body corporates through the changes and challenges of the evolving economy, eventually easing their managerial burden and allowing them to focus on operating their business in a fully complied way. **”**

A&A provides a comprehensive range of corporate secretarial and compliance services relating to setting up the operations of a corporate business entity including ‘Business Set-Up services’ and ‘Regular Compliance services’.

We provide end-to-end advisory services regarding the most suitable form of organization, based on the client's specific needs and objectives. From the incorporation and setting up of all types of companies to providing assistance with obtaining statutory approvals and licenses for commencing the business from local, municipal, state, and central government authorities, we manage it all for our clients.

Event-Based Compliance Services

We provide day to day advisory services for secretarial compliances to companies and LLPs on both ongoing and retainer basis

FEMA Related Compliances

We provide the services under FEMA to ensure due compliance of Foreign Exchange laws

WHY CHOOSE US

A&A adopts an approach that demands the highest levels of knowledge, technical skill, and service delivery, allowing us to provide accurate, reliable, timely, and cost-effective advice while maintaining international standards of excellence. We strive to create a bespoke approach for each client and their business, recognizing that every client has unique requirements and concerns. Working as a critical part of our clients' teams, we address their problems with the same dedication as if they were our own. We believe in tirelessly pursuing our clients' goals and objectives.

Transparency and predictability are key elements of our fee structure and legal costs. We understand that client relationships are built on trust and a sense of common purpose. Therefore, we prioritize delivering the best legal and business solutions, and our fee arrangements are tailored to the needs of the client, their goals, and the nature of the matter.

5+

Billion worth of corporate transactions handled last year

30+

Years of cumulative partner experience

90+

Presence and representations made in High Courts

200+

Clients assisted in setting up in India

KEY CONTACTS



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Practice Areas

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Employment & Labour Law Real
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Direct Investments, IT/ITES



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