


# MANI KANT MEHTA

9999008699  
✉ mk\_mehta\_99@yahoo.com   
www.linkedin.com/in/mani-m-4525896

A legal expert with over 30 years of post-qualification experience, who was recognized in the Legal500 GC Powerlist India 2018 as one of the Top 100 In-House Counsels, and has had the privilege of collaborating with industry-leading Organisations, is now eager to apply the insights and knowledge gained from leaders in the Advertising, FMCG (Food & Beverages), FMCD (Electronics & Footwear), and Healthcare sectors.

## SKILLS


- Demonstrating **leadership** through guidance and mentorship, fostering the growth of team members.
- Exhibiting strong **communication skills** to facilitate effective and seamless coordination between diverse support functions and business units.
- Crafting **strategic approaches** during legal proceedings to safeguard the Organisation's interests.
- Proactively engaging in **preventive measures** by anticipating potential risks and providing advisory support.
- Bringing **innovative thinking** to the table, acting as a game changer by approaching challenges with unconventional solutions.
- Implementing **damage control** strategies to minimize further exposure and mitigate situations to the fullest extent possible.

## WORK EXPERIENCE

  
DS Group  
Dharampal Satyapal Limited  
July 2021 ~ till date  
Industry : FMCG (Food & Beverages)


Head - Legal  
(HR Designation – Vice President)

- Leading a prominent Indian conglomerate comprising diverse sectors such as Food Products, Spices, Confectionery, Beverages, Hospitality, Luxury Retail, News Channel, and Agriculture Industry.
- Holding a senior management role with direct reporting to the Director (Board Member), and orchestrating seamless coordination across all management tiers, departmental heads, plant leaders situated across multiple locations in India, and business heads of affiliated group companies.
- Offering strategic guidance to group companies on brand management, including renowned brands like **Rajnigandha, Tulsi, Catch** (Spices & Water), **Pass Pass**, and overseeing franchised establishments such as **Radisson Blu, Crowne Plaza, Holiday Inn & Manu Maharani Hotels**. Additionally, advising on enterprises like **Prive Luxury Retail, Grand Venice Mall, Birthright and Luxury Brands**.

  
Legal Consultant  
April 2020 ~ June 2021  
Industry : Legal

Freelancer

- Providing Legal Consultancy on Assignment basis.
- Independent, Chamber Practice of Law.

  
**Varun Beverages Limited**  
February 2018 – March 2020  
Industry : FMCG (Food & Beverages)

**Head - Legal**  
(HR Designation – Asstt. Vice President)

- An Organisation holding the esteemed position of India's leading bottler, ranked as the second-largest bottler globally.
- Functioning as a senior management executive, directly accountable to the Group CFO cum President. Responsible for facilitating seamless coordination across all management tiers, departmental leaders, plant heads located at 32 sites across India, and business heads of affiliated group enterprises.
- Providing guidance to subsidiary operations in Nepal, Sri Lanka, Morocco, Zimbabwe, and Zambia.
- Offering strategic counsel to group companies managing an array of prominent brands, including **Pizza Hut, KFC, Costa Coffee, Creambell, Nike, DPS Schools, MMI Schools, Jmart Retail Stores, Cryoviva Stem Cell Bank, and Cocoon Hospital.**

  
**Relaxo Footwears Limited**  
August 2016 – January 2018  
Industry : FMCD (Footwears)


**Head – Legal**  
(HR Designation – General Manager)

- A Company holding the distinguished title of India's foremost footwear brand within the Multi-Brand Outlet (MBO) framework.
- Occupying a senior management role, directly accountable to the Chief Financial Officer (CFO), and actively facilitating coordination across all management tiers, departmental leaders, and plant heads situated at 8 locations across India.

  
**CGC Partners**  
August 2015 – July 2016  
Industry : Legal


**Advocate**  
(Private Legal Practice)

- Doing Chamber Practice and providing back office support for a Law Firm.
- Involved in business procurement, drafting & vetting and preparing for legal filing in various Courts/Forums/Tribunals.

  
**Fortis Healthcare Limited**  
June 2013 – July 2015  
Industry : Healthcare

**General Counsel - India**  
(HR Designation – General Manager)

- A frontrunner in India's healthcare domain.
- Holding a senior management role, directly reporting to the Group General Counsel – Global. Spearheading coordination across all management tiers, departmental leaders, Facility Directors, Medical Superintendents, Doctors, and Super Specialists within hospitals spread across India.

  
**LG Electronics India Pvt. Ltd.**  
July 2002 – April 2013  
Industry : FMCD (Electronics)

**Head - Legal**  
(HR Designation – Deputy General Manager)

- Spearheading India's premier brand in consumer electronics.
- Occupying a senior management role, directly accountable to the Vice President - HR&MS, while orchestrating coordination across all management tiers and diverse departmental leaders. Also maintaining a dotted reporting line to the Global General Counsel based in South Korea, the company's headquarters.

**Perfetti Van Melle India Pvt. Ltd.**  
**August 2000 – June 2002**  
**Industry : FMCG (Food)**



**Sr. Executive - Legal**

- Holding the top position globally in the production of hard-boiled confectionery items.
- Fulfilling a middle management role, with direct reporting to the Head Legal (Director) and active collaboration with diverse departments within the organization.

**Selvel Media Services Pvt. Ltd.**  
**August 1994 – July 2000**  
**Industry : Advertising (Outdoor)**



**Manager - Legal**

- Leading the outdoor advertising industry in India.
- Occupying an entry-level position, reporting directly to the General Manager (Marketing) and collaborating closely with different departments within the organization.

**Independent Lawyer**  
**January 1993 – July 1994**  
**Industry : Legal**



**Advocate**

- Enrolled as Advocate and Practiced in Delhi High Court & Distt. Courts of New Delhi.

## **CAREER HIGHLIGHTS**

### **Litigation Management**

- Proactively preventing disputes and safeguarding the organization's rights:
  - Successfully challenged the DMC Act for Outdoor Advertising, leading to the development of new guidelines in collaboration with the Approval Committee.
  - Effectively defended against allegations of under capacity in Frost Free Refrigerators.
  - Facilitated resolution of disputes between LG & Samsung through the execution of a Memorandum of Understanding (MoU).
  - Pioneered the challenge within the Consumer Electronic Industry against the applicability of the former Weights & Measures Act (now recognized as the Legal Metrology Act) in relation to the sale of consumer durable home appliances.
  - Strategically managed cases related to Food Adulteration, resulting in favorable outcomes including acquittals and discharges.

### **Contract Management and Negotiations**

- Safeguarding the organization's rights and interests, optimizing commercial outcomes, and ensuring contract standardization and execution through the utilization of standardized templates:
  - Introduced a comprehensive Contract Approval process alongside an Authorisation Matrix.
  - Spearheaded the implementation of a fully automated Contract Management process, marking the first subsidiary of LG Electronics to adopt such advanced automation.
  - Acknowledged by the ICC Board for Contract Negotiation of the ICC World Cup Contract.
  - Skillfully negotiated with prominent entities including Walmart, Reliance, Carrefour, DuPont, DLF, and Accenture, among others.
  - Conducted adept negotiations for Modeling Agreements with distinguished personalities such as Sourav Ganguly, Salman Khan, Akshay Kumar, Shahid Kapoor, and more.

### Intellectual Property Rights Management

- Encompassing activities to safeguard the brand, maintain a comprehensive IP inventory, undertake IP registrations, initiate infringement actions, and drive IP commercialization:
  - Developed a strategic approach for a contested Design Infringement case concerning Refrigerators, resulting in a successful defense.
  - Effectively challenged a Dual SIM Cards Patent in the context of GSM Mobile Phones.
  - Crafted guidelines to determine suitable scenarios for the Challenge of IP registrations, whether in an aggressive or defensive context.

### In-house Legal Advice

- Providing guidance on legal updates, evolving legal stances, and precautionary measures:
  - Offering comprehensive legal counsel on all matters related to business operations.
  - Crafting strategies for marketing campaigns, product launches, and reviewing and endorsing advertisements.
  - Initiating and responding to legal notices.
  - Effectively repelling Legal Metrology Notices, prompting the department to withdraw them.
  - Advising on, strategizing, and successfully addressing Dual Pricing issues.
  - Extensive involvement in advising and strategizing during the development of Policies, Approvals, and Standard Operating Procedures (SoPs) for various departments, ensuring the integration of compliance checklists and thereby minimizing potential risks and exposures.

### Compliance Advisory

- Implementing preventive measures to mitigate risks:
  - Aiding in the interpretation of ambiguous aspects of relevant laws, facilitating informed decision-making for the organization.
  - Providing guidance to the Internal Audit Department and Risk Management Team, addressing inquiries related to potential non-compliance within various departments.
  - Curating and maintaining a Management Information System (MIS) to track licenses and approvals.
  - Conducting monthly reviews with stakeholders and top management to ensure ongoing compliance oversight and alignment.

### Risk Management

- Directing comprehensive risk management endeavors, encompassing both risk assessment and litigation management:
  - Orchestrating a smooth business transfer through the acquisition of 9 PepsiCo plants into Varun Beverages Ltd.
  - Providing strategic advice on various business modules.
  - Ensuring strict adherence to the guidelines and stipulations of Anti-Trust and Competition Laws.
  - Analyzing scenarios prior to and subsequent to disputes, and offering advisory guidance tailored to each situation.

## ----- LEGAL COMPETENCIES -----

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|---|--|
| • Led and directed the Legal department, overseeing a team of legal professionals.  | • Established a robust compliance framework, ensuring adherence to regulatory standards and industry best practices.                       |
| • Provided expert counsel to the management team on a wide range of legal issues, ensuring alignment with business goals. | • Conducted thorough reviews to ensure compliance with regulatory requirements, maintaining a proactive approach to legal risk management. |
| • Managed relationships with external counsels and law firms, optimizing legal support and enhancing overall efficiency.  | • Offered insightful guidance on corrective and preventative measures to address legal risks and challenges.                               |
| • Skillfully drafted, reviewed, and negotiated complex commercial agreements and transactional documents.                 | • Implemented comprehensive training programs to educate team members on legal matters, policies, and procedures.                          |

#### ----- RECONGNITION & AWARDS -----

- Appointed as the Legal Consultant for Delhi Outdoor Advertisers' Association, while working with Selvel.
- Featured in GC Powerlist India 2018 for the Top 100 In-House Counsel by Legal500.com

#### ----- EDUCATION -----

<b>Dip. I.R.P.M</b> 1994 – 1995	Bhartiya Vidya Bhawan New Delhi, India
<b>Bachelors of Laws</b> 1989 – 1992	Meerut University U.P. (India)
<b>Bachelors of Arts</b> 1986 – 1989	Jamia University New Delhi, India
<b>XIIth (Commerce)</b> 1974 – 1986	Delhi Public School, Mathura Road, New Delhi, India

#### ----- PERSONAL DETAILS -----

<b>Gender:</b>	Male
<b>Nationality:</b>	Indian
<b>Marital Status:</b>	Married
<b>Birth Details:</b>	August, 1968
<b>Languages Known:</b>	English, Hindi and conversational Punjabi

**Mani Kant Mehta**