

Sarang Khanzode

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PROFILE SUMMARY

Diversely skilled, Common Laws qualified seasoned Corporate and Commercial Lawyer offering distinguished career in legal areas of Commercial Contracts, Risk Management and Legal Operations. Corporate Legal Counsel with over **18 years** of rational experience in legal analysis, litigation management, diverse legal agreements drafting, strategic legal advisory in risk evaluation and understanding operations and legal requirement. Proven skills encompassing diversified subject matters including Retail and Hospitality, Leasing, IPR, Franchises, Banking, Insurance, Mergers and Acquisitions and Litigation. Instrumental in strategic planning and policy to shape and enforce corporate governance.

Profound functional knowledge in negotiating and managing commercial contracts, dispute resolution & arbitration, commercial laws, civil and criminal laws. Instrumental in delivering practical and pragmatic legal solutions to mitigate legal issues while adhering to rigid guidelines. Proficient in negotiating and directing cross-border agreements. Extensive expertise in transactional law with demonstrated experience on contract drafting and reviewing. Acute research and analytical abilities, detail-oriented with capability to multi-task. Deadline-driven, prime mover steered by excellent interpersonal, leadership, presentation, stellar work ethic and problem-solving aptitude with the proficiency of using innovative ideas to provide insight for structural effectiveness.

PROVEN CONTRIBUTIONS:

Landmark Group

- Efficaciously crafted comprehensive **Standard Operating Procedure for Leasing**. Enhanced operational efficiency and knowledge on lifecycle of the lease agreement and its drafting, reviewing and negotiations technique with Landlord's and Mall developers across GCC and other countries.
- Resourcefully accomplished mergers and consolidations of companies into one entity in UAE and concluded the transfer and assignment of 600 store leases for the Group in UAE.
- Spearheaded successful implementation of a **Legal Operations Management System** for the legal department.
- Drafted and clinched the following policies and guidelines in collaboration with business and relevant teams: -
 - Return and Refund Policy.
 - Instant Earn and Burn Policy, Shukran Loyalty Program.

Reliance Life Insurance Company

- Successfully determined prevalent foreign direct investment deal (USD 750 M) with Asia's prime insurance entity Nippon Life Insurance Company.

ICICI Bank

- Recognized by leadership for recuperating NPA amount worth INR 80 Lakhs.

CORE COMPETENCIES

Contract Management • Litigation Management and Dispute Resolution • Risk Mitigation • Strategic Legal Advisory • Regulatory and Legal Compliance • Employment and Labor Matters • Team Management and Leadership • Customer Service Orientation • Negotiation Skills • Commercial Leasing • Intellectual Property Rights and Brand Protection • JV's and Merger/ MOU's • Banking Facility Documents • E-Commerce contracts • IT Contracts • Construction Contracts • Franchise and International Licensing Arrangements • Hotel Management Contracts

WORK EXPERIENCE

LEGAL COUNSEL | Landmark Group, Dubai

Dec 2011 – Present

Report to General Counsel and Tax Director and maneuver Legal function's strategy and drive change management to align defined objectives to achieve mission-critical outcomes.

Corporate Citations and Negotiations

- Perform corporate documentation, drafting and vetting of Contracts/ Agreements, legal transactions and eliminating legal risk.
- Drafting, vetting and negotiation of:
- **Lease Agreements** - Spearheading complete GCC and managing leasing contracts of more than 2000 stores in Middle East Region and Saudi Arabia including BOT Agreements, Leases, Warehouse Lease Agreements, Tenancy Contracts and License Agreements. {Dealt with Key Mall Developers: Majid Al Futtaim Group, Emaar Group, Nakheel Group, ALDAR, Al Futtaim Group, Saudi Arabia: Al Othaim Group/ Al Hukair Group for Group's Commercial Leasing}
- **E-Commerce Contracts** - Listing Agreements, Market Place Agreements, Delivery Partnership Agreements, Consignment Agreement and other business Agreements for E-Com business.
- **Banking Agreements**- Banking Facility Documents, Long Term Borrowing Agreement, Short Term Borrowing Agreements, Credit Facility Agreement, Security Agreement, Cash Pick up & delivery Agreement, Bank Facility Letter, Guarantee Letter
- **Franchise and International Licensing Agreements** (International Brands): Master Franchise Agreements, Area Development Agreement, International Supply and Management Agreement, Unit Franchise Agreement. {Led Franchise and International Licensing for Kappa, Candy Cakes, Yours London, New Look, Koton, Lipsy, Rees, Steve Madden, Kurt Greiger, Aerosoles, Ecco, Kazar etc.}
- **Procurements Contracts**, Distributions Agreements, Sale and Purchase Agreement, Supplier Agreement, Manufacturing Agreement, Retailer Agreement, License Agreement for various Brands

- **Media Management Contracts**, Marketing and Promotion Agreement, Advertisement Contracts, Sponsorship Agreements, Celebrity Contracts, Agency Agreements.
- **Commercial Contracts**: Share purchase Agreements, Share Transfer Agreements, Business Transfer Agreements, Joint Ventures and MoU's
- **Construction Contracts** including Letter of Acceptance, Letter of Intent, Contractors and Architects Agreement, Design and Development Agreement, Consultancy Services Contracts (Design and supervision), Project Consultancy Contracts, FIDIC based Contracts (Main contractor and sub-contractor)
- **IT Agreements** like Outsourcing Agreement, Software Licensing Agreements, Master Service Agreements, and Consultancy Agreements with various vendors for the Group
- **Supply Chain Contracting**, Logistics Agreement, 3PL and Procurement Agreements for the Group.
- **Employment Contracts**: Consultancy Contracts, Retainership Contracts, Recruitment & Hiring Contracts, Manpower Requirement Contracts, Engagement Letters.
- **Hotel Management Contracts**, Operating Agreements, Delivery Services Contracts
- **Services Agreements**, Integrated Facility Management Contract, Property Management Agreements, Vendor Contracts, Security Services Contracts, Annual Maintenance Contracts, Transportation Contracts Non- Disclosure and Confidentiality Agreements.
- Conceptualized and created contracts for Group's Hotel, Hospitality, Leisure, Fitness and entertainments business.

Comprehensive Corporate Legal Advisory

- Assist in evaluations and conducted systematic due diligence for all deals and transactions and developed and implemented apposite risk-mitigation strategies in relation to Retail and Hospitality business of the group across GCC and South East Asia.
- Proactively identify legal risks and formulate strategies for minimizing them.
- Advisory on a wide range of laws including corporate laws, Tenancy laws, intellectual property laws etc.
- Conducting workshops and trainings in relation to relevant laws and legal best practices to various departments in the organization.
- Advice management, performed legal analysis, and assure compliance with national and international regulations.
- Provide legal support to business and procurement teams in contract structuring, preparation and negotiation.
- Contribute in the development and execution of strategies to enhance the contract management practices.
- Provide the company and its group companies with accurate and creative advice on various aspects of the laws and regulations applicable for Retail and Hospitality business.
- Conceptualized and created contract templates and business process checklists that facilitate transaction resolution and closure.
- Lead the registration of trademarks and its renewals and all legal and relevant litigation work.
- Liaise abreast of all new and proposed legislation in GCC and other jurisdictions where the company is trading.
- Review and provide recommendations on policies and procedures.

Litigation Supervision

- Advise and liaise with management personnel, government agencies and outside counsel on all legal issues.
- Monitor Dispute Resolution Portfolio including litigation and arbitration for the Group including rent disputes committee and DIFC Arbitration.
- Liaise and advise external lawyers with regards to litigation and arbitration requirements.
- Review progress on litigation and arbitration (DIAC and DIFC) matters and update management regularly.
- Oversee efforts to proactively identify and mitigate legal exposure and litigation costs.
- Draft and finalize notices, replies, written submissions for litigation/arbitration.
- Maintain Case Status, records and preparation of executive reports etc.

SENIOR MANAGER - Legal | Reliance Life Insurance Company Ltd. Mumbai

May 2008 – Dec 2011

Highlights

- Managed a team of 6 lawyers including Pan-India Dispute Resolution for the company before various judicial and regulatory forums.
- Led and concluded the deal with India's largest foreign direct investment in the financial services with a strategic tie up with Asia's largest insurance entity Nippon Life Insurance Company with a deal size of USD 750 Million.
- Instrumental in administering and concluding the shareholder and share subscription agreement for the deal, conducted due diligence, legal diligence, documentation, consulting and more.
- Undertook a project to develop legal knowledge sharing forum and repository.

Responsibilities

- Performed drafting and vetting of replies to:
 - Consumer complaints, affidavits, written statements, writ petitions, review petition, appeals, SLP, revision, applications and managed the same till its disposal.
 - Agreements related to business, LOI's and MOI's, Vendor Management such as Broker Agreement, Channel Development Agreements, Referral Agreement, Service Provider Agreement (SLA), Non Disclosure Agreements, Outsourcing Agreements, Collection In-charge Agreements, Lead Generation Agreements, Consultancy Agreements, Agency Agreements, Lease/ Leave and License Agreements.
 - Legal notices on behalf of customers, escalated senior management complaints, replies to insurance ombudsman, replies to insurance regulatory authority and replies to daily correspondence sent by customers.
 - Drafting, preparing and filing of appeal against the order of district forum in consumer disputes redressal state commission and handling the same till its disposal.
 - Legal cases filed by various customers, third party against the Company and its Board at Supreme Court, National Commission, State Commission, Consumer Courts, High Courts, Civil and Criminal Court and other statutory authorities.

- Cases escalated to Senior Managements, complaints filed with Regulatory Authority (IRDA), Insurance Ombudsman, managed critical legal cases and ensuring timely closure.
- Led fraud cases and initiated criminal proceedings by lodging FIR with the help of Law Enforcement Machinery.
- Coordinated with government authorities for matters related to Cess assessment, Property tax, Signage (illuminated sign board).
- Managed HR related cases such as issuing show cause notices to employees.
- Conducted training programs and ensured compliance and adherence of legal process.

ASSISTANT MANAGER - Legal | ICICI Bank Limited, Mumbai, India

Jul 2006 – May 2008

- Directed PAN India legal cases both by and against, by various customers, statutory authorities, and third party.
- Recognized for recovering NPA amount worth INR 80 Lakh.

LAW FIRM AND COURT EXPERIENCE

Jun 2000 – Jul 2006

M/s Paras Kuhad and Associates, Mumbai, India-Jr Associate

Jul 2005 – Jul 2006

Little and Co. Advocates and Solicitors - Professional Associate Mumbai, India

Jan 2005 – Jul 2005

M/s MV Kini and Co., Advocates and Solicitors as an Advocate

Mar 2004 – Jan 2005

Jr. Lawyer, Mr. Anand Parchure, Senior Advocate, High Court Bombay (Nagpur)

Jun 2000 – Mar 2004

LEGAL PRACTICES

- Expertise in DRT and 138 matters for The Bank of Rajasthan Ltd., State Bank of India, Bank of Mysore, Bank of Allahabad, Bank of Maharashtra, and dealt in civil, criminal, labour, consumer, section 138 of Negotiable Instruments Act.
- Managed summary suits, company petitions, DRT matters, criminal matters including bail and anticipatory bail applications in High Court and Sessions Court.
- Drafted:
 - Suits, plaint, summary suit, written statement, Writ petitions under article 226/227 of the Constitution (both original and appellate side), and criminal writ petitions u/s 482, cr. PC, criminal applications, application for discharge of Directors, notice of motion, chamber summons, chamber order.
 - Petitions – arbitration petition, petition for challenging award, petition for appointment of arbitrator u/s 11 and 34, notice invoking arbitration clause, claim statement, written statement, original applications, interim applications, application for intervention, affidavits, appeals, revisions, review petitions, application for setting aside order, written submissions.
 - Pleadings, notices and agreements, client and counsel coordination.
 - Documents, leave and license agreement, power of attorney, agreement to sell, sale agreement and documents, deeds and pleadings.
 - Appeared in all Courts (High Court/ City Civil Court/ Sessions/ Small Causes Court/ Fast Track Court/ Magistrate Court/Consumer Court – District/ State) both original and appellate side at all stages (institution, interim, final hearing/ trials).

COURT APPEARANCE and PRACTICE

Appeared:

- Before High Court Bombay and Supreme Court of India and assisted senior counsel in some of service matters.
- Managed and argued cases for final hearing in High Court Bombay.

Conducted:

- Trials, Cross Examination Labour and Industrial Court at Mumbai.
- City Civil Court, Consumer and State Commission, Debts Recovery Tribunal, Mumbai.

EDUCATION

- Bachelor of Law (LLB) Government Law College, Nagpur, India

PERSONAL INFORMATION

Date of Birth: 2nd June 1977

Languages: English, Hindi and Marathi

Preferred Location: UAE/Oman/Bahrain/Qatar/Kuwait/KSA/ India/Singapore/Malaysia

Driving License: India and UAE

Visa Status: Residence

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