



Sindhuja Kashyap

Partner

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Areas of Practice:

Corporate & Commercial
Employment Laws
E-Commerce
Banking & finance

Education:

B.A/LLB, School of Law,
Christ University,
Bangalore

Affiliations:

Saket Bar Association

Sindhuja primarily focuses on corporate laws, general commercial contracts, TMT, statutory and regulatory issues, banking laws, labour and employment laws. She has intensive experience in e-commerce and information technology sector.

Representative Clients

Some of the clients that Sindhuja advises include MagicBricks, IATA, Citibank, Standard Chartered Bank, OLX, GlobalLogic, Leverages, Chameleon, Turkish Airline, General Insurance company, Ecom Express, etc.

Labour/Workmen/Employees –

She has extensively advised clients on various issues relating to termination of employee and benefits thereafter, Labour Identification Number, disputes arising out of employment agreement, transfer of employees upon merger and acquisitions and various compliances customised as per establishment. She has also conducted Domestic Inquiry for various clients. She has advised clients on handling of POSH cases and has also been a member in the POSH committee for multinational companies. Assisted clients in connection with employment contracts of managerial level employees and consultants.

E-Commerce –

Advised various clients on data protection laws and grievance redressal for websites. Advised various PPIs on compliances for their platforms. Reviewed policies for websites including but not limiting to term of use, privacy policy, laws on returns and refunds etc. Advised clients on intermediary guidelines and their liabilities and obligations.

Banking –

Advised various financial institutions on drafting of security documentation, advising on enforceability of security and inspecting title of such security.

Commercial Contracts –

Drafted and reviewed various types of commercial contracts including Shareholders Agreements, Share Subscription Agreements, Share Purchase Agreements, Escrow Agreements, Business Support Service Agreement, Consultancy Agreement, Cooperation Agreement, Lease Deed, Master Franchise Agreement, Franchise Agreement, Design and Fit out Agreement, Design PMC Services Agreement, HR Outsourcing Agreement, Employment Agreement, Toll Manufacturing Agreement, Factory and machinery purchase agreement, Settlement Agreement etc.

Corporate Litigation –

Assisted clients in cases for oppression and mismanagement before NCLT. Assisted and represented clients before RoC for proceedings under Section 206 of the Companies Act, 2013.

Relevant Recent Experience

- Advised OLX on various licenses and registrations as required for their shops.
- Assisted JCI on Single Brand Retail Trading and procuring clarification from DIPP
- Assisted JCI in procuring OSP license
- Assisted Client in incorporation, applying for various statutory registrations including but not limited to PAN, TAN, VAT, import export code, professional tax, trade license, shops and establishment license etc.
- Assisting MagicBricks in conducting various due diligence on proposed real estates on pan india level
- Conducted various due diligences on potential target companies for the purpose of investment, acquisition/mergers. and specific due diligences pertaining to labour law compliance, statutory and regulatory compliance
- Conducting legal audit for banking companies
- Reviewed and negotiated various lease deeds, leave and license agreements.

Conferences, Seminars & Publications –

- Presented a paper on “Contribution of Judiciary in Patent Law” in UGC sponsored National Seminar on Ever Greening of Patents (Patents v. Patients), Chanakya National Law University, 2013
- Presented paper in National Seminar on “Society, Governance and Police: India in the Post Millennium Period”, Department of Political Science, Kalyani University, Kolkata, 2013.