

#KConnect

News for, and, of Khaitan Alumni

NCR-NOIDA Office

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GURUGRAM
OFFICE

OUR FIRST SATELLITE OFFICE: GURUGRAM

We are thrilled to announce that the Firm has opened its first satellite office in Gurugram, making it our third office premises in the NCR region.

Ever since the Covid-19 pandemic reshaped the traditional landscape of working, the Firm has made constant efforts to embrace the new normal and pave the way for remote and hybrid working. The state-of-the-art satellite workspace is yet another affirmation of our commitment to offer our members solutions that optimise their time and efficiency.

The Firm will always be receptive to the evolving needs of our members and providing them a safe and conducive environment. We hope that the satellite office in Gurugram will offer our members in the NCR considerable flexibilities and a fulfilling work experience.



Our satellite office in Gurugram

PROMOTIONS & RECRUITMENT

As our partnership and senior leadership pool continues to grow, the Firm inducted 21 lawyers to its partnership and also promoted 11 lawyers to Counsel, across offices, as part of the annual leadership promotions announced on 31 March

2022. We are pleased to note that of these 32 promotions, 9 comprise female lawyers and hope to see more women in leadership roles as we continue to grow as a firm.

We are also thrilled to welcome Anshuman Sakle (*Partner, Anti-trust and Competition*), Bhavin Vora (*Partner, Corporate*), Prateek Desai (*Partner, Corporate*), Hiten Kotak (*Executive Director, Direct Tax, Private Client and Corporate Restructuring*), Kartikey Mahajan (*Partner, Disputes and Litigation*), Sahil Shah (*Counsel, Investment Funds*) and Shikhar Kacker (*Counsel, Investment Funds*) as senior legal members of the Firm. We are happy to announce that Rohit Shukla has joined the Firm as Chief Digital Officer and Abhishek Sanyal has joined us as the Chief Risk, Audit & Compliance Officer.

Khaitan & Co. Announces 32 New Leadership Promotions 2022

PARTNERS

- Aakash Bajaj, Dispute Resolution, NCR
- Aayush Mohata, Capital Markets, Mumbai
- Aishwarya Naggal, Corporate, Mumbai
- Chirayu Chandani, Capital Markets, Mumbai
- Ganapathy M S, Dispute Resolution, Bengaluru
- Kshittij Bishnoi, Real Estate, NCR
- Mayank Jain, Indirect Tax, Mumbai
- Mayuri Tiwari, Dispute Resolution, Bengaluru
- Nayantara Kuttly, Corporate, Mumbai
- Nikhil Jhunjhunwala, Corporate, Kolkata
- Nitish Goel, Corporate, NCR
- Oishik Bagchi, Capital Markets, Mumbai
- Prashanth Ramdas, Banking & Finance, Bengaluru
- Prithvijit Gangopadhyay, Corporate, Kolkata
- Priya Singh, Dispute Resolution, NCR
- Purvi Minawala, Corporate, Mumbai
- Riya Bhattacharjee, Banking & Finance, Mumbai
- Sanchit Agarwal, Corporate, NCR
- Shourya Sengupta, Corporate, Kolkata
- V V V Sastry, Dispute Resolution, Kolkata
- Vidur Sinha, Corporate, Mumbai

COUNSEL

- Krishnendu Sen, Banking & Finance, Mumbai
- Hetal Thakkar, Corporate, Mumbai
- Vinita Choudhury, Corporate, Mumbai
- Raghav Bajaj, Direct Tax, Mumbai
- Jhnook Roy, EIR, Mumbai
- Rohit Jayaraman, Investment Funds, Mumbai
- Nikhil Ranjan, EIR, Mumbai
- Prateek Bhandari, EIR, NCR
- Onkar Sharma, Indirect Tax, NCR
- Prabal Mehrotra, Litigation, NCR
- Shobhit Chandra, TMT, NCR

Partner and Counsel Promotions 2022

KEY CLIENT ENGAGEMENTS

We value the importance of client building and remain committed towards strengthening relationships and building new ones. Our Partners have conducted several webinars, focusing on a wide array of topics including:

- ‘Navigating Power Structures and Governance Issues’ conducted in collaboration with IVCA by Vinati Saraf (*Managing Director & CEO, Vinati Organics*), Ankur Khurana (*Managing Director (Corporate Commercial and Institutional Banking), Standard Chartered*), Harjot Dhaliwal (*Principal (Tech Team), Apex Partners*), Nisha Poddar (*M&A Market Editor, CNBC-TV-18*) and our Partners, Rabindra Jhunjunwala and Nidhi Killawala;
- ‘Critical Risks in Cross-Border M&A into India’ conducted by our Partners, Rajat Mukherjee, Bhavik Narsana, Karun Cariappa, Anshuman Sakle, Monika Srivastava and Executive Director, Hiten Kotak;
- ‘Digital Economy’s Monthly Legal Digital Round-Up’ conducted in association with US India Business Council and by our Executive Director, Arshad Khan, Partners, Supratim Chakraborty and Nishad Nadkarni, and Counsels, Achint Kaur and Shobhit Chandra;
- ‘Investing in India: How to Successfully Navigate a Complex Legal and Regulatory Landscape’ conducted in collaboration with Association of Corporate Counsel, by Rashna Patnaik (*General Counsel – North America WNS Global Services*), Bjarne Tellmann (*General Counsel, Haleon*) and our Partners, Rajat Mukherjee, Sharad Moudgal and Prasenjit Chakravarti.



Snapshot from the event hosted in collaboration with IVCA

DIVERSITY & INCLUSION INITIATIVES

#TogetherWithPRIDE

Each year we celebrate Pride month by hosting a number of activities that encourage people to openly discuss issues surrounding LGBTQ+ inclusion and on being effective allies. In 2022, we ran extensive awareness building campaigns internally and externally.

As part of our Pride month celebrations, our Partner, Purti Minawala, hosted Gowthaman Ranganathan (*Ph.D. Researcher, Brandeis University*) and Angel Queentus (*Founder, Jaffna Transgender Network*) to discuss their experiences and ideas for fostering an inclusive workplace. We also organised a session facilitated by a trans woman – Rayyan Monkey, on what it means to be queer-inclusive and a meaningful ally to LGBTQ+ people in the workplace and beyond. We released snippets on select case laws to create awareness about rights of the LGBTQ+

community and to demonstrate the Firm's solidarity and support.



SAVE THE DATE | FIRESIDE CHAT | 24 JUNE



Purti Minawala



Gowthaman Ranganathan



Angel Queentus

Fireside chat hosted by our Partner, Purti Minawala with Gowthaman Ranganathan and Angel Queentus

We also published articles and ran quizzes on LGBTQ+ spectrum and allyship. We organized a "Watch and Discuss" series where our members viewed two episodes of the Netflix series Heartstopper, a show based on the LGBTQ+ community, and discussed their thoughts on what they learnt from the situations and characters portrayed.



Interactive Session with Members of the Firm on 'Heartstopper'

Collaboration with She Breaks the Law

We won the 'Diversity and Inclusion Project of the Year' award from Asian Legal Business in 2021 for the Firm's collaboration with She Breaks the Law (SBTL). Our Partner, Tanvi Kumar, and our Associate Director, Sukanya Hazarika, were selected for the Class of 2021 Lead Lawbreakers by SBTL. SBTL is a global community of women leaders (#lawbreakers) passionate about transformation, innovation and collaboration in

the legal industry. We regularly host networking events with SBTL and also for law students who want to draw inspiration from this network.

Oxfam Trailwalker Virtual Challenge - #WalkInMyShoes

We partnered with Oxfam's Virtual Trailwalker 2022 event in the run up to International Women's Day. The Oxfam Trailwalker Challenge is India's biggest walkathon for a cause. Funds raised from participants are used by Oxfam India towards uplifting women and children through education and livelihood missions. 27 members of our Firm together walked over 1200 kilometres for equality in support of Oxfam's efforts. Members continuously encouraged each other to complete the challenge and are looking forward to the next edition of this event.



Khaitan & Co - Oxfam Trailwalker Challenge

Campus Engagement

In collaboration with Himmat, an initiative of run by the students of The West Bengal National University of Juridical Sciences, (NUJS) to increase awareness on anti-sexual harassment laws, the Firm organised an essay competition around the themes of PoSH, inclusion of queer identities in Indian sexual harassment law, recognition of disabled community in sexual

harassment laws and more. The winners of the competition will be offered an internship at the Firm.

In August, our Partner, Nandini Khaitan, spoke at an engaging panel discussion at the NUJS campus on the nuances of the implementation of PoSH at the workplace, the practical aspects of anti-sexual harassment laws and the evolution of PoSH over the last decade.

India Diversity Forum

Our Director, Priyancka Dastur and Associate Director, Sukanya Hazarika represented the Firm at an event organized by India Diversity Forum (IDF) and discussed the Firm's Diversity, Equity and Inclusion (DEI) best practices. We also contributed a brief write-up about the Firm's DEI best practices for the IDF's compilation of best practices. The book was launched in April at the India Diversity Conclave 2022 which was attended by some of our members.

A couple of our members also attended an IDF exclusive workshop on Generations at Workplace. Our association with IDF has, over the years, provided us with wonderful opportunities to garner emerging perspectives on DEI practices across organisations / firms and connect with professionals that are passionate about working in this space.

PARTNER AND COUNSEL INDUCTIONS

In April 2022 we conducted an orientation for 32 members who were promoted to Partner and Counsel. After 2 years of virtual inductions, this year, we were delighted to conduct these inductions at our Mumbai office in person.

We kick-started the programme with an informal session where a few of our Senior Partners, including Haigreve Khaitan conversed with our young Partners and Counsel over breakfast. Participants also had an engaging interaction with our Partner, Aakash Choubey, to understand 'Partner Standards'.

Tina Gosar, our Chief Financial Officer gave the participants a bird's eye view of Law Firm Financials. Priyancka Dastur, Director (Learning and Development), and Rabindra Jhunjunwala, our Senior Partner, engaged in a fireside chat where Rabindra shared his experiences and tips on how they could win clients and grow their business.



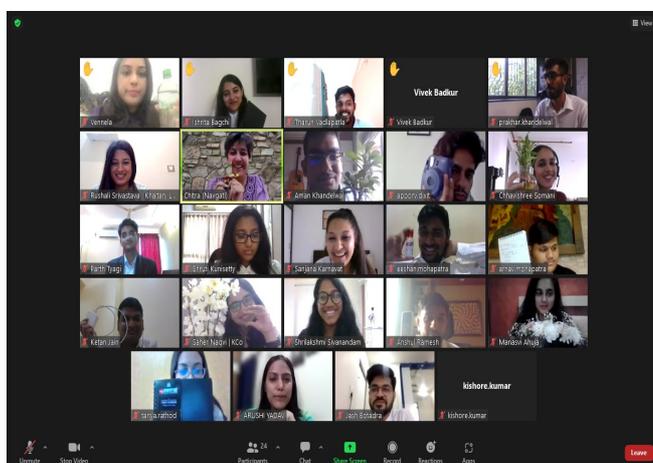
Snippets from our Partner and Counsel Inductions

As always Shital Kakkar Mehra, an Executive Presence Coach, conducted a workshop on 'Enhancing Executive Presence'. Participants role played client interactions presented their elevator pitches and attempted to make small talk.

This year we also invited Duc V Trang (*Managing Director, Major Lindsey & Africa*) for a masterclass on the 'Architecture of Professional Development' where he shared valuable insights on professional advancement for members in leadership roles.

CAMPUS BATCH: FRESHERS' INDUCTIONS

In June 2022 we welcomed our largest batch of freshers and conducted a week-long virtual orientation for 76 young, enthusiastic campus hires. About 2 weeks prior to the virtual orientation, we onboarded them through a mobile application where we shared snippets about the Firm, its initiatives while also engaging them in activities that allowed them to get to know each other.



Snippets from our Freshers' Inductions

The week-long orientation gave them an opportunity to interact with Partners to understand what they can expect as young associates, being trusted advisors and servicing clients.

They were also taken through sessions on the Firm's various processes, policies, and applications. We collaborated with Navigati, for a day-long 'Campus to Corporate' workshop which covered topics that would help our young associates navigate the initial days of their professional journey.

BESPOKE PRACTICE-SPECIFIC TRAINING:

BANKING & FINANCE AND DISPUTE RESOLUTION TEAMS

Our Banking & Finance Team attended a detailed course on 'International Debt Capital Markets'. This learning journey, which was spread across May and June, was facilitated by Debolina Saha Narayanan, a multilingual dual-qualified lawyer (England & Wales and India) and the Founder of Internship Bank. The course was co-curated with Debolina, and focused on helping participants develop working knowledge of the international debt capital markets space.

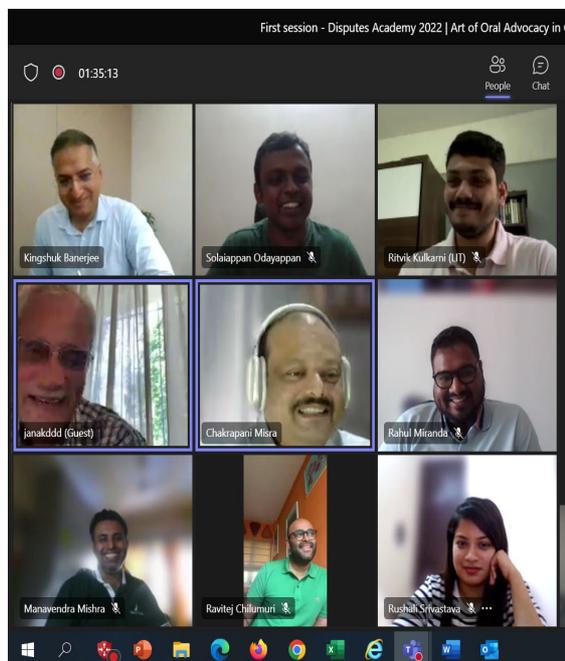


Members of our Banking & Finance Team attending the course on 'International Debt Capital Markets'

We also launched 'The Disputes Academy' in June 2022. A specially curated training programme, The Disputes Academy focuses on litigation trial and international arbitration for members of our dispute resolution practice. The training programme is divided into 5 sessions each on litigation trial and international arbitration trial, and will be covered across 10 months. The programme will culminate in a mock trial in June 2023 which will be a 2-day event. Senior partners in the disputes practice will be appointed as judges and provide feedback to mock trial participants.

The Disputes Academy was kickstarted in June 2022 by a Fireside Chat. Our Partner, Kingshuk Banerjee hosted Janak Dwarkadas, Senior

Advocate, and they discussed the art of oral advocacy in court litigation. In July 2022, our Partner, Kartikey Mahajan hosted Dipen Sabharwal, Senior Advocate, for a fireside chat on the art of oral advocacy in international arbitration.



Snippets from 'The Disputes Academy'

OTHER L&D INITIATIVES

Client Interaction and Communication

As part of our development and training initiative for our lawyers, we invited Claudia Winkler, a Harvard trained expert in Negotiation and Communication Skills to run a series of workshops for us in August. Claudia has been working with us for the last 6 years and is officially empanelled as a trainer in this area with the Firm.

Intensive E-mail Writing Workshop for Allied Professionals

We collaborated with English for India and conducted an intensive e-mail writing workshop for allied professionals across various functions and levels. The workshop uses a blended approach of classroom sessions with activities / assignments on an LMS Platform. Prior to the workshop,

participants took a pre-assessment which assessed their proficiency in email writing. The training focused on understanding how to structure email, using the right tone and basic etiquette for formal communications.

Academia – Session on ESG with the Mahindra & Mahindra Legal Team

To make available our extensive body of expertise across practice areas, the Khaitan & Co Executive Education Centre – 'Academia' – continued its L&D initiative for members of the Mahindra & Mahindra legal team. A session on Environment, Social and Governance (ESG) was led by our Partners, Suhana Islam Murshedd, Divya Chaturvedi and Anshul Prakash. M&M being a forerunner in ESG amongst Indian MNCs, the session covered key material issues such as an overview of ESG reporting in India, understanding the ESG regulatory landscape in India and mitigation of risks from evolving ESG requirements.

LEGAL TRAINING GOES DIGITAL

We are pleased to announce that we launched our collaboration with 'myLearn' on 15 June 2022. This platform provides our members with courses that serve as quick refreshers on familiar areas and learn new areas of law, work, and business. Currently, associates from Corporate, Capital Markets, Competition, EIR and Funds practices have been provided with access to the platform. The initiative has been supported by Partners and has been well received by Associates, who find the courses quite useful.

AWARD FOR OUR EFFORTS ON THE L&D FRONT

We are thrilled to report that in June 2022, the Firm won the 'Evolution of L&D' Award at the Future of Learning and Development Summit 2022 hosted by UBS Forums. We aim to continue our attempts at providing high quality L&D avenues for our legal and non-legal members with renewed vigour.



Winners of the Evolution of L&D Award

ALUMNI IN FOCUS

Our alum Arun Scaria answers a few questions on his time at the Firm and his current role as an in-house counsel.

Q: You joined Khaitan in 2017 as a Senior Associate and moved on to join Tanglin Venture Partners in 2021. Describe your time at Khaitan.

Arun: Splendid! Khaitan offered me the ideal platform to evolve from a Senior Associate to a Partner. Even when I was allowed to lead transactions on my own, I always had the benefit of mentoring from senior partners. Special credit to the work culture at Khaitan that nurtures talent without pitting one against the other.

Q: After working at law firms such as Nishith Desai and Khaitan, what catalysed your move towards an in-house role?

Arun: Tanglin was a unique opportunity for me to be part of a founding team and establish legal and compliance functions from scratch in multiple jurisdictions. After 10+ years in private practice, I was keen to experiment with a new role.



How is your role at Tanglin Venture Partners different from your role at the firms you have previously been associated with?

Arun: As an external advisor, I was able to leave the options on the table for my clients to elect whatever worked best for them after measuring the commercial risks and benefits. As an in-house counsel, I have to make that election and live with the consequences. I am expected to gauge the practical implications of legal advice to enable my stakeholders to decide the best way forward.

Q: What would be the three basic differences that in your view, differentiate the role of a law firm legal practitioner and an in-house counsel?

Arun:

- (a) Law firm practice is high volume but limited scope work while the in-house role is low(er) volume but large scope/ ownership work.
- (b) In-house role frees you from external BD requirements, but we still need to work for internal visibility and networking.

(c) Fewer sleepless nights and more rest for my suits!

Q: Any memory that stands out vividly in your memory lane from your Khaitan days?

Arun: Flipkart – Walmart days! How the entire team worked efficiently to deal with crazy timelines and high-pressure deliverables.

MARQUEE TRANSACTIONS

In the M&A space, the Firm advised *INOX Leisure and its promoters* on the merger with PVR Limited, *Axis Bank* on its acquisition of Citibank's consumer wealth business, *Bandhan Financial Holdings led consortium* on their acquisition of a controlling stake in IDFC Asset Management Company and IDFC AMC Trustee Company, *Tata Realty and Infrastructure Limited* on setting up one of India's largest joint venture platforms with Canada Pension Plan Investment Board, *Abu Dhabi Investment Authority (ADIA)* on its investment in Aditya Birla Health Insurance, *IIFL Finance* and *IIFL Home Finance* on the minority investment by ADIA in IIFL Home Finance, *UpGrad* on its acquisition of Harappa Learning, and *Crompton Greaves Consumer Electricals* on its majority acquisition of Butterfly Gandhimathi Appliances.

On the PE front, the Firm advised *Advent* on acquisition of a controlling stake in Avra Laboratories Private Limited, *Brookfield* on its

Q: What is your advice for young lawyers and working professionals with long hours?

Arun: Take a deserving break whenever you can so that you do not burnout soon.

joint venture with Bharti Enterprises for prime commercial assets in NCR and Punjab, and *Everstone* on majority sale of their shareholding in *Sahyadri Hospitals*.

The Firm advised numerous clients including *TVS Credit Services*, *SBI Mutual Fund*, *NIIF Infrastructure Finance*, *Coöperatieve Rabobank U.A*, *Barclays Bank PLC*, *BNP Paribas*, *Jammu & Kashmir Bank*, *Housing Development Finance Corporation Limited*, *Karnataka Bank* and *Karur Vysya Bank*, *HDFC Limited*, *Altico Capital India* and *Catalyst Trusteeship* on various transactions relating to issue of debentures, refinancing investments, ECBs, grants of term loan and letter of credit facilities.

In the Capital Markets space, the Firm advised *Inox Green Energy Services* and *Inox Wind* on the proposed IPO of Inox Green Energy, *Axis Capital* and *JM Financial*, in relation to the proposed IPO of *Deltatech Gaming*, a real-money tech gaming platform and *Rakesh Gangwal and his family* on the sale of shares (via block deal) in InterGlobe Aviation Limited.

We would love to hear your feedback and views on the Alumni Newsletter or the larger KConnect alumni programme.

Please let us know by sending an email to alumni@khaitanco.com. For more information on the KConnect alumni programme visit our website.

AWARDS AND RECOGNITIONS

Our lawyers continue to receive accolades for their commendable service and relentless efforts – **Haigreve Khaitan** was recognized as *‘Corporate and M&A Lawyer of the Year’* at the Indian Legal Awards 2022, *‘Eminent Practitioner’* by Chambers & Partners High Net Worth Guide Rankings 2022, *‘Market Leader’* by IFLR1000 Rankings 2021 and one of the *‘Best Lawyers in Asia 2021’* by IFLR. He was also awarded *‘Commended External Counsel of the Year 2021’* at the In- House Community Counsels of the Year Awards.

Our Partners, **Bijal Ajinkya** and **Avnish Sharma** and Principal Associate, **Sathvik Ponnappa** were recognised as *‘Future Legal Leaders’* by IBLJ. Bijal was also recognised as a *‘Band 1 Individual’* by Chambers & Partners High Net Worth Guide Rankings 2022.

Our Disputes Partner, **Chakrapani Mishra** was selected as *‘Asia’s Super 50 Disputes Lawyers’* by Asian Legal Business while **Vanita Bhargava** won the *‘Best Environment Lawyer of the Year’* at the BW Legal Global Legal Summit and Legal Leaders Awards and was also recognised as *‘ALB Top 15 Female Lawyers in Asia’*.

Harsh Walia was featured as *‘Asia’s Top 15 TMT Lawyers’* by Asian Legal Business. **Manisha Shroff** was recognized in the list of *IFLR1000’s Women Leaders 2022*.

Our IP Partners, **Adheesh Nargolkar**, **Nishad Nadkarni**, **Smriti Yadav** and **Shailendra**

Bhandare were featured in ‘WTR1000 Featured Partners’. WIPR 2022 Leaders recognized Adheesh as *‘Patent Star’*, Smriti as *‘Trademark Star and Top 250 Women in IP’*, and Shailendra and our Principal Associate, **Sourav Dan** as *‘WPIR Leaders’*. **Adheesh** and **Shailendra** were also recognized as *‘IP Experts’* by AsiaIP. **Adheesh Nargolkar** was also recognized by IAM Patent 1000.

On the legal tech side, we are pleased to report that we were recognized as *‘Legal Innovator Law Firm’* at the 2022 ALITA Awards. **Shreya Vajpei** from our Innovations Group was featured as *‘30 Women Legal Innovators in Asia’* by Asia Law Portal.

We are thrilled to share that we were recognized as the *‘Best Overall Firm’* at the IBLJ Indian Law Firm Awards 2022, and *‘Best Indian Law Firm’* at the International Legal Alliance Summit & Awards.

We were also awarded the *‘India Tax Disputes Firm of the Year Award’* and *‘Impact Deal of the Year Award’* for the ReNew Power deal, at the ITR Asia -Pacific Tax Awards 2022, *‘Firm of the Year’* for our *Copyright Practice* by Managing IP Awards 2022 Asia Pacific, *‘Banking and Finance Law Firm of the Year’* and *‘Labour & Employment Law Firm of the Year’* at the 11th Annual Legal Era- Indian Legal Awards 2022.





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