



Vinay Joy

Partner

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Practices:

Corporate and Commercial
Employment, Labour and
Benefits
White Collar Crime

Education:

B.A. LL.B. (Hons.), National Law
School of India University,
Bangaluru (2005)

Professional Affiliations:

Bar Council of Karnataka

Sectors:

Defence
Ecommerce

Vinay Joy is a Partner in the Corporate and Commercial practice group in the Bengaluru office. His expertise lies in advising a wide variety of clients on M&A transactions, joint ventures, private equity / venture capital transactions, due diligence exercises and contractual matters.

Vinay is also a member of the Firm's Employment, Labour and Benefits practice and specializes in all aspects of contentious and non-contentious employment law matters including those arising as a consequence of business transfers and integration of acquired businesses. He regularly advises domestic as well as multinational clients on employment agreements, policies and employee stock option schemes (ESOPs) and also has considerable experience in advising companies and their promoters in carrying out internal investigations, sexual harassment investigations and domestic inquiries.

Vinay also serves as a member of the White-Collar Crime practice of the Firm and has been involved in carrying out investigations based on whistleblower complaints into breaches of the FCPA and the POCA, allegations of fraud and misconduct by senior officials and theft of confidential and proprietary information. Vinay also regularly conducts workshops to assist clients with compliance with anti-corruption laws.

Representative Matters:

In his areas of expertise, Vinay has represented and advised the following clients:

Mergers and Acquisitions:

- **Flipkart Limited** (and some of its shareholders) on the sale of a majority stake to *Walmart Inc.* for USD 16 billion. This is the largest M&A transaction in the Ecommerce space in India and amongst the largest ever in the world;
- **Jasper Infotech Private Limited (Snapdeal)** in its acquisition of *Freecharge.com* for approximately USD 400 million, which is the largest outbound acquisition in the Ecommerce space;
- **Volkswagen Group** on all Indian law related aspects of its significant investment in *Diconium*;



- **MLS Electronics** on the India leg of its global purchase of the general lighting lamps business of *Osram* for EUR 400 million;
- **IBM India Private Limited** in its acquisition of *Sanovi Technologies Private Limited*;
- **Cypress Semiconductor Corporation** on the India leg of its global level purchase of the entire IoT assets of *Broadcom Corporation, USA* (Broadcom) for USD 550 million;
- **FLIR Inc.** on all Indian law related aspects in relation to its worldwide acquisition of *DVTel Inc.* for USD 92 million; and
- **UST Global** on several of its acquisitions (whether shares or business) including those of - (i) *Xpanxion*; (ii) *SeviTech Systems*; (iii) *Moonraft Innovation*; (iv) *Pragmasys Consulting LLP*; and (v) *Kanchi Technologies*.

Employment Law Matters:

- **Apax Partners**, one of the world's leading private equity groups, on all employment law related matters in relation to their acquisition of *Healthium Medtech Private Limited* for USD 300 million;
- **Lam Research Corporation** on various matters including the drafting of employment agreements, review of employee policies, conducting training sessions and conducting domestic inquiries;
- **UST Global** on a range of matters including the drafting to employment agreements, employee transfer letters, employment termination documents and conduct of internal investigations; and
- **Ingersoll Rand** on various matters including on aspects under the Payment of Bonus Act, the Prevention of Sexual Harassment against Women at the Workplace (POSH) Act, drafting employee policies, drafting employment contracts and employee warning letters.

Publications and Presentations:

Vinay is a regular speaker on Indian Employment Law matters at the events conducted as part of the "Make in Mittelstand Programme" run by the Embassy of India, Berlin and has the following publications and presentations to his name:

- "Chapter 11 - India" - Chapter published in the *International Investigations Review*, 6th Edition, Nicolas Bourtin (Editor);



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- “Labour Law Issues Affecting Indian Subsidiaries” – Presentation made in Munich, Germany as part of the “Make in India Mittelstand” programme on 28 November 2017;
- “Employment Law Issues in India” – Article published on www.legallyindia.com on 25 July 2017; and
- “Decoding Labour Reforms” – Article published in Business World Magazine in June, 2015.

Recognitions and Accomplishments:

- Ranked as Employment Law Firm of the Year 2019 at the IDEX Legal Awards;
- Ranked Tier 1 for Employment & Labour Practice by Legal 500 Asia Pacific 2017 and 2018; and
- Highly Recommended by Asia Law Profiles.