



Srishti Ramkrishnan

Counsel

BENGALURU

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Practice/s

Employment, Incentives & Investigations

Education

B.A. LL.B. (Hons.), School of Law, Christ University, Bangalore (2014)

Professional Affiliation/s

Bar Council of Karnataka

Recognitions & Accomplishments

Recommended and key lawyer - labour and employment - Legal 500 Asia Pacific Rankings 2025.

Srishti Ramkrishnan is a Counsel in the Employment, Labour and Benefits practice group in the Bengaluru office. Srishti specializes in labour and employment laws and has extensive experience in working with both domestic and multinational clients on a wide range of employment matters.

These include preparing and negotiating employment contracts; drafting employee handbooks and policies; drafting non-disclosure and assignment of intellectual property agreements; managing contingent workforce, planning compensation and benefits; managing sexual harassment complaints, employee investigations and disciplinary inquiries; assisting with various aspects around recruiting, retaining and terminating employees in India including hand holding clients with senior management exits; and advising clients on day to day HR matters including competition and solicitation restrictions, severance payments, immigration laws, data protection and other employee benefits under state specific statutes.

Srishti plays a key role in leading complex investigations stemming from whistleblower complaints related to violations of anti-bribery and anti-corruption laws. She is adept at uncovering allegations of fraud, misconduct by senior executives, and the unauthorized theft of confidential and proprietary information, ensuring thorough and effective resolutions

REPRESENTATIVE MATTERS

In her areas of expertise, Srishti has advised and represented several prominent clients including:

Employment Law

- A leading company in the automobile sector on transfer of employees in relation to restructuring of its business;
- A multinational company on employee outsourcing, transfer documentation and severance payments where applicable;
- A major company in the information technology sector on employee separations, redundancies and disputes relating to the termination of employees;

- **An American multinational company** on various aspects of employment law in India including issues relating to non-discrimination, recruitment, maternity benefit, retrenchment and disciplinary action; and
- Various companies, including Advent, Blackstone, Cincinnati Bell, Dan Hotels, Flipkart, Go Jek, Goldman Sachs, Hudson's Bay Company, Koch Industries, Match Group, Microsoft, Ola, PhonePe Tesla, in relation to all types of employee related matters including the drafting of employment contracts, employee policies, ESOP schemes, termination of employees, transfer of employees, conducting domestic enquiries, POSH investigations and internal investigations.