



Vinay Joy

Partner

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Practices:

Employment, Labour and Benefits
Corporate & Commercial
White Collar Crime

Education:

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

Professional Affiliation:

Bar Council of Karnataka

Sectors:

Technology
Ecommerce

Vinay Joy is a Partner in the Employment, Labour and Benefits practice group in the Bengaluru office. He specialises 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.

Vinay 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.

He 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 advised and represented clients which include:

Employment Law

- **Apax Partners**, on all employment law related matters in relation to their acquisition of Healthium Medtech Private Limited for USD 300 million;
- **The Flipkart Group** on various matters including drafting of employment agreements for CXOs, review of employee policies and advising on issues under the CLRA;
- **UST Global** on a range of matters including the drafting to employment agreements, employee transfer letters, employment termination documents and conduct of internal investigations;
- **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;
- **Rolls Royce** on a successful appeal against an order



passed against it by the provident fund authorities for alleged miscalculation in the manner of payment of dues towards international workers; and

- Various companies, including **Airbus, Advent, Alitalia, Alstom, ARM, Brady Corporation, Bosch, Blackstone, Cincinnati Bell, Dan Hotels, Essilor Group, GEA Group, Go Jek, Goldman Sachs, IBM, Koch Industries, Match Group, Microsoft, NBC, Qualcomm, Toyota Financial, Traveloka, Tesla, Volvo, Yahoo!**, 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 arising out of whistleblower complaints.

White Collar Crime

- **One of the world's leading financial services companies** in a case related to the siphoning of funds by an Indian employee;
- A **leading European banking and financial services company** in conducting an internal inquiry on certain payments made with respect to third parties;
- A **multinational engineering and IT company** in a matter related to the theft of its confidential and proprietary data by a company set up by former employees; and
- **One of the world's leading providers of industrial induction heating processes** in a matter related to the theft of proprietary machine designs by former employees.

Publications and Presentations:

Vinay is a regular speaker on Indian Employment Law matters at the events conducted as part of the "Make in Mittelst and Programme" run by the Embassy of India, Berlin and has authored the following contributions:

- **"Chapter 11 - India"** -published in the International Investigations Review, 6th Edition, Nicolas Bourtin (Editor);
- **"Employment Law Issues in India"** -published on www.legallyindia.com on 25 July 2017; and
- **"Decoding Labour Reforms"** -published in Business World Magazine.

Recognitions and Accomplishments:

- Ranked Tier 1 for Corporate and M&A by Legal 500 Asia Pacific 2019;
- Ranked Tier 1 for Employment & Labour Practice by Legal 500 Asia Pacific 2017, 2018, 2019 and 2020;
- Ranked as Employment Law Firm of the Year 2019 at the IDEX Legal Awards; and



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