



TRAILBLAZERS

INDIA'S FINEST IN-HOUSE COUNSELS





The Indian Corporate Counsel Association (ICCA) is an association of in-house lawyers working in both public and private sectors.

Mr. Ashok Sharma FCI Arb, former General Counsel, MMTC Ltd. is the Founder President of ICCA.

One of its main focus areas has been to create a unique knowledge sharing and networking forum which brings together general counsels and law officers from all across the country.

Since its incorporation ICCA has been providing a platform to the Indian in-house community to discuss a plethora of relevant issues relating to the industry in the form of seminars, summits, roundtable discussions, policy debates and residential programs.



Magic Lawyers is India's first editorial-based legal listing, research and knowledge aggregation publication. It is owned by The RASICH Group, a business consultancy providing solutions across industry sectors in areas that include organizational structuring, business development, brand positioning and other strategic aspects that impact the growth of a business.

The RASICH Group is dedicated towards providing support and imparting management skills aimed at equipping businesses with the practical skills, expertise, networks and tools necessary for them to grow.





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An Indian Corporate Counsel
Association Endeavour

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INDIA'S FINEST IN-HOUSE COUNSELS

Editor-in-Chief: Ambika Nair

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*This book is dedicated to all past and present Indian In-house counsels,
who over the years have built up the profile of an in-house counsel from a
support functionary to a business partner.*

We salute all of you, including and especially those whom we have not been able to feature in this book.



We would like to thank all of the following people who have been kind enough to write a testimonial for the in-house counsels who feature in this book:

Abhishek Lodha - President | Lodha Group

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Indrajit Banerjee - President & CFO | Ranbaxy Laboratories Limited

James M. (Buddy) Robinson IV - Vice President, General Counsel, Corporate Secretary & Business Development | Kohler Co.

Joydeep Bose - Managing Director | CISCO Investments and M&A

Justin Bharucha - Partner | Bharucha & Partners

Kavi Arora - MD & CEO | ReligareFinvest Limited

Kishore Biyani - Group CEO | Future Group

L Madhusudan Rao - Chairman | Lanco Group of Companies

Mark Pettit - Former Executive Director | Xerox Global Services

Nakul Anand - Executive Director | ITC Limited

Niren Chaudhary - President | Global KFC

Olivier de Canson - Chief Financial Officer | VFS GLOBAL

Pashupati Kumar - Director, Risk Advisory | Deloitte US India

Priti Suri - Managing Partner | PSA

Rahul Khosla - Group President | Max Group and Chairman, Max Life Insurance Co. Ltd.

Rahul Shinde - Managing Director | Yum India

Rajesh Begur - Managing Partner | ARA LAW

Rajiv Luthra - Founder & Managing Partner | Luthra & Luthra Law Offices

Rajiv Srivastava - Managing Director & CEO | HP Inc. India

Rajiv Tandon - Finance Director | ITC Limited

Rajiv Verma - CEO | HT Media Ltd.

Rakesh Sarna - Managing Director & CEO | Taj Hotels

Rohin Kapoor - Director | Deloitte, India

Rostow Ravanan - CEO & MD | Mindtree Ltd.

S Chandrasekhar - President & Global Head of HR | Dr. Reddy's Laboratories Ltd.

Salil Sadanandan - Managing Director | Kohler India & Sub-Sahara Africa

Sanjiv Navangul - Managing Director | Janssen India

Sarthak Behuria - Executive Director (LPG/LNG) | Adani Group

Sharad Saxena - Executive Director, Operations & HR | HT Media Ltd.

Shawn Galey - Vice President and Regional General Counsel | Brambles Ltd.

SK Sharma - Director (Personnel and Law) | The State Trading Corporation of India Ltd.

Srinivas Bommidala - Chairman - Airports | GMR Group

Sudhir Prasad - COO | ATC Telecom Infrastructure Pvt. Ltd.

T Krishna Kumar - CEO India (CBO) & Region Director South Asia | Hindustan Coca-Cola Beverages Private Ltd.

Terri Bresenham - President & CEO, Sustainable Healthcare Solutions | GE Healthcare

Varun Berry - Managing Director | Britannia Industries Ltd.

Viraj Chouhan - Executive Director, Corporate Communications | MTS India

Vishal Bhargava - Associate Director, BD, Sales and Marketing | Dr Reddy's Laboratories Ltd.

Zia Mody - Managing Partner | AZB & Partners

* * *

Acknowledgements

Embarking on this journey to showcase India's finest in-house counsel was never going to be easy. With no precedent or concepts to take inspiration from, we needed someone who could understand our vision and help us translate that into the wonderful book that is in your hands.

In Ambika, we found someone with not only years of experience as an editor for global publications, but also with the personal skills that have endeared her to us and to all the wonderful in-house counsel that she has interacted with. We would like to thank her immensely for all her support.

We also would like to thank all of the others who helped us through their advice, hard work and constant support, especially Nasser Kabir who as a former general counsel helped us on numerous occasions where we needed expert advice from someone who has seen first-hand the trials, tribulations and success that an in-house counsel experiences.

(In no particular order)

Chandni Chauhan

Shubho De

Kopal Garg

Tissya Mandal

Samarth Vijay

* * *

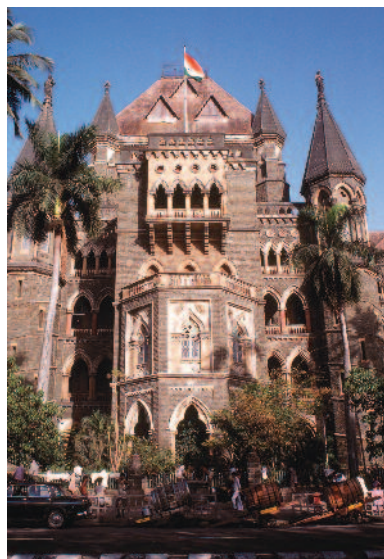
This book celebrates India's Corporate Counsel - A celebration that has been long overdue.

The role of the in-house counsel has seen a dramatic shift in India over the past two decades or so. From being an invisible face in an organization, they now are integral members of the management team, spearheading billion dollar transactions for the company, shaping discussions about business strategy, mitigating risks, promoting ethical conduct and cementing best practices within the corporation. The ability to work seamlessly with the commercial team, to interpret the law while keeping the bigger business picture in mind, is a unique skill. And all of the corporate counsel that are featured in this work deliver on this front magnificently.

Though this is a compilation of sorts, the book tells a few stories. It tells you about an extraordinary group of people, who not only excel in what they do, but also find time to give back to society. These are well-rounded individuals - skilful lawyers and strategists who are also philanthropists, musicians, photographers, sportspersons, poets, teachers and social activists. It tells you about how corporations in India are becoming far more international in their thinking in wanting to implement global best practices and are investing in high quality legal teams to ensure this happens. And it tells a story about India and its integration into the global market and how it is these in-house counsel, who by ensuring that corporates follow the straight and narrow and by infusing high quality thinking into business negotiations, give confidence to the international business community to want to deal with India. This is why they are Trailblazers and this is why they need to be celebrated.

The photographs that you see in the book are some of the world's finest manmade and natural destinations. By showcasing them we are paying tribute to India's finest in-house counsel because we believe the individuals mentioned in this book are as exclusive and as unique as the places that are showcased. Just as there are many more exceptional sights across the globe, there are also many more exceptional in-house counsel across the country. We hope to cover more of them in our next edition. Till then we hope that you will enjoy reading about the counsel covered in this book as well as enjoy trying to identify all the locations that have been put together. Have some fun and see how many of these places you have visited!

Ambika Nair
Editor-in-Chief



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INDIA'S FINEST IN-HOUSE COUNSELS

- 1. Abhayan Jawaharlal | Cipla Limited
- 2. Abhijit Mukhopadhyay | Hinduja Group
- 3. Akhil Prasad | Boeing International Corporation
- 4. Akhilesh Nand | Biocon Limited
- 5. Amar Kumar Sundram | Ernst & Young
- 6. Amardeep Jaiswal | Lanco Group - Lanco Infratech Limited
- 7. Amit Moghay | The Hongkong and Shanghai Banking Corporation Limited, India
- 8. Amitabh Las Das | Max Life Insurance Company Limited
- 9. Amrit Jiwan | Canon India Private Limited
- 10. Anup Pillai | Claris Lifesciences Limited
- 11. Arunabh Suman | India Philip Morris Wholesale Trading Private Limited
- 12. Ashish Chandra | Snapdeal (Jasper Infotech Pvt. Ltd.)
- 13. Ashok K Barimar | Jet Airways (India) Limited
- 14. Atanu Sarkar | Tech Mahindra Limited
- 15. Atul Sud | Mylan Laboratories Limited
- 16. Bharat Vasani | TATA Group
- 17. Brijesh Lamba | Escorts Limited
- 18. Deepak Dhawan | Indian Oil Corporation Limited
- 19. Dhiraj Mishra | Kohler India Corporation Private Limited
- 20. Dinesh Mittal | HT Media Limited
- 21. Dipali Talwar | TATA Steel Limited
- 22. Gobind Chandramani | Godfrey Phillips India Ltd. (KK Modi Group of Companies)
- 23. Gopal R Menghani | Lodha Developers Private Limited
- 24. Hetal Desai | GroupM Media India Private Limited
- 25. Himavat Chaudhuri | Tata Sky Limited
- 26. Jagmohan Sharma | Steel Authority of India Limited (SAIL)
- 27. Jasmeet Wadehra | Vedanta Group

28. Jigar Shah | JPMorgan India
29. Jitendra Kumar Bodha | Oil and Gas Corporation Limited (ONGC)
30. Joginder Yadav | Cisco India
31. KS Suresh | ITC Limited
32. Manish Gupta | Usha International Limited
33. Manjaree Chowdhary | GE Power
34. Manoj Bhargava | HT Media Group
35. Mansi Khanna | The State Trading Corporation of India Limited
36. Meera Vanjari | Glenmark Pharmaceuticals Limited
37. Mohit Kapoor | Religare Finvest Limited
38. Mohit Shukla | Barclays Bank PLC
39. Mukesh Bhavnani | Bharti Enterprises Limited
40. Muneesh Sud | Reliance Nippon Life Asset Management Limited
42. Naresh Arora | ATC Telecom Infrastructure Private Limited
43. Naveen Raju | Mahindra & Mahindra Limited
44. Navodit Mehra | Samsung India Electronics Private Limited
45. Neena Gupta | InterGlobe Enterprises Limited
46. Neera Sharma | Sistema Shyam TeleServices Limited
47. Nilanjan Sinha | Marsh & McLennan
48. Pankaj Patel | Future Retail Limited
49. Parveen Mahtani | Wadia Group of Companies
50. Parvesh K Kheterpal | Lanco Group
51. Pawan Singhal | 3M India Limited
52. Pramod Rao | Citibank N.A.
53. Priyanka Sinha | Yum Restaurants India (P) Limited
54. Rajeev Mukundan | Mylan Laboratories Limited
55. Rajeev Nair | HP Inc.
56. Rajeev Uberoi | IDFC Bank Limited
57. Rajendra Misra | Taj Hotels, Resorts & Palaces (The Indian Hotels Company Ltd.)
58. Rajendra Punde | eBay India Private Limited
59. Rajesh Bagga | Reliance ADA Group
60. Rajesh Kumar Jha | Reckitt Benckiser (India) Private Limited
61. Rajiv Chandan | TATA Chemicals Limited
62. Rajiv Chauhan | Pernod Ricard India (P) Limited
63. Rajiv Choubey | HCL Infosystems Limited Global

64. Rajiv Mathur | Philips India Limited
65. Rajiv Wani | Bayer CropScience Limited
66. Rajneesh Jaswal | Michelin India Private Limited
67. Rambhau R. Kenkare | Thomas Cook (India) Limited
68. Rashmi Verma | Bharat Heavy Electricals Limited
69. Ritesh Chandra | Brambles Limited
70. Rohit Kumar | UPL Limited
71. S B Mitra | GAIL
72. Sameer Chugh | Bharti Airtel Limited
73. Sameer Guha | Mars International Private Limited
74. Samir Kazi | Pfizer-India
75. Sanjeev Gemawat | Dalmia Bharat Group
76. Saroj Panigrahi | J.P. Morgan India Services Private Limited
77. Shahana Basu | Max Group
78. Shujath Bin Ali | PAREXEL International
79. Shukla Wassan | Hindustan Coca-Cola Beverages Private Limited
80. Sirat Ahmad | Tata International Limited
81. Smita Priyadarshini | Dell International Services Private Limited
82. Sonal Basu | Mindtree Limited
83. Sujeet Jain | Viacom 18 Media Private Limited
84. Sumant Nayak | Essar Power Limited
85. Sumit Kumar Roy | SREI Infrastructure Finance Limited
86. Suprio Dasgupta | Dr. Reddy's Laboratories Limited
87. Suraj Singh | Wells Fargo
88. Surender Sharma | Marico Limited
89. Tabish Zubair | Sequent Scientific Limited
90. Tagore Varagorla | SB Energy (SoftBank Group)
91. Tapan Pati | Johnson & Johnson
92. Thirumalesh Gangappa | Google India Private Limited
93. V. Rajeevan | Neyveli Lignite Corporation Limited
94. Varadarajan Chakradhar | Godrej Industries Limited
95. Venkatesan Narayanan | VFS Global Services Private Limited
96. Vineet Vij | HCL Technologies Limited
97. Yogesh Wadhwa | General Motors India
98. Zameer Nathani | Raymond Limited



I express my heartiest congratulations to the Indian Corporate Counsel Association for collecting such a fine list of individuals to showcase in their book on India's Finest In-house Counsels.

I have been a part of the legal profession, including working in the Ministry of Law and Justice, for the past 3 decades and have thus seen the legal profession transition over this period. The role of the in-house counsel has evolved immensely towards a more demanding role over the past few years. They are now much more than just lawyers and have become integral to the manner in which corporations function. While there are more responsibilities that have been added to their role, it is commendable that they continue to stay true to their profession and continue to give the Law of the Land priority in any of their decision making.

I am glad for the recognition being given to them by the Indian Corporate Counsel Association as it is important to showcase all of those individuals who contribute to the profession of law. In-house counsels are a very important part of the legal eco-system and deserve a lot of credit for dedicating their lives to the growth of the company that they serve. Especially in today's fast paced econo-legal environment, the role of the in-house counsel has become even more prominent.

I wish the very best for not just the in-house counsels mentioned in this book, but also to all of the other talented and accomplished in-house counsels across the country.

Suresh Chandra

Law Secretary

Ministry of Law & Justice

Department of Legal Affairs



I would like to commend the Indian Corporate Counsel Association for felicitating Indian In-house Counsels who play a great role in the economic development of enterprises and the economy.

Over the past few years, we have seen more and more Indian corporates expand domestically as well as globally. Each new jurisdiction has its own legal framework within which our corporations need to operate. In this light, the in-house counsel has a very important role in understanding the legal structure and thereafter suggesting the most appropriate way for the company to move forward for achieving its objective successfully.

We must acknowledge that it is extremely important for every company to have a robust in-house legal team that remains abreast with all the latest developments surrounding the company. It is also important for the legal team to be able to understand the state of the overall economy as well as the industry sector within which their company operates. Such a wide role requires individuals with exceptional skill and dedication.

I trust all individuals who serve as in-house counsels, help their companies immensely and thus contribute in their own way to the Indian economy attaining greater heights.

Sudhanshu Pandey, IAS

Joint Secretary

Ministry of Commerce & Industry

Department of Commerce



ICCA was established in 2011 with the primary objective to provide a forum for In-house Counsels of both the public and private sector in India along the lines of a Bar Association for interaction and discussion of issues relevant to them.

It was also aimed at providing them connectivity with other In-house Counsels at the national and international level.

Over the past five years, we have been fortunate enough to see ICCA grow from strength to strength across all the areas that are relevant for an association to be successful.

I take great pleasure in listing down some of ICCA's achievements over the past 5 years:

- We have been recognized by the Department of Legal Affairs, Ministry of Law & Justice and the Department of Commerce as the representative of corporate counsels in the country.
- We have been invited to be a part of the consultative process to discuss the liberalization of the Indian legal sector.
- We have initiated the process for making a representation to the concerned authorities for permitting in-house counsels to retain their bar license.
- We were invited to become the member for India in the Asia Pacific Corporate Counsel Alliance (APCCA).
- We have also become the Indian representative for the global community of corporate counsels - In-house Counsel Worldwide.
- We have associated with the Law Society of England & Wales and the Government of India to lead a delegation of In-house lawyers and bureaucrats from India to London to discuss various progressive steps for the opening up of the Indian legal sector.
- We have held 35 conference in 9 cities across the globe in the last 5 years.
- We have organized numerous off-sites for our members in places like Goa, Shimla, Kerala and Langkawi.

As we continue to grow by leaps and bounds, I must take this opportunity to thank all of my former and current colleagues for the wonderful support that they have given to ICCA over the years. Our in-house counsel community in India has been very proactive in increasing the status of a legal department and I do hope that in my capacity as the Founder President of ICCA, I can do my part in ensuring that ICCA's initiatives receive the right support from stakeholders in both the private and public sector.

Ashok Sharma

Founder President, ICCA



This book is a major milestone for the Indian Corporate Counsel Association and I am grateful to everyone who has helped make this possible.

The Indian Corporate Counsel Association has come a long way since the time when we started it in 2011. We started this journey with over 50 GCs as our founder members, representing both the Public and Private Sectors on that day of August.

I would like to take this opportunity to thank every in-house counsel who has contributed to ICCA in one way or the other and at one time or the other.

I am most grateful to Mr. Ashok Sharma, our Founder President, who has always treated ICCA in a very special way and has undoubtedly been the driving force behind many of our initiatives, especially with PSUs and the Government of India.

It has been a great privilege for ICCA to serve the In-house legal community.

This year, we have had the privilege of being recognized by the Law Ministry as the representative of Corporate Counsels of India, in the same way as there are recognized representatives of Law Firms and Advocates.

Over the years, our aim has been to constantly provide opportunities for our in-house counsels to express their views on different areas of law and issues impacting the in-house community. In the last one year, we have also begun interactions with the relevant stakeholders for policy level discussions that impact in-house counsels.

We hope that in the coming years we become the catalyst for positive elevation in not just the role of the in-house counsel but also in the overall influence that in-house counsels have on their companies, the economy, society and the world as a whole.

In the end, I would like to commit to all our current and future members that I will personally endeavor to ensure that the Indian Corporate Counsel Association is always available for all in-house counsels across the globe in whatever manner that is required in the best interest of our in-house community.

Bhargav B. Bhuyan
Secretary General, ICCA



In-house counsel are the unsung heroes of the legal profession. While lawyers in private practice bask in glory when deals are closed and cases won, the crucial role played by in-house counsel is all too often taken for granted, or overlooked entirely.

I was therefore delighted to hear that the Indian Corporate Counsel Association was taking the initiative to publish a book highlighting some of the most distinguished in-house legal professionals in India. Similar books focusing on the achievements of lawyers in private practice have existed for many years, but until now their in-house peers have not received the same level of recognition.

With more and more companies establishing and expanding their in-house legal teams, and with general counsel growing in stature and increasingly occupying seats at the top tables of corporate decision-making, the recognition that this book provides is timely, important and well deserved.

James Burden

India Business Law Journal



it wouldn't be far-fetched to lay claim over our country having the potential to build one of the finest in-house communities in the world.

This is in spite of the fact that there are numerous progressive concepts that haven't yet received widespread acceptance, such as legal project management, CLE for in-house counsel and the use of technology-based collaborations tools, amongst others. While I acknowledge the fact that we have a long way to go in order to make our legal departments more system-driven and efficient, what stands out is the extent of constructive dialogue that the community has been able to initiate.

In the corporate world, it is the in-house counsel who is the consumer of legal services and is therefore one of the most important stakeholders in the legal sector. Although that is undeniably true, they have also been one of the most underrated sections of the legal profession for a very long time.

Having studied the history and growth of the legal profession across many jurisdictions through both primary and secondary sources, I have observed that the question on the importance of in-house counsel and their role as business enablers is still a universal discussion point. In that context it seems reasonable to say that since the turn of this decade, India has developed one of the most active discussion environments for promoting in-house counsel and providing them with a platform to share, deliberate, learn and take action on matters of importance. Constant constructive dialogue is the backbone for development across sectors and communities and the same has been true of the role of the in-house counsel as well, with ICCA taking the onus upon themselves to help elevate their position in their companies as well as the global legal community.

Apart from economic and regulatory issues, there are many other deliberations that impact the legal profession, such as the entry of foreign law firms, institutionalizing arbitration and permitting in-house counsel to retain their bar license, all of which will be incomplete without inputs from in-house counsel. What is the need of the hour is to continue the good work and get more and more corporate counsel together to further the interest of the in-house community and turn discussions into action.

I am delighted to have played a contributory role in the preparation and publication of this book, which is another welcome step by ICCA. It seems that this is the beginning of exciting times ahead!

Ramit Singh

The RASICH Group

Founding Editor - Magic Lawyers

Advisor - Indian Corporate Counsel Association

Editor & Contributor - Managing Your Legal Organization

“The good lawyer is not the man who has an eye to every side and angle of contingency, and qualifies all his qualifications, but who throws himself on your part so heartily, that he can get you out of a scrape.”

—Ralph Waldo Emerson







Abhay Jawaharlal

Chief Legal Officer, Cipla Limited

Based in: Mumbai

Industry sector: Pharmaceutical

Abhay was born on 31st May and received his law degree in 1995. He was admitted to the Bar in 1996. Abhay is currently Chief Legal Officer of CIPLA Limited where he is primarily responsible for, among other things, the company's strategic alliances, advisory, transactional work, compliance portfolio management, contracts management, licensing, technology transfer and trademarks. He is based out of their Mumbai office and works with a team of 20 people. Prior to this, he was Group Head - Legal of Biocon for seven years, and worked with some of India's leading IP law firms for nine years. While at CIPLA, he led the legal team to win an Award for the "Best Pharma Legal Team of the Year in 2014-15", which was organised by an Indian Legal Publication. Abhay is a devoted family man and says his wife, who is also a lawyer, and his daughter are "his most treasured assets".

Abhay's Personal Philosophy

- *From each according to his ability, to each according to his needs.*
- *Respect, Honesty and Forthrightness.*

Abhay believes that a Corporate Counsel is challenged to provide workable solutions to mitigate risks, enabling efficient business decisions.





Abhijit Mukhopadhyay

President - Legal & General Counsel

Hinduja Group

Based in: London

Industry sector: Conglomerate

Abhijit was born on 7th July and graduated with degrees in Commerce and Law in India. He holds a law degree from England as well, and is a qualified Company and Chartered Secretary both from India and the U.K. After an illustrious career in India as the Head - Legal and Company Secretary in various multinational / joint venture / public sector companies, including Ranbaxy, Maruti Suzuki, Indian Aluminium and Dunlop, he joined the Hinduja Group in 2001. He is based out of their Global Headquarters in London with oversight of the Group's worldwide legal functions. He is also a non-Executive Director on the Boards of Group companies in six countries. Abhijit is the Vice Chairman of the International Chamber of Commerce's (ICC) Commission of Arbitration and Alternative Dispute Resolution in Paris as well as a Member in the ICC's Steering Committee and its India Group. He is a member of the executive committee of the Confederation of Indian Industry, UK, dealing with the interests of Indian companies in the UK. In India, he was recognized as one of the top 50 lawyers in 2010 and was rated among the top 25 General Counsels in India in 2016. Abhijit has written extensively in international journals and has spoken in seminars around the world. He considers mentoring "young and ambitious professionals" as one of his interests and has taught in several Universities in India and England.



Dr. Akhil Prasad

Country Counsel - India and Company Secretary
Boeing International Corporation
Based in: New Delhi
Industry sector: Aerospace and Defence

Akhil is Country Counsel India and Company Secretary with Boeing International Corporation and is based out of New Delhi. He is also a member of the board of directors of Boeing India Defense. In the past, he has been Head of Legal and Company Secretary with Fidelity Worldwide Investment; Director - India, Legal Affairs and Company Secretary of The Walt Disney Company India; Senior Attorney and Company Secretary of General Motors India; and Assistant General Manager - Legal with Electrolux Kelvinator. With over 22 years' experience as an in-house counsel, Akhil has worked across various industries in the areas of legal, risk and compliance, taxation, regulatory and corporate affairs. Akhil is visiting faculty at several universities and management institutes, including the National Law University - Delhi and Jodhpur, the Delhi School of Economics, IIT Delhi, ISB, the Management Development Institute and the OP Jindal Global University, to name just a few. He is the Vice - Chairman and an Advisory Board member in the Corporate Counsel Committee of the International Bar Association and a founder member of the Indian Corporate Counsel Association.

Akhil is a member of the advisory boards of the Asia Business Law Journal and the International In-house Counsel Journal.

He has also been nominated as a member of the Advisory Board of the United Nations Global Compact to develop a "Guide for Corporate Counsels on Corporate Sustainability", a joint initiative by Linklaters. Akhil is highly qualified and has gathered multiple qualifications from the US, UK and Spain, apart of course from India. A Doctorate in Law and a Doctorate in Commerce, Akhil travels the world to speak at seminars on varied topics related to law and management.



Akhilesh's Personal Philosophy

- ✿ *Compassion, knowledge, professionalism, hard work and passion towards work and life is the key to success.*
- ✿ *Life is all about grabbing opportunities at the right time at the right place.*

The role of a corporate counsel is that of a leader, business enabler & conscience keeper of the Company.



Testimonials

Akhilesh is a thorough professional and has a very good command of his subject.

Vishal Bhargava

Associate Director, BD, Sales and Marketing, Dr Reddy's Laboratories Ltd.

Akhilesh is a very competent lawyer, with a very keen understanding of how legal advice should be applied and used in the corporate world. He often found answers to critical issues by applying not only his core legal knowledge, but also his understanding of certain key business aspects, developed over the years with the keen interest he constantly took in various business deliberations.

Indrajit Banerjee, CFO, Ranbaxy



Akhilesh Nand

Vice President & Global Head of Legal
Biocon Limited
Based in: Bangalore
Industry sector: Pharmaceutical

Born on 11th January, Akhilesh became a member of the Institute of Company Secretaries of India in 2000 and graduated with an LLB in 2003. He has over 18 years of experience as an in-house counsel, leading large teams of lawyers on commercial contracts, high stake civil & criminal litigation and billion dollar mergers & acquisitions. Akhilesh began his career with India Lease Development before moving to Fena, Omaxe and then HCL Technologies, where he joined as Manager - Legal, handling commercial contracts along with mergers & acquisitions on a global scale. He subsequently moved to Ranbaxy Laboratories Limited, where while managing their legal functions, he oversaw all the legal & regulatory issues with respect to the \$4 billion Sun & Ranbaxy merger deal. Akhilesh is currently at Biocon Limited where he is the Global Head of their Legal function.



Amar Kumar Sundram

General Counsel (National Director - Legal), Ernst & Young
Based in: Gurugram
Industry sector: Consultancy

Born on 27th December, Amar graduated with an LLB in 1993 and an LL.M in 1995 from Campus Law Centre, University of Delhi. With over 22 years of experience in the legal profession, Amar has worked with some of the best Indian and multinational companies, such as DCM Shriram Consolidated Ltd, the Birla Group, TATA, AT&T, Reliance Communications, Citi Bank India, Citi Financial Consumer Finance India Ltd. and Ernst & Young, where he is currently National Director (Legal) and General Counsel - India & Bangladesh. Amar, with his writings, is a frequent contributor to leading law journals. He is an articulate speaker at various seminars on complex legal issues and has won praise for his critical analysis of the recent 2015 amendment to the Indian Arbitration and Conciliation Act, 1996. He is also a founding member of the Indian Corporate Counsel Association.

Amar's Personal Philosophy

- ✿ *There are no short cuts in life.*
- ✿ *Law is grey (and not black and white) and there is always an alternative business solution to a given legal problem.*
- ✿ *Do not hesitate to take an ethical and correct legal stand.*



According to Amar, a corporate in-house counsel is more a manager of law and less a practitioner of law; but in doing so he is expected not to compromise on ethics. With the pace of economic development and the globalisation of legal functions in India, Indian Corporate Counsels have a big role to play in creating ethical and compliant ways of running a business.

Amardeep's Personal Philosophy

- ✦ *Spread laughter and never let success get to your head, or failure to your heart.*

Role of a Corporate Counsel

Corporate Counsels, apart from being key advisors to the management, play other roles like that of a negotiator, arbitrator, legal educator, crisis manager and strategic planner. They are appropriately referred to as the 'Swiss army knives of the legal profession'.

Testimonials

Amardeep Jaiswal is outstanding, incredibly committed and goes beyond the brief. He adds value to all parts of a transaction. He combines an astute commercial approach with a deep technical and industry knowledge base. He has played a crucial role in constructing new frameworks for bespoke transactions.

L. Madhusudan Rao

Chairman, Lanco Group of Companies

Amardeep Jaiswal possesses vast experience in managing legal affairs and specialises in project financing. He has imbibed core competencies in managing legal aspects of infrastructure development projects and financing, especially of mega infrastructural projects. He has always impressed me with his drive, diligence and innovative approach in arriving at the most appropriate legal solutions.

BD Ushir

Ex Executive Director & Legal Advisor, IDBI Bank



Amardeep Jaiswal

Group General Counsel & Director-Legal
Lanco Group - Lanco Infratech Limited
Based in: Gurugram
Industry sector: Infrastructure

Amardeep was born in Allahabad on 27th December, to a family of lawyers. The son of a distinguished criminal lawyer, he too found his calling in law. He went on to complete his LLB in 1979 from the illustrious Allahabad Law College.

It was his interest in the interplay of commerce and law that prompted him to become an in-house counsel. He is known for his sharp acumen and uncanny ability to offer creative but sustainable solutions, which make him indispensable to the organisation he serves. In a career spanning over three decades, Amardeep has worked across several sectors, including Banking and Finance, Power, Ports, Roads, Airports, Energy, Natural Resources, and Telecommunications. He spent a substantial portion of his professional career with Canara Bank and IDBI Bank before becoming the Chief Legal Officer and Group General Counsel with VBC Group of Companies, which engages in power generation, education and ferro alloys. He is currently Group General Counsel of the LANCO Group of Companies.



Amit Moghay

General Counsel
The Hongkong and Shanghai Banking Corporation Limited, India
Based in: Mumbai
Industry sector: Banking & Finance

Born on 22nd November, Amit qualified as a lawyer from the National Law School of India University in 2000 and joined the HSBC Group in 2003 in the Legal and Compliance function of HSBC Securities and Capital Markets (India) Private Limited. Amit has handled key M&A and advisory transactions, including those for the HSBC Group in India. He specializes in banking and commercial laws, with a strong emphasis on corporate law and structured finance. Amit has been instrumental in driving legal policies, as well as implementing procedures and processes to manage legal risks in HSBC, India. Amit believes very strongly in work-life balance. He meditates when he can, goes on long drives and takes a keen interest in sports.

Amit's Personal Philosophy

- ✿ *Each day is a new beginning and the start depends on you.*
- ✿ *Manage a wholesome personal life to grow professionally.*
- ✿ *Set short, medium and long term goals.*
Document measures towards each of these goals.

Testimonials

The world of banking has significantly changed in the last few years (in terms of external and internal environment), and undoubtedly, the legal function had to also evolve as part of this process. Amit has successfully driven this change and, as a result, under his leadership, the legal function is very well respected within the Bank.

Arun K Boyina

Head Financial Crime Compliance, The Hongkong and Shanghai Banking Corporation Limited, India.

He epitomises the new Indian GC. Fantastically well informed, eminently pragmatic, and really the model of what a GC needs to be in the Indian context.

Justin Bharucha

Partner, Bharucha & Partners

Amit believes a Corporate Counsel is a Risk Steward. "It is important for a Corporate Counsel to not only evaluate whether a proposal is legal, but, also if it is the right thing to do. In my view, this is an expectation from the organization as well as the community at large," he says.

Amitabh's Personal Philosophy

- ✿ 'You have the right to work only but never to its fruits. Let not the fruits of action be your motive, nor let your attachment be to inaction.' Bhagvad Gita, Chapter 2, Verse 47
- ✿ Honesty is the best policy - Omnia vincit veritas (truth conquers all).
- ✿ Work conquers all - Labour omnia vincit

Amitabh believes a corporate counsel must be balanced, proactive and solution-driven while guiding the business to act ethically and in accordance with the law. A corporate counsel must resolve anything that does not clearly fall in the remit of any function. "No wonder, corporate counsels have been variously described as 'a guardian and a guide', 'courageous renaissance person', and 'like a gymnast', " he says.

Testimonial

I commend the Indian Corporate Counsel Association for featuring Amitabh as one of India's finest in-house counsels because he truly is one. His experience, leadership and professional skills have earned the trust of his stakeholders, and delivered great value to the organizations he has served.

Rahul Khosla

*Group President, Max Group and Chairman
Max Life Insurance Co. Ltd.*



Amitabh Lal Das

Director and Head - Legal, Compliance & Regulatory
Max Life Insurance Company Limited
Based in: Gurugram
Industry sector: Insurance

Born on 18th September, Amitabh graduated with an LLB in 1995. An India and UK qualified lawyer, Amitabh has 21 years of diverse domestic and international experience. He began his career with Vaish Associates before moving to practice with senior lawyers in the Delhi High Court and Supreme Court. Amitabh joined Max Life after seven years at Yahoo India as its General Counsel and Head of Public Policy. While at Yahoo, he served as a Director on the Board of Yahoo India Private Limited and was responsible for Ethics and Compliance for the Asia Pacific region for Yahoo Inc. He also chaired the Government Relations Committee of the Internet and Mobile Association of India (IAMAI). Prior to Yahoo, Amitabh was Director Legal at Sapient. He is currently the Director and Head - Legal, Compliance and Regulatory at Max Life Insurance Limited, where he is part of the Executive Management Committee of the Company. Under his leadership, Max Life Legal Team was adjudged the Best Legal Department in the Insurance sector for the year 2014 at an Awards ceremony held by an Indian Legal Publication and Max Life's compliance programme was adjudged the best in the country at an annual compliance awards ceremony in 2015. He lives in Gurugram with his wife Payal and sons, Krishiv and Agastya. Amitabh firmly believes that the Indian cricket team can only win if he stays glued to his seat and focusses on the match. "I am very superstitious when it comes to cricket," he says.



Amrit Jiwan

Director - Legal, Taxation &
Company Secretary
Canon India Private Limited
Based in: Gurugram
Industry sector: Electronics

Born on 25th November, Amrit completed his Company Secretary qualification before graduating with an LLB from the University of Delhi. With over 23 years of experience, Amrit began his career as a legal professional with ITPL where he was Head of Legal, Secretarial, Corporate Affairs, Indirect Taxation, HR and Administration. At Alcatel Lucent, where he moved subsequently, he was in charge of the Corporate Legal and Secretarial departments. He is currently the Director - Legal, Taxation & Company Secretary in the Legal & Regulatory Division of Canon India Private Limited. Across industries, Amrit has had oversight of Contract Management, Risk Mitigation (including Litigation Management, Compliance Management and Compliance Training), Business Advisory and IPR Enforcement. He has also led representations to government bodies regarding legal issues related to business.

Amrit's Personal Philosophy

- ✿ *If you are honest and sincere in your efforts, nothing can stop you.*
- ✿ *Failures are experiences that makes you wiser.*

Testimonial

Rapid growth along with changes in the law makes the job of the Legal Head of a company quite challenging. Amrit maintains a fine balance between consistent pressure from business and being compliant at the same time. He has provided strategic leadership in all major litigations, which has helped the organisation save millions.

Anuj Aggarwal
Vice President
Canon India Private Limited

Amrit sees his role as a Corporate Counsel as that of an enabler who, in a dynamic business scenario, can support the momentum of business by establishing and maintaining a fine balance between business interests and risk mitigation.



Anup's Personal Philosophy

- ✿ *Work hard, play hard.*
- ✿ *Be committed and loyal towards work.*
- ✿ *Team work and endeavour are the keys to success.*

Anup believes the role of a Corporate Counsel is to provide expert and strategic legal advice to the management, set internal governance policies and manage the impact of external factors. "To evaluate and weigh multiple inputs and the impact of any decision or course of action; to anticipate issues and estimate risks strategically; to identify and provide proactive solutions that will eliminate or mitigate risks and to deal with external parties, including regulators, professional advisers and external counsel," he says, are crucial to the role of a good Corporate Counsel.

Testimonial

Anup is practical and pragmatic in effectively balancing business opportunity against legal risk. We worked together on many large transactions and he was able to bring to the table extremely robust legal documents while still making sure that the issues are understood even by non-legal staff. What truly separates him from others is his ability to break down complex issues in terms that are quite easily understood, thus providing much needed clarity to make good decisions.

Ashish Mehta

Vice-President, Business Finance, Claris Lifesciences Ltd



Anup Pillai

Senior General Manager - Legal
Claris Lifesciences Ltd.

Based in: Ahmedabad

Industry sector: Pharmaceutical

Born on 9th August, Anup graduated with a degree in Law in 2004. He then went on to get his Masters degree in Law, with a specialization in Business law. Over the years, Anup has gathered substantial in-house legal experience, providing pre-emptive legal support to corporates. His focus has been on Litigation Management, Commercial Dispute Resolution, IP Management, Contract Management and Compliance. As Senior General Manager - Legal at Claris Lifesciences Ltd., Anup has had to deal with, among other things, International Commercial/Financial Drafting, Strategic and Legal Guidance, Statutory and Legal Compliance while also liaising with authorities.





Arunabh Suman

Senior Counsel - India, Nepal,
Bangladesh
India Philip Morris Wholesale
Trading Pvt. Ltd.
Based in: New Delhi
Industry sector: FMCG

Born on 5th July, Arunabh earned his law degree in 1999. He worked for almost 12 years with three well known law firms - Khaitan and Company, Dua Associates and Bhasin and Company - before becoming an in-house counsel with Reckitt Benckiser (India) Private Limited. After a four-year stint with them, he moved to India Philip Morris, an affiliate of Philip Morris International, where he is currently Senior Legal Counsel for India, Bangladesh and Nepal and a member of the Senior Management Team. Apart from his day to day oversight function, Arunabh also works closely with members of the Regional Law Department, sharing information on developments in Community law and best practices for advising clients.

Arunabh's Personal Philosophy

- ✿ *Try to achieve perfection and everything will fall in place.*



Arunabh believes the role of a corporate counsel is more like a watchdog whose duty is not only to keep watch on internal business functions, but to also observe the legal and regulatory changes happening outside and to educate the company about the same.

Ashish's Personal Philosophy

- ✿ *'Ensure that every day you add something to your good karma, intellectual treasure and your bank balance!'*

Testimonial

Ashish's analytical ability and years of experience in the Internet, Media and Telecom industry enables him to provide thoughtful, thorough, and, most importantly, practical legal advice regarding a wide variety of legal, regulatory and tax issues. The company benefits from all aspects of his work. He has played a vital role in Snapdeal's success.

Anup Vikal

Chief Finance Officer, Snapdeal



Ashish Chandra

Senior Vice President & Group General Counsel -
Legal & Tax

Snapdeal (Jasper Infotech Pvt. Ltd.)

Based in: Gurugram

Industry sector: E-Commerce

Born on 11th September, Ashish graduated with an LLB in 2001. He is a qualified Company Secretary, with Diplomas in Cyber Law and Intellectual Property laws, and has 16 years of experience in the Media, Broadcasting, Internet, Technology and Sports industries. Ashish has led the legal affairs team at Reliance Industries' ventures in Telecom, Media, Cloud Computing, e-Commerce and e-Payment. He has been associated with Star India (News Corporation), eBay & PayPal and with Godrej Group's Geometric Software (a BSE 'A' Group company) as its Chief Legal Officer. He is currently the Senior Vice President and Group General Counsel - Legal & Tax at Snapdeal.com where, under his leadership, the company received the 'Largest Internet Acquisition in India' award in 2015 and the 'Best E-commerce Legal Team' award in 2016. Ashish himself won the 'Young Achievers Under 40 years' Award in the in-house category.

Ashish believes that an effective Corporate Counsel understands the business as well as the law. 'A Corporate Counsel should have legal acumen with business intelligence,' he says.





Ashok K Barimar

Senior Vice President (Legal) &
General Counsel
Jet Airways (India) Limited
Based in: Mumbai
Industry sector: Aviation

Born on 19th June, Ashok graduated with an LLB in 1974, following which he enrolled at the Bar in Karnataka. He practiced with a senior advocate in Bangalore, and also argued matters independently before the Karnataka High Court, many times on behalf of large corporates. Ashok subsequently changed track to become an in-house counsel with some of the most reputed business houses in the country. These included the Hinduja Group, where he was the General Manager - Legal, Satyam Computer Services Limited and Grasim Industries, to name just a few. He is currently Senior Vice President (Legal) and General Counsel with Jet Airways, where he was a member of the core group during the company's Initial Public Offering. He also took charge of ensuring Jet Airway's legal and procedural compliance in starting international operations and setting up overseas offices.

Ashok's Personal Philosophy

- ✿ *Nothing substitutes hard work.*
- ✿ *Pursue perfection to achieve complete satisfaction.*



A Corporate Counsel must look at a problem from a wider perspective so as to arrive at a practical solution, says Ashok. "You must ensure that the Company's legal interests are safeguarded at all times so that the Promoter and the Senior Management perceive you as a reliable leader," he says.



Atanu Sarkar

General Counsel - Tech Mahindra Limited

Based in: Pune

Industry sector: IT

Atanu was born on 1st September and graduated from the University College of Law, Nagpur in 1984. His professional journey has seen him work as a trial court lawyer in Jamshedpur, as an in-house counsel with the Tata group, a legal advisor to the Imperial Chemical Industries of UK and finally as the head of the legal function at Tech Mahindra. Atanu joined Tech Mahindra in 2004 when it was still called MBT Limited. Now in his 13th year at the company, he leads a team of over 50 lawyers and is based out of the Pune office of the company.





Atul Sud

General Counsel - India & Emerging Markets
Mylan Laboratories Ltd.
Based in: Hyderabad
Industry sector: Pharmaceutical

Atul qualified as a lawyer in 1995 from Delhi University. He began his career at Luthra and Luthra Law Offices, before moving to the chambers of Senior Advocate K K Sud and then joining Dua Associates, following which he changed track to join CitiFinancial Consumer Finance India Ltd as their Vice President - Legal. After a four-year stint with them, Atul joined Metro Cash and Carry as their Head Legal and Compliance - Asia Region. After serving Metro for six years, he joined Mylan Laboratories Ltd. in Hyderabad and is serving as their General Counsel - India and Emerging Markets. Atul is presently managing a team of over 50 lawyers and paralegals. He has advised and been part of small and large scale cross border investment transactions and has had extensive experience in liaising with government and statutory bodies. In his previous role he has also worked with global agencies like Global Compact Network India, Transparency International and the German Trade Body to raise awareness around compliance and business ethics.





Bharat Vasani

Group General Counsel - TATA Group

Based in: Mumbai

Industry sector: Conglomerate

Bharat holds a Bachelor's Degree in Commerce as well as a Bachelors Degree in Law from Mumbai University. He also has the distinction of receiving the President's Medal for securing the First Rank in the Company Secretary's examination. He has over three decades of experience in the legal domain and is currently an important member of the senior management team of the Tata Group. Prior to joining the Tata group, Bharat has had stints with Philips India, NOCIL and the Dow Chemical International Company. Bharat joined the Tata Group in the year 2000 and has since then helped develop a robust legal department for the company from scratch. Over the years, Bharat has established himself as one of the most respected legal professionals in the country and has also been invited by the Government to be a part of several expert committees formed for reforming the country's company and competition laws. He has recently been conferred with Harvard Law School's Center on the Legal Profession's (CLP) Award for Professional Excellence.





Brijesh Lamba

General Manager – Corporate Law
Escorts Limited
Based in: Faridabad
Industry sector: Automotive
manufacturing

Born on 31st May, Brijesh graduated with a degree in law from CLC, Delhi University in 2004. He is currently the General Manager - Corporate Law at Escorts Group, where in the last eight years he has handled their entire legal portfolio including litigation, documentation, IPR, compliances and property related matters. Brijesh has previously worked with Carrier Air-conditioning & Refrigeration Ltd. with direct charge of their litigation wing, while also assisting in documentation. Brijesh is the son of a farmer in Haryana. Even though, law is his chosen profession, his father made sure that he was put through the grind by sometimes making him carry heavy sacks of wheat in the hot summer sun. It is this that sowed the seeds in Brijesh of a deep respect for the Indian farmer who works so hard to put food on our table and it is this that attracted him to his present company for its direct connection with the farming community.

Brijesh's Personal Philosophy

- ✿ Observe and listen.
- ✿ Don't try getting through the day.
Get from the day.
- ✿ Be alert. Be awake. Often the most extraordinary opportunities are hidden among seemingly insignificant events.



The role of a Corporate Counsel, Brijesh believes, is that of a business enabler, while at the same time ensuring that the company is acting within the realms of the law. Instead of simply and often somewhat reactively analyzing an issue from a legal perspective, a Corporate Counsel will help remove obstacles and foster business objectives in a proactive manner. "A Corporate Counsel will ensure that the company maintains the highest standards of legal and ethical behavior, adroitly balancing the dual imperatives of company performance and corporate integrity," he says.



Deepak Dhawan

Executive Director (Corporate Affairs and Law)

Indian Oil Corporation Limited

Based in: New Delhi

Industry sector: Oil & Gas

Deepak was born on 23rd November. He graduated with a degree in Law in 1980 and has been with the Indian Oil Corporation Limited for the last 32 years. He is currently Executive Director (Corporate Affairs & Law) as well as the Corporate Legal Head of Indian Oil. Deepak has previously practiced in Allahabad in the chambers of Senior Advocate RK Gulati, arguing income tax matters before the High Court of Allahabad and the Tribunal.

At Indian Oil, he has handled a wide variety of issues, ranging from litigation and arbitration (domestic and international) to LNG/Gas Sale Purchase Agreements, JV Agreements, Technology License Agreements and Exploration and Production Agreements. Deepak is Director in IOCL Sweden AB, a wholly owned subsidiary of Indian Oil and Indian Oil Petronas Private Limited, a joint venture of Indian Oil. He is also a member of the Standing Legal Committee of Standing Conference of Public Enterprises (SCOPE) and a member of the Steering Committee on RTI, SCOPE. Even though the legal oversight of this Fortune 500 Company affords him very little free time, it's not all work for Deepak. He finds time to play as well - table tennis and badminton - and when he is in a mellow mood, he writes poetry and songs.





Dhiraj Mishra

General Manager-Legal
Kohler India Corporation
Private Limited
Based in: Gurugram
Industry sector: Manufacturing

Born on 15th June, Dhiraj graduated with an LLB in 2002. He is currently Group Legal Head at Kohler for South Asia and Sub Sahara Africa. In a career spanning more than fourteen years, Dhiraj has worked across sectors, starting with HT Media, HCL Comnet Ltd. and then at Xerox where he was Deputy General Manager, Legal. While work for Dhiraj is all-consuming, he does manage to save up time to go on driving holidays across the country. Dhiraj has an honours degree in Geography and it is this love for the physical environment and society that sees him driving thousands of kilometres discovering this vast country.

Dhiraj's Personal Philosophy

- ✿ *Every day is a new day.*
- ✿ *Take nothing for granted and give the best you have to each day as it comes.*

Testimonials

Dhiraj brings keen knowledge of all aspects of the legal framework. What distinguishes him is his ability to understand the needs of businesses, and provide sharp insights and counsel to senior leaders to grow and build businesses, while remaining in the purview of the law. His ability to proactively provide strategic counsel makes him a great asset for any senior management team.

Mr. Salil Sadanandan

Managing Director (Kohler India & Sub-Sahara Africa)

Dhiraj Mishra has become an indispensable resource for our business. In a dynamic and fast paced market, Dhiraj has led our legal team to be responsive and efficient, enabling the business to meet and exceed its goals. Dhiraj is precisely the kind of in house lawyer a non-Indian multinational like Kohler Co. needs to handle one of the greatest, but also most complex, markets in the world.

Mr. James M. (Buddy) Robinson IV

Vice President-General Counsel, Corporate Secretary & Business Development, Kohler Co.

Dhiraj sees himself as an integral part of business. "As a corporate counsel I always look at ensuring that the growth and profit of the company are not compromised for lack of legal support. I will aggressively support and match business in all initiatives and proactively deal with issues," he says.

Dinesh's Personal Philosophy

- ✿ *'Life is not all about rules, regulations & rigidity but about happiness.'*

Testimonial

I have known Dinesh Mittal for almost 20 years, the last 10 years of which as my direct reportee. Over the years, he has provided the company with valuable legal advice and has also catered to our business needs. His passion for things is infectious and he demonstrates the highest order of personal and professional integrity.

Rajiv Verma
Chief Executive Officer
HT MEDIA LTD



Dinesh Mittal

Group General Counsel and Whole Time Director
HT Media Limited
Based in: New Delhi
Industry sector: Media

Born on 3rd May, Dinesh Mittal holds a Bachelor's Degree in Law from Delhi University and a Master's Degree in Law (IPR) from Queensland University, Australia. He is also a qualified Company Secretary. In a career spanning 30 years, Dinesh has worked with Whirlpool India, where he was the Executive Director in charge of legal, tax and secretarial matters for India and Southeast Asia. He has also worked with the DCM Group and JK Synthetics. Dinesh is currently Group General Counsel & Company Secretary of HT Media Ltd. He was recently elevated to the Board of Directors of HT Media Ltd. as Whole Time Director.

Dinesh believes that a Corporate Counsel must be an "Enabler" to the business. "As senior leaders and Business Managers, we are required to enable it & work towards achieving the desired outcome for a business," he says.





Dipali Talwar

Group General Counsel, TATA Steel Limited
Based in: Mumbai
Industry sector: Steel

Dipali has over 20 years of global experience in law, policy and governance, working as both a legal professional and in a corporation. Having started her career as a litigator at the High Court of Delhi and the Supreme Court of India, Dipali had an opportunity to work on seminal constitutional, civil and criminal law cases. Her career progression saw her emerging as a corporate law and regulatory policy advisor to the government, international institutions and multinational companies on market entry expansion strategies, investment structuring and joint ventures, regulatory policy and legal assessment of risk and compliance in sectors ranging from infrastructure, energy, power, oil and gas, media, auto, engineering, telecommunications, consumer goods, biotech, pharma, energy etc. in stints in legal practice and with Arthur Andersen in India. Dipali's in house counsel experience was heralded with her move to Pfizer as Director Legal & General Counsel India & South Asia, followed by a role as Senior Director, Global Business Transactions, New York. Dipali is an Advisory Board Member - Global Leaders in Law (an association of invited Global General Counsels) and Women Corporate Directors, New York. She is empanelled on the International Finance Corporation (IFC) Board of Directors and has served on the Board of Pfizer companies. Dipali, who was born on 26th May, completed her Masters in Law from Harvard Law School, Cambridge, USA and Bachelors of Law in 1993. Despite an obviously heavy workload, for Dipali her most precious and meditative moments are when she is practising under her guru, the legendary classical vocalist, Kishori Amonkar. She is very actively involved in creating leadership - community, professional and corporate, and has set a personal goal to create 1000 leaders.

Dipali's Personal Philosophy

- ✿ *If you have the right intent ('greater good') and perseverance, things have a way of working out.*
- ✿ *There are amazing people out there, and we are privileged to meet them.*
- ✿ *If you remain open to experiences, plethora of the world's opportunities are open to you.*

Testimonial

I have known Dipali for over ten years in her role as In-House Counsel. Throughout this long period, Dipali has struck me as a professional of intense integrity, willing to work as long as is needed, pull up her sleeves and do a deep dive into the law. She is proud of her work and does not allow anything to compromise it. Apart from the law, Dipali is also determined to be a well-rounded personality. She enjoys her music and singing, is a family person and a caring personality. I believe Dipali has had a very accomplished career and will continue her journey upwards.

Zia Modj

Managing Partner, AZB & Partners

Testimonial

I had the privilege of being associated in his selection and appointment as Senior Vice President (Legal) in the Corporate Office of our Group. Gobind has always impressed me with his all-round knowledge of the corporate world and has been very pragmatic in his approach in dealing with complex legal issues.

Sarthak Behuria

*Executive Director (LPG/LNG), Adani Group
Ex-Group President, KK Modi Group of Companies
Ex Chairman Indian Oil Corporation*



Gobind Chandramani

Group Senior Vice-President - Legal
Godfrey Phillips India Ltd. (KK Modi Group of Companies)

Based in: New Delhi

Industry sector: Tobacco

Gobind has consummate legal experience of more than three decades in leadership roles across trans-national jurisdictions. He is currently the Group Senior Vice President - Legal in Godfrey Phillips India Ltd. and the KK Modi Group. He has previously worked in senior positions in various companies, including SABMiller and Shaw Wallace. His work has involved large M&A transactions, high profile commercial and tax litigation, asset acquisition and intellectual property management. He has put in place processes for overseeing governance, compliance and risk management to preserve the license to trade. He is an alumnus of the Government Law College, Mumbai from where he obtained his Law Degree in 1984. Currently based in New Delhi, he looks after all group matters and oversees the legal teams of the KK Modi group companies.

Gopal R Menghani

President - Legal
Lodha Developers Private Limited
Based in: Mumbai
Industry sector: Real Estate

Born on 15th July, Gopal graduated with an LLB in 1988. He also holds a Master's degree in Law and is a qualified Company Secretary. Gopal has over 18 years of experience as a lawyer; eight of these have been with Lodha Developers Private Limited, where as President - Legal he has not only overseen the legal and regulatory issues relating to land purchase, complex financing, consumer documentation and strategic partnerships with international brands, but also represented the company in international negotiations and transactions. Gopal was previously at Reliance Industries Limited where he served as Vice President - Legal.



Gopal's Personal Philosophy

- ✿ *Do good. Be good. Leave the rest to the Almighty.*
- ✿ *Always be a student, be ready to learn, be alive and adapt.*
- ✿ *Employ people better than yourself for they bring immense value to the table.*

Testimonials

Gopal Menghani provides exemplary leadership to a critical function - the legal team plays a vital role in all aspects of our business. He has developed a strong ability to adapt to different circumstances and ensure that the organization's interests are judiciously protected. He is a key asset to our organization and a critical member of our leadership.

Abhishek Lodha

Managing Director, Lodha Developers Private Limited

He does a fantastic job of managing the legal issues which necessarily must be faced by a real estate company. I think that his role in providing the requisite support to the stunning growth of the Lodha group cannot be overstated.

Justin Bharucha

Partner, Bharucha & Partners

Gopal believes that a Corporate Counsel is not merely an adviser or a trouble shooter to an organization, but also a business partner who adds value to the organization. His understanding of the law not only benefits the organization financially but also helps prevent or mitigate any loss.

Hetal's Personal Philosophy

- ✿ *Never plan anything.*
- ✿ *Never give up without trying.*
- ✿ *Never take life too seriously.*



Hetal Desai

Legal Head - South Asia
GroupM Media India Private Limited
Based in: Mumbai
Industry sector: Media

Born on 26th January, Hetal received her Bachelor's degree in law in 1993. After 10 illustrious years in journalism, where she was a news reporter for a leading Gujarati news weekly and a documentary film maker, Hetal took the plunge and joined the legal profession in 2002. She worked with law firms for the first four years and then joined Sony Entertainment Television's legal team as its in-house counsel. She then moved to Moser Baer India Limited, as the Legal Head of their newly launched home entertainment business. Here, she facilitated the acquisition of approximately 8000 movie titles in 13 languages. In 2008, Hetal joined the largest media agency in India and worldwide, GroupM Media India Private Limited, as its national legal head. She currently serves as its Legal Head - South Asia with the added responsibility of smart contracting for the entire Asia Pacific region.

Hetal believes that the role of a Corporate Counsel is to bring about confidence in teams to negotiate deals as equals and demand fair play in contracts.





Himavat Chaudhuri

Chief Legal and Regulatory
Affairs Officer
Tata Sky Ltd.
Based in: New Delhi
Industry sector: Media

Born on 4th December, Himavat graduated with an LLB in 1996 from Delhi University and qualified thereafter as a Solicitor of the Supreme Court of England and Wales. Himavat worked for British Airways while he was studying for his law degree, opening him up to understanding the commercial mindset that is required of an in-house counsel. After a stint with AZB & Partners and Arthur Andersen, Himavat worked for Turner Broadcasting (a Time Warner company), NDTV Imagine, Star TV and Discovery Channel. He is currently the Chief Legal and Regulatory Affairs Officer at Tata Sky, a leading DTH operator. Himavat was ranked amongst the top 25 In-House Counsels across Asia by a reputable legal organization dealing with both law and business. Himavat takes his mind off work by cycling long distances, sometimes even at 3 PM in the hot summer sun. Otherwise, he de-stresses by playing with stray dogs on his 160 acre office campus or watching peacock and nilgai right outside his work area.

Himavat's Personal Philosophy

- "Be kind whenever possible - it's always possible." (Dalai Lama)
- "Life is a gamble." (Ed Hardy)

Himavat believes the role of a Corporate Counsel is to be the sounding board for business executives; to manage risk and yet look at the world of opportunities; to help businesses grow. "I think of it as a fun role," he says.





Jagmohan Sharma

Executive Director (Law) and Principal Law Officer
Steel Authority of India Limited (SAIL)

Based in: New Delhi

Industry sector: Steel

Jagmohan was born on the 18th July and received his law degree in 1978, prior to which he had completed his Bachelors in Science in 1975. Jagmohan practiced as a Sales Tax and Income Tax advisor for 12 years, before joining SAIL in 1990. He has been with SAIL ever since and has grown from the rank of an Assistant Chief Law Officer to becoming the Principal Law Officer and Executive Director (Law) at the company.

Over the years Jagmohan has handled a wide variety of legal issues, ranging from turnkey contracts, international agreements, labour matters, consumer disputes and arbitrations, amongst others.

In the recent past, Jagmohan has been instrumental in providing assistance to the company in international arbitrations including a recent victory against an international coal supplier, which benefitted the company to the tune of \$162 million.

In his role as Executive Director (Law), he is often called upon by the Board and the Chairman to give his advice on critical legal aspects impacting the functioning of the company.





Jasmeet Wadehra

Head Legal, Power Business

Vedanta Group

Based in: New Delhi

Industry sector: Metal & Mining

Jasmeet's Personal Philosophy

- ✧ *Take one day at a time.*
- ✧ *Do not get caught up in specifics by being driven by expectations.*
- ✧ *Like the headlight during night driving, you only get to see a few metres ahead and have to trust life to lead you along a larger path.*

Testimonial

In-house counsels provide immense value to our business by managing risks and also by identifying and pursuing opportunities through regulatory and legal remedies. Jasmeet Wadehra has been astutely leading the legal function of our power business and has been instrumental in resolving complex disputes with counter-parties and achieving favourable dispensation in regulatory matters, which has contributed to our business success.

Ajay Dixit

CEO - Power Business, Vedanta Group

Born on 28th November, Jasmeet graduated with an LLB in 2001 and went on to get an executive education in business strategy from Harvard Business School. Jasmeet heads the legal department at Vedanta Group's Power Business. He previously worked at International Paper as General Counsel - India, FedEx as their Managing Director - Legal & Regulatory Affairs for South Asia, Deutsche Bank as Vice President & Head of Legal - GBS Service Centres, GENPACT as Assistant Vice President (Legal) and Dua Associates where he was a Senior Associate. Jasmeet has been certified as a Compliance and Ethics Professional by the Compliance Certification Board in Minnesota, USA. Jasmeet de-stresses by going on long driving holidays across the country. He has driven through the Himalayas, Eastern Ghats and many state and national highways in North and South India. Driving, he says, liberates him, puts him in closer touch with nature and helps him appreciate different cultures.

Jasmeet believes the role of a Corporate Counsel is two-fold - as a risk manager to identify and manage legal, compliance and reputation risks for the organization and as a business leader to identify and support the pursuit of business opportunities.

Jigar's Personal Philosophy

- ✿ *If there are conventional routes to a destination, there are also ways to proceed off the beaten track.*
- ✿ *You must question the question before you answer the question.*

Jigar says a General Counsel wears two coloured hats, "both of them tightly and neither of them lightly". The red hat signifies a strong control culture and is intended to protect the company in an environment where there is zero tolerance for legal or regulatory risk. The green hat signifies the role of a facilitator of business. "A Corporate Counsel," he believes, "must be able to analyze issues and identify problems, to anticipate future events and possibilities and to exercise practical and holistic judgment to do the right thing as a trusted advisor of the senior management."



Jigar Shah

Managing Director and Head of Legal, India
JPMorgan India
Based in: Mumbai
Industry sector: Banking & Finance

Born on 28th April, Jigar graduated with an LLB in 1992 from the University of Leicester, and completed his Law Society finals from the College of Law in Guilford in 1993, before qualifying as a Solicitor, England & Wales in 1996. Jigar has been with JPMorgan since July 2013, as Head of Legal, India. He is a member of their APAC Legal Management Committee, APAC Inclusive Leadership Council, Country Location Management Committee as well as their India Management Committee. He previously worked at Deutsche Bank for 11 years in their London, Hong Kong and Mumbai offices. Prior to Deutsche Bank, Jigar was in private practice at various international law firms in London, including Linklaters LLP. Over the years, Jigar has led teams supporting the whole spectrum of Corporate and Investment Banking business lines while also successfully restructuring exits for both Deutsche Bank and JPMorgan.

He sat on the RBI committee formed to usher in the introduction of credit derivatives in India for the first time in 2011 and led a group of banks to lobby the OTC clearing house as well as the RBI to ensure that rule changes to netting bye-laws of the OTC clearing house are made consistent with a positive netting regime. Jigar lives in Mumbai with his wife, Namita, who is also a lawyer and his two children Maansi and Dhyaan, who are his moral compass. Away from work, the Shah family loves to ski and they follow their passion all the way to the Alps every year without fail.



Jitendra Kumar Bodha

Executive Director, Chief Legal
Oil and Gas Corporation Limited (ONGC)
Based in: New Delhi
Industry sector: Oil & Gas

Jitendra was born on 19th January and completed his Masters in Law from the University of Bombay in 1982. Before he joined ONGC, Jitendra, across different times of his career, worked as a legal advisor at the State Bank of Bikaner and Jaipur and the Unit Trust of India, taught Commercial Laws, Industrial and Labour laws at the University of Jodhpur and practiced before the Bombay High Court with Jahangir Gulabbhai Billimoria and Daruwalla, Solicitors and Advocates. He has experience in sectors such as Banking and Finance, including Mutual Funds. Currently he is the Chief of Legal Services at ONGC and manages over 70 lawyers as well as legal departments across 22 locations in India. His 36 years of experience have been an asset for conducting Oil and Gas International Arbitrations and Litigation, and have also contributed in framing various amendments to new laws related to the Arbitration and Conciliation (Amendment) Act, 2016, Factories Act, 1948, Employees Compensation Act and the Petroleum (Amendment) Rules 2011.

Jitendra's Personal Philosophy

- *The only source of knowledge is experience.*



Joginder's Personal Philosophy

- *So much can be achieved when one does not care who the credit goes to.*
- *Live in the moment and take one day at a time.*

According to Joginder, trust is the main ingredient in making the role of a corporate counsel work well. He says "to give balanced and practical advice to clients to help deal with different situations will require that one not only applies the legal training one has received, but also use common sense, logic and a good understanding of the client's business practices and their environment to come up with a well-rounded solution."



Joginder Yadav

General Counsel and Legal Director
Cisco India
Based in: Bangalore
Industry sector: IT

Joginder is currently the Legal Director & General Counsel, Cisco India and SAARC, and has over 19 years of global legal and business experience at leading law firms, legal departments and the legal process outsourcing industry as well as diverse exposure across regulatory issues, litigation, M&A, general corporate affairs and large deal negotiations. At Cisco, he provides legal support to regional sales, engineering and strategy and operations management. In an earlier stint with Cisco in 2007-08, Joginder worked with its worldwide services and globalization legal team. He was head of legal for Professional Services at Nokia Siemens Networks and Senior Vice President, Contract Solutions at UnitedLex, a leading global LPO. He has also worked with IBM and Sun Microsystems as an in-house counsel. Joginder started his career with the Indian firm Kochhar and Co. and also worked as a foreign associate at the Japanese law firm TMI Associates. He is an avid biker, and also enjoys trekking and playing basketball and squash in his spare time.



KS Suresh

General Counsel, ITC Limited

Based in: Kolkata

Industry sector: Conglomerate

Suresh's Personal Philosophy

- ✿ *Work to excel; the reward lies in the satisfaction of a job well done.*
- ✿ *In life, the goal is contentment.*

Testimonials

Suresh deserves the immense respect and admiration he receives from all in the legal fraternity as well as in his personal dealings.

Nakul Anand, Executive Director, ITC Limited

I have known K. S. Suresh for over 25 years and have been thoroughly impressed by what I think is a great combination of an extremely sharp legal mind and a keen understanding of business dynamics. I have also been truly impressed with Suresh's relentless focus on professional excellence and outstanding leadership & mentoring skills.

Rajiv Tandon, Finance Director, ITC Ltd

After obtaining a Bachelor of Laws degree in 1983 from the University of Madras, Suresh joined the Bar where, for over seven years, he gained invaluable experience in legal research, drafting pleadings, examining witnesses, arguing trials and appeals and advising clients on property and commercial transactions. He joined ITC as an Assistant in its Corporate Legal Department, which at the time was a small department, but presented him with the opportunity to independently handle an exciting variety of work, touching almost every branch of law. Very soon, he was designated Deputy Company Solicitor, and in 1998, took over as ITC's Head of Legal, reporting to the Chairman. In due course, the position was re-christened as General Counsel, in which he continues till date. Suresh is a member of the Corporate Management Committee, the company's highest executive body. He has served as a member on the Kelkar Task Force set up by the Government of India for Indirect Tax reforms and has also been invited to give evidence before Parliamentary committees for his views on a few laws before their enactment.

Suresh sees a General Counsel as someone who provides “wise guidance” to the management in all matters legal, and “nourishes and mentors” the in-house legal team. At the core, the General Counsel’s role is to ensure that the company maintains the highest standards of legal and ethical behaviour while driving performance. “A General Counsel is a close and trusted advisor to the CEO and the senior leadership, playing a major and increasing role in guiding the company in its strategic direction and core business activities,” he says.

Manish's Personal Philosophy

- ✿ Excel in everything.
- ✿ Add value in every possible manner to the organization you work for.
- ✿ Have fun while working.

Testimonial

During my time in working for large corporations, I have never met such a talented legal professional. His ability in negotiating large contracts was second to none and invaluable for me.

Mark Pettit

Former Executive Director - Xerox Global Services

Manish says, "in today's complex world with ever-changing and stringent laws, as an in-house Corporate Counsel, we need to combine the technical expertise of consultancy/legal firms with the practical and widespread experience required in industry." Not only do they have to be business enablers, he believes in-house Corporate Counsels play a very important role in shaping the ethical and compliance culture of the organizations and therefore, "we have to lead from the front."



Manish Gupta

General Counsel & Company Secretary
Usha International Limited

Based in: Gurugram

Industry sector: Fast Moving Consumer Durables

Manish was born on 6th January and completed his law in 1999 from the Faculty of Law, Delhi University, after which he received a degree in Masters in Law. He also holds a Bachelors in Commerce from the highly reputed Shri Ram College of Commerce and is a qualified Chartered Accountant and Company Secretary. Manish has worked with KPMG, Halcyon Datasys, GE, Carrier and Xerox, prior to joining Usha International. After becoming a General Counsel at just 32 and working for numerous multinational companies, Manish took the conscious decision in 2013 to move to an Indian Company - Usha International Limited - managed by an Indian promoter. Like most Indians, Manish cannot get enough of cricket and likes to play the game when he can.



Manjaree Chowdhary

General Counsel, GE Power, South Asia

Based in: Noida

Industry sector: Energy

Manjaree's Personal Philosophy

- ✿ *Be honest and passionate about what you do; persevere and strive towards excellence.*

Testimonials

As a 26 year veteran of GE, I have worked with a number of GCs and I would rank Manjaree as one of best. She actively partnered with me to transform our healthcare business and was a critical thinker on a number of our innovative approaches and new business models. As a CEO, there can be no better way to pursue new frontiers than to have a trusted partner at your side - in Manjaree, I always felt I had that.

Terri Bresenham

President & CEO, Sustainable Healthcare Solutions, GE Healthcare

A seasoned and persistent business counsel, Manjaree is always on the look-out for best ways to mitigate risks for her organization and think two steps ahead. I find her determined to pitch in to help attain a certain outcome. More than that, she is highly personable, easy to talk to and working with her brings its own set of laughs.

Priti Suri, Managing Partner, PSA

A corporate counsel, Manjaree believes, is a valued partner to the leadership team. "It is about effectively managing enterprise risk to protect the company's reputation & brand and balancing customer & stakeholders needs efficiently within the regulatory and legal framework. It is also about establishing an industry interface to be able to advocate and drive policy initiatives" she says.

Born on 20th October, Manjaree graduated with a law degree in 1993 and completed her Masters degree in law from the University of London soon thereafter. She is the General Counsel for the GE Power business in South Asia and is directly responsible for providing legal leadership to all Power verticals across South Asia, following the acquisition of Alstom. Prior to this, she had been General Counsel for GE's Healthcare and erstwhile Plastics businesses. Manjaree leads the GE India Legal Diversity Program and the GE Women's Network for the National Capital Region. With a legal career spanning more than 20 years, Manjaree first worked with Dua Associates before joining GE, where she has been for over 15 years. The practice of law came as a mid-career move for Manjaree, who spent six years teaching English Literature at Punjab University. In her free time, Manjaree enjoys doing interiors and has helped several friends set up their homes.

Manoj's Personal Philosophy

- ✿ *Lead by example to ignite that spark in your team.*
- ✿ *Work with integrity,dedication and passion.*
- ✿ *Self renewal is critical to your professional success.*

Testimonial

Manoj is a keen listener with a quick and remarkable grasp of the law.

Sharad Saxena

Executive Director - Operations & HR, HT Media Group

Manoj believes that a Corporate Counsel is a 'business enabler' who converges business with law. A corporate counsel must be able to 'pre-empt legal issues to avoid any roadblock for the business in the future', he says. 'I relate the position of Corporate Counsel as a key team player in all critical business decisions, whether it is the commencement of a new business line, acquisition or merger or any other important business proposal.'



Manoj Bhargava

Global Deputy General Counsel

HT Media Group

Based in: New Delhi

Industry sector: Media

Born on 29th October, Manoj graduated with an LLB in 2003. He is a Fellow Member of the Institute of Company Secretaries of India and a Post Graduate in Law (LL.M.). He has been a corporate counsel for 16 years in varied industries, ranging from automobiles, to coffee and the media. He started his career at Capital Cars Limited (a subsidiary company of Itochu Corporation in Japan) before moving to the India Today Group, where as their in-house counsel he handled all of their new media initiatives in radio, television and the internet. After a brief stint at the Barista Coffee Company, Manoj moved to the HT Media Group, where, as the Deputy General Counsel, he has legal responsibilities for their print, radio, internet and web based businesses along with their mobile VAS services and their education & event management businesses.



Mansi has over 16 years of experience in senior corporate leadership roles and currently heads the legal division of the State Trading Corporation of India with oversight of 350 commercial, maritime, arbitrations and court cases involving over ₹3000 crore. She is also responsible for achieving a high level of operational efficiency for her company, by ensuring the incorporation of best practices and creating awareness and development of functional centres of excellence. As a private practitioner, previously Mansi has represented clients before various courts, tribunals and regulatory authorities. Born on 4th July, she received her graduate degree in Law in 2000 and thereafter went on to complete her LLM. She is currently pursuing her PhD in Law from the Jaipur National University.

Mansi Khanna

Joint General Manager (Law)
The State Trading Corporation of India Ltd.
Based in: New Delhi
Industry sector: Trading

Mansi's Personal Philosophy

- ✿ *Be mindful in your personal and professional life.*
- ✿ *Every day brings new firsts.*

Testimonial

Mansi Khanna, Joint General Manager (Law) has great capacity to handle legal issues with panache. She has clarity and command over law and has contributed efficiently and effectively in the process of decision making and contesting matters in the court of law.

SK Sharma

Director (Personnel and Law), The State Trading Corporation of India Ltd.

An effective in-house counsel, according to Mansi, makes a concerted effort to understand the goals, drivers and realities of the businesses they advise. Corporate Counsels must advise the corporation about their legal rights & duties as well as the responsibilities of the company's corporate officers. They must spot pressure points and identify where legal input can enhance the business proposition, while at the same time helping to close a deal, she says.

Meera's Personal Philosophy

- ✿ *In the journey of life give every situation your best shot, enjoy the moment, learn and evolve.*

Testimonial

The legal department of Glenmark has played a stellar role in our continuing business success. It has offered high quality legal opinion and support for various business groups and functions globally. I am confident that under Meera's astute leadership and backed by a qualified and dedicated team, the legal department will scale newer heights in the years to come and keep supporting Glenmark's phenomenal growth story.

Cheryl Pinto

Director Corporate Affairs, Glenmark Pharmaceuticals

The role of a Corporate Counsel, according to Meera, is not limited to dealing with legal issues but is that of a conscience keeper of the organization. "The role envisages providing prudent legal advice to help the organization achieve its growth trajectory, ensuring compliant business practices and risk hedging for the organization," she says



Meera Vanjari

Sr. Vice President - General Counsel
Glenmark Pharmaceuticals Limited
Based in: Mumbai
Industry sector: Pharmaceutical

Meera graduated with an LLB in 1997 to embark on a 19-year career as an in-house counsel. Meera currently serves as Senior Vice President - Legal and General Counsel of Glenmark Pharmaceuticals Ltd. with overall responsibility of the company's legal department globally. She is also a member of Glenmark's Executive Management Council. Meera has previously worked in high-level positions at Johnson & Johnson, Bunge India, Marico and Kodak. At Johnson & Johnson, she was Director - Legal with responsibilities for overall legal and compliance matters of the company's medical devices division. She has also worked with one of the oldest law firms in India - Mulla & Mulla & Craigie Blunt & Caroe. When she's not wearing her legal hat, Meera spends a significant portion of her free time doing philanthropic work and studying spiritualism.



Mohit Kapoor

Director - Legal & Compliance, Religare Finvest Limited

Based in: Gurugram

Industry sector: Banking & Finance

Mohit's Personal Philosophy

- ✦ *Build a strong foundation on fundamentals and help develop robust, motivated, professionally competent and high performing teams.*
- ✦ *Maintain the highest levels of ethics and professional integrity.*

Testimonial

Mohit has been instrumental in building a robust Legal and Compliance function team for the company. His attention to detail and his overall legal abilities are outstanding. We truly value his contribution to our organization as a towering individual with his in-depth knowledge and experiences..

Kavi Arora

*Managing Director and CEO
Religare Finvest Limited*

Born on 17th April, Mohit graduated with an LLB from Delhi University in 1992 and qualified as a Solicitor of the Supreme Court of England & Wales soon thereafter. With over 24 years of total experience, he brings a rich blend of having worked with legal firms for over eight years and corporate experience for 16 years. He has, in the past, worked in firms like JB Dadachanji & Co., Kochhar & Co. at New Delhi and Nagashima, Ohno & Tsunematsu in Tokyo, Japan. Thereafter, he worked in senior management roles at IMG & TWI as Legal Counsel-India, Citibank as General Counsel-Global Consumer Group and Max Life Insurance Co. Mohit joined Religare Finvest Limited as Director-Legal & Compliance in 2013 from Aon Hewitt, where he was the Chief Counsel for the Asia Pacific Region. Mohit is quite the Renaissance man - playing the tabla to de-stress or going on long Sunday rides on his superbike. He is a keen traveller and enjoys meeting people of various cultures and backgrounds.

Mohit believes a Corporate Counsel is a 'friend (business partner), philosopher (advisor) and guide (controller)' for the company. While continuing to remain a critical control and support function for the business (as was traditionally the case), a Corporate Counsel is today required to be an astute business partner, facilitating business interests, albeit in a practical and compliant way. "I have found that decisive flexibility and speedy manoeuvrability are indeed key attributes for delivering effective support to any business in today's fast paced business environment," he says.

Mohit's Personal Philosophy

- ✿ *Enjoy what you do and who you are.*
- ✿ *Empathy and respect should take center-stage in all thought and action.*
- ✿ *Forgive yourself (and others). Leave ego outside the door. Maintain a sense of humour and perspective.*

Testimonial

Not only does he deliver sound, logically consistent, commercially sensitive and practical solutions to the legal challenges that the firm faces; like any exceptional legal counsel, he also acts as an advisor to the management of the business in areas outside his direct responsibility.

Mohit sees the role of a Corporate Counsel as a confidante, advisor and partner to management, the business, other functions, and even clients; working shoulder to shoulder with each of them. It serves its best purpose, according to him, when it is not only a transactional, documentation role but one that assesses, weighs and acts on risks (but in a manner that goes beyond legal risk and encompasses franchise, reputational, regulatory and conduct risks as well). "The role, as I see it, must be able to appropriately and prudently combine these facets with commercial needs, and straddle both commercial and strategic deliverables and sound risk management," Mohit says.



Mohit Shukla

Managing Director, Head of India - Legal
Barclays Bank PLC
Based in: Mumbai
Industry sector: Banking & Finance

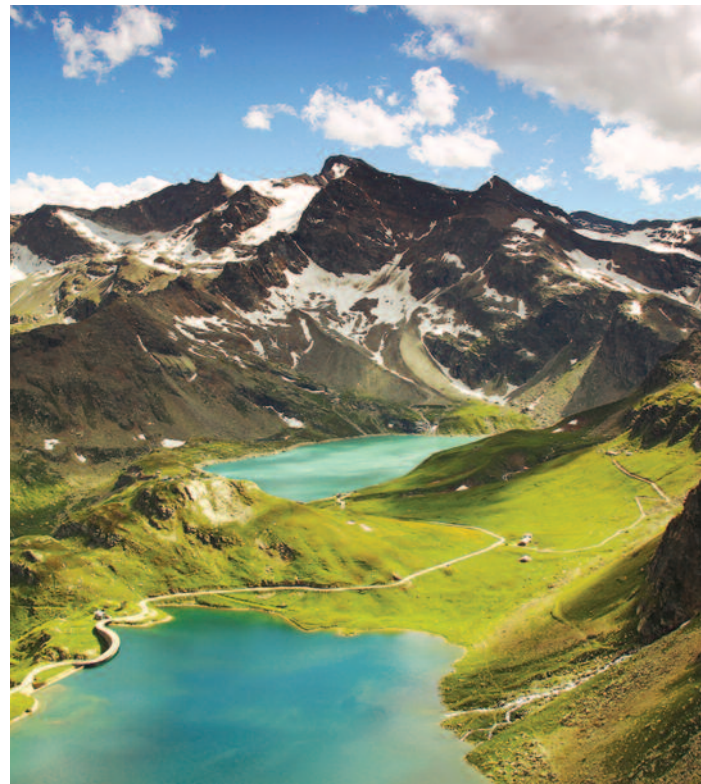
Mohit graduated with a degree in law from the University of Calcutta in 1989. He heads the Legal function for Barclays India with general oversight of legal services to all the businesses and Barclays entities, and for general legal risk management in India. Prior to joining Barclays in 2010, he was with Citibank South Asia for nine years as Country General Counsel, covering India, Bangladesh, Sri Lanka and Nepal. He has over 25 years of diverse work experience, spanning the metals manufacturing, tobacco, hospitality and financial services industries. Mohit is actively engaged in various citizenship and diversity initiatives of Barclays in India, including as Sponsor for Spectrum in India, and donates time as a teacher at the Happy Home and School for the Blind in Mumbai. He has an interest in teaching law and is at the same time, passionate about Indian classical music, which he continues to study. If he had the time and opportunity, Mohit would resume being an actor as a hobby, having previously designed sets for, directed and acted in plays on the proscenium stage.



Mukesh Bhavnani

Group General Counsel
Bharti Enterprises Ltd.
Based in: New Delhi
Industry sector: Conglomerate

Mukesh was born on 17th February. He is a law graduate from the University of Bombay and an Associate Member of the Institute of Company Secretaries of India. Mukesh is one of the senior most General Counsels in India with over 38 years of varied experience across multiple industries including telecom, mining, oil & gas, insurance, infrastructure, oil refining, steel, power, construction, media, consumer goods and pharmaceuticals. Over this period, he has worked in senior management roles including as Group Legal Counsel and Head - Compliance at Vedanta Resources Plc, Group President - Legal at Essar Group, Executive Vice President and General Counsel at Sony Entertainment, Max New York Life, Coca-Cola India, Jumbo group in Dubai, Godrej Soaps, Proctor and Gamble and E-Merck India. Mukesh has, in his career, dealt with complex legal matters under Indian laws and laws that apply in jurisdictions as varied as North America, Africa, Europe, Middle East, Asia, while managing Legal, Secretarial, Corporate Affairs, M&A and Compliance roles for global corporates. Mukesh is currently the Group General Counsel, Bharti Enterprises, responsible for facilitating all strategic and high-impact legal policy and structuring across Bharti businesses, litigation related to key matters, M&A and overseeing the group secretarial functions. Mukesh is a qualified Company Secretary.



Muneesh's Personal Philosophy:

- ✿ *Life or destiny is not as you see it! Be ready for surprises (pleasant or otherwise).*
- ✿ *Enjoy your present, go after your dreams & stay cheerful for, and with your loved ones.*

Muneesh believes that the role of an in-house Counsel is “quite challenging, multifarious and exciting”. According to him, “each day brings its own challenges & learnings as we navigate through the complex & dynamic Indian & Global business environment.”



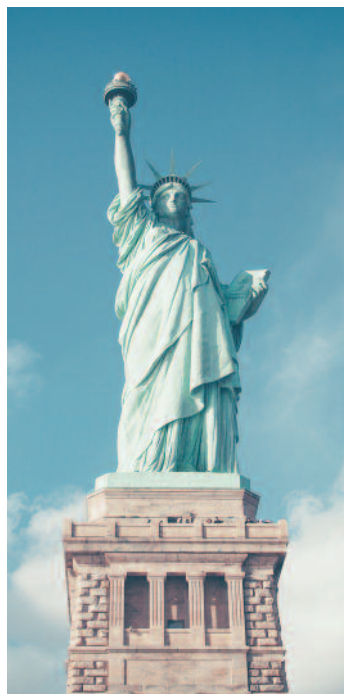
Muneesh Sud

Chief Legal & Compliance Officer (General Counsel - Global Operations)
Reliance Nippon Life Asset Management Limited
Based in: Mumbai
Industry Sector: Financial Services

Born on 15th November, Muneesh went on to secure degrees in commerce and law along with qualifying as a Company Secretary and Cost Accountant. He joined Reliance Nippon Life Asset Management Limited in 2008, when it was still called Reliance Capital Asset Management Limited.

At his current company, Muneesh is a member of the functional leadership team and has taken on the role of General Counsel for the company's global operations along with being their Chief Legal and Compliance Officer.

Over the years he has worked across multiple sectors, including Telecom, Manufacturing, Oil & Gas and IT, amongst others. He has also won numerous accolades, both as an individual and for his team including for the Corporate M&A Deal of the Year for FY 2013-14. He won this award for his company's 26% stake sale to Nippon Life Insurance Corporation which became the largest FDI transaction in the Asset Management space and yet was concluded within a timespan of only six months. He has also been recognized as the General Counsel of the Year, 2015 at an awards function held in Mumbai. Right through his education, Muneesh was a quintessential laidback student. Post graduation, he turned his outlook and demeanour around to become a completely changed man who used his focus and dedication to achieve all that he has throughout his career.



Naresh's Personal Philosophy

- ✿ *Always put your best foot forward, so that there is no regret later.*

Testimonial

Naresh's competence is one of the best I've come across in the field. His legal acumen, communication and responsiveness which he uses while dealing with any legal matter- the best I've seen so far. On a personal note, Naresh's integrity and ethics are extraordinary and extremely valuable to the organization.

Sudhir Prasad

COO - ATC Telecom Infrastructure Pvt. Ltd.

Naresh firmly believes that to be a successful Corporate Counsel and add value to the organization, a firm belief in high ethical and moral values is the key today. A corporate counsel needs to have a futuristic approach, leading to effective risk analysis that helps in taking pro-active action and making strategic decisions that add to the bottom-line for the organization. "Corporate Counsels advise management on legal and ethical aspects arising from day-to-day business activities within the speciality area of legal practice and allied functions such as human resource. In addition, they also assist with negotiations and communications with customers, external governmental agencies, representatives, outside counsels and law firms," he says.



Naresh Arora

Vice President & National Legal Head - Operations
ATC Telecom Infrastructure Pvt. Ltd.

Based in: Gurugram

Industry sector: Telecom

Naresh was born on 12th December and graduated with a degree in Law in 1987. He has over 25 years of extensive experience in the Consumer Durable, Automobile, Real Estate, Hospitality, Telecommunication and Service Industry with international exposure especially in the areas of M&A, Intellectual Property, Contracts, Litigation, Audit, Compliances, Service laws, Alternate Dispute Resolution and Due Diligence. Naresh is presently Vice President and National Legal Head - Operations at ATC Telecom Infrastructure Private Limited, a wholly owned subsidiary of American Tower Corporation, that has a national presence and services all major telecom service providers in the country. At ATC, Naresh is responsible for all Legal, Contractual, Litigation and Compliance related issues. Off work, Naresh loves to travel and read.



Naveen Raju

General Counsel & Senior Vice President - Group Legal
Mahindra & Mahindra Limited
Based in: Mumbai
Industry sector: Manufacturing

Naveen was born on 25th May and completed his graduate degree in Law in 1996 from the National Law School of India University. Naveen has been General Counsel and Senior Vice President - Group Legal Services at Mahindra & Mahindra Limited since November, 2014. He previously served Reliance Industries Limited as Head - Legal for the company's Oil and Gas business. He has also worked with other leading Indian corporates such as Associated Cement Companies Limited and Crompton Greaves Limited.

Naveen is a member of the Confederation of Indian Industry's National Committee on Regulatory Affairs, Association of Corporate Counsels, Association of International Petroleum Negotiators and the London Court of International Arbitration.

Naveen believes the role of the in-house legal team is not just to provide legal services but also develop and execute the company's business strategy. "In my daily functions, I strive hard to understand the business and its dynamics extremely well, communicate and build sustainable relationships across the board, establish credibility and provide a view which is uniquely valuable to the company," he says.





Navodit Mehra

General Manager - Legal & Compliance
Samsung India Electronics Pvt. Ltd. - South West Asia
Based in: Gurugram
Industry sector: Fast Moving Consumer Durables

Navodit was born on 27th May and graduated with an LLB in 1995. He has over two decades of experience as an in-house counsel and a business strategist. He has worked in various regulated sectors such as aviation, finance, infrastructure, health care, electrical, consumer electronics & mobile and has been responsible for regulatory compliances in addition to drafting and implementing internal and regulatory policies. In the late 90s when the “Open Sky Policy” was in its test phase, Navodit worked with Air Sahara, where he had to liaise closely with international leasing companies who were wary of the Indian market, to convince them with respect to the legal eco-system and the re-possession of aircrafts. His subsequent move to Air Deccan, a newly launched budget airline, came at a much more challenging phase in Indian aviation history when the market was starting to consolidate with the acquisition of Air Sahara by Jet Airways; the launch of a low budget airline was considered not just novel and brilliant but also hugely risky. Navodit played a significant role in the successful introduction of several ‘firsts’ in the aviation sector via Air Deccan, not least of them being the e-ticketing system. He subsequently joined SREI in Kolkata and then moved on to Havells in Delhi in 2010 as the Vice President - Legal and remained with the company till 2013 when he joined Samsung India Pvt. Ltd. as General Manager, Legal & Compliance for South West Asia. He is now set to join a media conglomerate as their Group General Counsel. Navodit has spoken and written extensively on the airline industry.





Neena Gupta

Group General Counsel & Executive Director - Special Projects
InterGlobe Enterprises Limited
Based in: Gurugram
Industry sector: Conglomerate

Born on 13th April, Neena graduated with an LLB in 2001 and started her career as a lawyer in private practice. She worked with AZB & Partners and J Sagar Associates where she gathered substantial transactional experience via several complicated domestic and international M&A and Private Equity deals. Neena has been the Group General Counsel for InterGlobe Enterprises since 2008 and leads an in-house legal team of hand-picked experienced lawyers who provide advisory and execution services to various Group companies on all legal and regulatory issues. Neena is an integral member of InterGlobe's leadership team and serves on the Board of several of its Group companies. In her current role, Neena has also been advising the Indian airline industry body on various policy and legislative initiatives and has led the industry's challenges via judicial review and active lobbying. A gifted vocalist, Neena has performed on stage several times including a solo role in Bertolt Brecht's masterpiece, "The Threepenny Opera", and as a choir member in Georges Bizet's, "The Pearl Fishers". She is an avid traveller and in her spare time, champions the cause of pro-women social legislation via her membership with the Society of Women Lawyers, India. She has taught at the Fore School of Management and contributed to the Global Employment Law Newsletter.



Neera's Personal Philosophy

- ✿ *Stop waiting for things to happen; go out & make them happen.*
- ✿ *Respect yourself enough to walk away from anything that no longer serves you, grows you or makes you happy.*

Testimonial

Neera has a very rare ability of understanding complex business issues and gauging its impact on the organization in the short, medium and long term. One of the main reasons why Neera has been very successful in each and every project that the company has entrusted her with, is because of her ability to delve into details and then work with people, both internally and externally to make the right impact.

Viraj Chouhan

Executive Director, Corporate Communications, MTS India

Neera sees herself as a legal and business advisor to the CEO and the senior leadership team. A best-in-class general counsel, she believes, contributes as much to strategy and driving the business as do other senior leaders in the company. As a Corporate Counsel, "we are the go-to advisors on laws and regulations, as well as public policy, ethics and risk," she says.



Neera Sharma

Chief Legal and Regulatory Officer
Sistema Shyam TeleServices Limited
Based in: Gurugram
Industry sector: Telecom

Born on 13th November, Neera graduated with a law degree in 1997. She also holds an MBA degree in Finance from Amity Business School. With a career spanning two decades, Neera has worked with DCM Limited, HCL, Idea Cellular Limited, Emaar MGF Land Private Limited, HFCL Infotel and Dishnet Wireless Limited (Aircel). She has been with Sistema Shyam TeleServices Limited since 2008 as its Chief Legal Officer. Neera was conferred the General Counsel of the Year Award in 2016 by an Indian legal publication. She is also a founder member of the Indian Corporate Counsel Association. Neera is a national table tennis champion and was certified by the Red Cross at the age of 12 to provide first aid.



Nilanjan Sinha

Head of Legal, Compliance & Public Affairs
Marsh & McLennan
Based in: Mumbai
Industry sector: Professional Services

Nilanjan's Personal Philosophy

- ✦ *Be good to people and you will be surprised how much help comes your way.*

Testimonial

Nilanjan was the General Counsel for GE Capital, India. He did an outstanding job in ensuring that our businesses had a clear view of the regulatory requirements and finding solutions that enabled businesses to succeed. His domain expertise, combined with a pro-active approach helped create both adequate controls as well as the freedom to operate. Overall, an excellent business partner.

Dr Anish D. Shah

Group President (Strategy) and Member of Group Executive Board, Mahindra Group

Nilanjan completed his graduate degree in law in 1995 and over the last two decades has gathered strong domain knowledge of lending, structured finance, project finance, banking and financial services. He has previously worked as General Counsel at GE Capital India, General Counsel at Yes Bank, where he was awarded the CEO's Golden Pin, Chief Manager - Corporate Legal at ICICI Bank and Manager - Legal & Secretarial at Exide Industries Limited. He has an LLM degree in Commercial Law from the University of Bristol, School of Law and is a Fellow Member of the Institute of Company Secretaries of India. He is a former member of the Legal Affairs Committee of the Bombay Chamber of Commerce and Industry and Legal Heads Forum of the Reserve Bank of India. Nilanjan hopes that someday he will become an accredited tennis umpire. His love of the game has taken him all over the world in pursuit of Grand Slams and ATP matches.

General Counsels, Nilanjan believes, are no longer mere paper pushers but important members of an organization's strategic management team. "Today, a General Counsel has a seat at the table as a matter of right," he says. In India, torch bearing roles have been played by senior corporate lawyers, setting the stage for corporate lawyers/in-house counsels and business leaders to appreciate the value GCs bring to the table.

Pankaj's Personal Philosophy

- ✿ *Derive joy from work and it will love you in return.*
- ✿ *Life teaches us new lessons every day. Be open to new experiences and perspectives.*

Testimonials

Pankaj has been a senior member of the Future Group family and we are happy that his work and efforts are finding recognition across the retail fraternity in India.

Kishore Biyani

Managing Director & Group CEO, Future Group

The organization had set a road map for the legal and compliance team to move from protection to compliance, to anticipate and finally bring about changes through advocacy for long term solutions. Pankaj is leading this mission from the front. He truly believes in "Legal for business" rather than "Legal vs business".

CP Toshniwal

CFO & Director, Future Group

Pankaj believes the role of a Corporate Counsel is more like a guiding force and the legal team, an in-house army that protects the interests of the organization and drives the organization towards achieving its objectives within the legal framework.



Pankaj Patel

Head Legal

Future Retail Limited

Based in: Mumbai

Industry sector: Retail

Pankaj was born on 26th September and graduated with a degree in Law in 1999. He worked with the Panoramic Group of Companies before joining Future Group as Head - Legal, where he oversees legal planning and system development as well as negotiation and litigation strategies. Pankaj is a Chartered Secretary from the Institute of Chartered Secretaries and Administration, London and a qualified Company Secretary from the Institute of Company Secretaries of India. He holds a Master's degree in Commercial Law and is a Fellow Member of the Insurance Institute of India. Pankaj has been a Lecturer in Law at Ruia College and is also visiting faculty at management institutes. He is currently pursuing a Ph.D. from Mumbai University. Pankaj is a also poet of repute. His book of Gujarati poems 'Prem Ni Paribhasha' won accolades from among the cognoscenti.



Parveen Mahtani

Vice President - Legal
Wadia Group of Companies
Based in: Mumbai
Industry sector: Conglomerate

Parveen's Personal Philosophy

- ✿ *The most finite resource we have on this planet is time – so spend it well and think big.*
- ✿ *Don't let the noise of others' opinions drown out your own inner voice.*

Testimonials

I have known and worked with Parveen Mahtani, now Vice President - Legal: The Wadia Group: she is highly efficient and resourceful, bringing to bear on corporate problems a rare and innovative insight: in my view, she is an in-house counsel par-excellence.

Fali S. Nariman
Senior Advocate

Parveen is an extremely committed & resourceful counsel with diverse experience in the field of law. While being business friendly, she is never hesitant to put the facts straight, however unpleasant they might be.

Varun Berry
Managing Director, Britannia Industries Ltd.

Parveen graduated with an LLB in 2001 from Government Law College, Mumbai where she won the MC Chagla Gold Medal from Mumbai University for securing the highest marks across all law colleges in Mumbai. Parveen began her career as a lawyer with Nishith Desai Associates, before moving to the IL&FS Trust Company Ltd. as their Legal Head, Debt Recovery Department. She subsequently moved to the Lodha Group, where as their Vice President - Legal she spearheaded the largest private investment into London's prime residential market as well as one of India's largest FDI deals in real estate. She currently heads the litigation and non-litigation practice for the Wadia Group of Companies as their Vice President - Legal. She was featured recently in the Economic Times in their feature "YOUNG LEADERS - Women who go above and beyond to distinguish themselves professionally deserve accolades". She has written extensively on various aspects of commercial law, including capital markets, tax and insurance law.

Parveen believes the general counsel of a company is a core member of the top management team and offers advice not just on legal matters but also provides advice that shapes discussion and debate about business issues.

Parvesh's Personal Philosophy

- ✿ *Avoid missteps and stay focused on your real purpose for every action in your life.*
- ✿ *Educating a single person can have a profound effect not only on that person's life, but on the many lives that person touches.*
- ✿ *Be available to help individuals, society and the country.*

Parvesh believes the role of a Corporate Counsel is no longer limited to a reactive role, overseeing litigations sent out to law firms; they are now key members of the corporate decision-making team. A Corporate Counsel's commercial knowledge, along with their legal expertise, helps to mitigate future risk while their strong negotiation powers helps close contracts in the best interests of the business, he says.



Parvesh K Kheterpal

Head Legal - EPC and Solar

Lanco Group

Based in: Gurugram

Industry sector: Infrastructure

Parvesh is a seasoned Power and Infrastructure industry counsel with 15 years of experience in working with market leaders. Born on 20th April, Parvesh graduated with a Law degree in 2006 from Delhi University. He began his career with an export house as their Assistant Manager - Legal & Company Secretary. He worked for six years with a law and management consultancy firm before moving to Future Group as the Head - Legal & Company Secretary of one of its retail chains. At the Lanco Group, where he heads the legal division of their EPC and Solar verticals, Parvesh has spearheaded negotiations for more than 200 MW of Solar EPC contracts, amongst the highest in the industry at the time, and has been instrumental in the acquisition of more than 3000 acres of land in various states in India. He has also played a crucial role in the company's expansion in Europe, US and South Africa. Parvesh is a qualified company secretary and a regular speaker at conferences organized by various industry bodies and lawyers' associations.





Pawan Singhal

Executive Director & General Counsel for India Region
3M India Limited

Based in: Bangalore

Industry sector: Manufacturing

Pawan's Personal Philosophy

- * *Do what you enjoy and enjoy what you do.*
- * *Take risks, challenge the status quo and think differently.*

Testimonial

Pawan is one of the most business savvy lawyers I have come across. He was supporting the team when I was at Intel Capital and his understanding of corporate law, investor rights, and his very non-offensive approach made Intel Capital one of the most admired investors those days.

Joydeep Bose

Managing Director, CISCO Investments and M&A

Born on 15th January, Pawan graduated with an LLB from Delhi University in 1991. With more than 25 years of experience in a wide spectrum of industries including Insurance, Pharma, IT, Financial Services, Consumer Goods and Global Trading, Pawan has been both an external and an in-house counsel, having worked with Dua Associates as an Associate Partner, as well as with a range of companies including MMTC Limited, Intel India, Connexant Systems, Max Bupa Health Insurance and Astrazeneca Pharma India. He is currently the Executive Director, Legal and General Counsel-India Region at 3M India. Pawan is a fellow member, Institute of Company Secretaries of India; Associate Member, the Institute of Cost and Management Accountants of India and a Member of the All India Management Association in New Delhi.

Pawan believes a Corporate Counsel must play an active and collaborative role in forming corporate strategy; the GC also acts as a guide to the Board on the evaluation of legal risks and enables it to take well considered business decisions. "A Corporate Counsel plays a pivotal role in the execution of strategy and achievement of business objectives, while at the same time keeping the corporation on the right side of the law, always," he says.



Pramod Rao

General Counsel India – Citibank, N.A.

Based in: Mumbai

Industry sector: Banking & Finance

Born on 23rd January, Pramod graduated with a degree in Law in 1996 from the National Law School of India University. After a brief stint with Mulla and Mulla, Pramod joined ICICI Bank, where he stayed for 16 years and rose in the ranks to become General Counsel with legal oversight of all segments of the Bank. During his tenure there, Pramod advised the Board of Directors and various Board-constituted committees, while at the same time serving on the Board of Directors of various ICICI group companies. He changed track for a brief period in 2012, when he joined the law firm IndusLaw as a resident partner, setting up their Mumbai office and overseeing their Banking and Finance practice. He is currently the General Counsel - India for Citibank N.A. Pramod is a member of the Legal & Banking Operations Committee of the Indian Banks' Association. He has participated in several law and regulatory reform initiatives led by the government, regulators and industry forums. As a child, Pramod had the good fortune of travelling the length and breadth of the country and living in several different cities and towns, because of his father who served in the Indian Army.

Pramod's Personal Philosophy

- ✿ *Focus and attention bring forth the desired results.*
- ✿ *One should strive to make a difference.*

Being the internal conscience keeper, an arbiter of issues that the company faces or may face vis-à-vis its stakeholders in a fair & balanced manner, and a trusted advisor to the CEO and the management team, is how Pramod sees the role of a Corporate Counsel.





Priyanka Sinha

Chief Officer - Legal & Corporate Affairs
Yum Restaurants India (P) Ltd, India Subcontinent
Based in: Gurugram
Industry sector: Food Retail

Priyanka's Personal Philosophy

- *Your actions must match your words if you want to live and lead effectively.*
- *Your success is so tied up with the efforts of those around you that being humble and a person of integrity is not negotiable.*

Testimonials

Priyanka is a tremendous business partner and has helped all the functional teams calibrate on how to take the brand to a different level in their parts of Yum! Priyanka is a deeply valued asset in our business and we are champions for her!

Rahul Shinde

Managing Director, Yum India

I have had the pleasure of working with Priyanka for the last few years. She was a terrific business partner, helped navigate compliances and governance issues, managed our litigation and also ensured that we were proactively managing all of our business risks.

Niren Chaudhary

President, Global KFC

Ready to find a solution to any problem, big or small, Priyanka comes forth as someone who wants to consistently deliver in challenging, and sometimes often unreasonable time scales.

Priti Suri

Managing Partner, PSA

Born on 13th February, Priyanka graduated with an LLB in 1996. She has over 20 years of progressive legal experience with reputed law firms and market leading companies, including Honeywell, Ricard and Convergys as Director-Legal In-Charge Asia, United Health Group as Senior Director, Legal & Compliance with responsibilities over India, Philippines and Ireland and finally Yum! Brands where currently as General Counsel she is responsible for the company's legal, compliance, security and corporate affairs for all of its three flagship brands - KFC, Pizza Hut and Taco Bell in the South Asian region.

Priyanka believes that GCs have assumed the critical role of an ethical watchdog, tasked with ensuring corporate compliance, not to mention understanding the political and cultural landscape of each jurisdiction in which the company operates.



Rajeev Mukundan

Chief Compliance Officer India, Emerging Markets,
Rest of the world - Mylan Laboratories Limited
Based in: Hyderabad
Industry sector: Pharmaceutical

Born on 21st September, Rajeev graduated with an LLB in 1995 from the National Law School of India University. He is also admitted as a Barrister and Solicitor in New Zealand after receiving his Masters in Commercial Law from the University of Auckland. Rajeev has worked with the Indian capital markets regulator, the Securities and Exchange Board of India as well as UBS. At UBS, he was a part of the management team and often led the Management Committee when it came to matters such as strategy and internal audits.

At Mylan, Rajeev is based out of their Hyderabad office and oversees a team of 10 professionals including two company secretaries. He is also a part of the India leadership team and plays an important role in the strategic management of the company.





Rajeev Nair

Associate General Counsel, India & APJ Personal Systems
HP Inc.

Based in: Gurugram

Industry sector: IT

Rajeev's Personal Philosophy

* *Good begets good – in all walks of life.*

Testimonial

Sensitivity to business realities while rendering legal support, and ensuring controls with risk mitigation for sustained long term growth of the business are two essential attributes that define an effective in-house counsel. By ensuring both these at the right levels Rajeev Nair and his team of lawyers, who are part of the HP India Global Legal Affairs team, have positioned themselves exceptionally well as facilitators of the business.

Rajiv Srivastava

Managing Director & CEO, HP Inc. India

Rajeev was born on 17th May and completed his law degree in 1994. He started his career before the High Court of Kerala, after which he worked with corporates such as Unilever, ING and HSBC. In 2012, Rajeev moved to Hewlett-Packard where he worked at their Bangalore office before moving to Gurugram as Associate General Counsel, India and Asia Pacific & Japan Personal Systems. Rajeev is passionate about biking and has his own personal 'Motorcycle Diaries', which includes a ride of over 3000 kilometres while in college as well as his most recent ride up to Khardungla on a Royal Enfield. He also has a keen interest in aircrafts, and makes an effort to visit aircraft museums around the world. He has also dabbled with light aircrafts.

According to Rajeev, the role of a General Counsel presents an opportunity to partner with internal clients and business teams right from the stage of ideation all the way till execution. "Present day business leaders recognise and acknowledge the value that in-house counsels bring to the table, and are keen to involve and engage the legal team in business proposals, thereby making the role of an in-house counsel an extremely rewarding one," he says.



Rajeev Uberoi

General Counsel & Head - Legal & Audit
IDFC Bank Limited
Based in: Mumbai
Industry sector: Banking & Finance

Rajeev was born on 30th January and completed his degree in Law in 1978. With over 30 years' experience in the financial services space along with substantive knowledge of Compliance with SEBI, RBI and Company Law regulations, Rajeev heads the legal and compliance team at IDFC. He is also an Independent Director in IDFC Bank. Rajeev has specialist expertise in the area of Operational Risk Management and has been on various Committees of the RBI and the Indian Bankers Association related to risk and compliance. He is a regular contributor to the Indian financial press and serves as visiting faculty for Risk Management at IIM - Indore and Ahmedabad. Prior to joining IDFC, Rajeev worked with Standard Chartered Bank where he was Regional Head - Operational Risk & Assurance, South Asia. He has previously also worked with Citibank as Vice President & Regulatory Head; ANZ Grindlays Bank as Head - Risk Management & Compliance - India and at the Reserve Bank of India as Assistant General Manager, Department of Banking Supervision. Rajeev has a Ph.D. in Economics as well as an MBA from MDI, Gurgaon.





Rajendra Misra

Senior Vice President & General Counsel

Taj Hotels, Resorts & Palaces (The Indian Hotels Company Ltd.)

Based in: Mumbai

Industry sector: Hospitality

Rajendra's Personal Philosophy

- * *Do what you love, and success will follow.*
- * *There can be no success without a team and teamwork.*

Testimonial

I feel fortunate to have Rajan (Rajendra) next to me. Not only because of his excellent knowledge or exemplary work ethic, but more importantly, for who Rajan is as a leader. I look at Rajan as a 'quiet achiever', who remains calmly focused on doing the right thing by his colleagues and doing the right thing to protect the legal integrity of Taj.

Rakesh Sarma

*Managing Director & CEO
Indian Hotels Company Limited*

Born on 1st August, Rajendra graduated with an LLB in 1991. He also holds a Post Graduate Diploma in Patent Law from the National Academy of Legal Studies and Research University. Rajendra's 25-year career as an in-house counsel across industries, including the Aluminium industry, Tyre business, Personal Care, Tobacco, Food and Lifestyle retailing, and now Hospitality, began in the Indian Aluminium Company Ltd. He later was the Associate General Counsel at ITC, following which he joined Hindustan Unilever Limited, where he was head of their legal team, partnering the Personal Care and Home Care businesses, and was the Global Brand Legal Counsel for two of their iconic brands, Lifebuoy and Fair & Lovely, as well as a member of their Leadership team. Rajendra is currently Senior Vice President & General Counsel of the Taj Group of Companies, and a member of its Executive Committee.

Rajendra believes the General Counsel is the go-to person for the CEO and top management for issues relating to law, legal interpretation, ethics, risk management and stakeholder management. The General Counsel needs to have a deep understanding of not just the law, but also the business of the company, and must have the ability to do the right thing balancing both these aspects. "With changing laws and increasing threat of litigation, never has the role of the General Counsel as a core member of the top management team of the company been more important," he says.



Rajendra Punde

Director & Head Legal - eBay India Private Limited

Based in: Mumbai

Industry sector: E-Commerce

Rajendra graduated with a law degree in 1991. He is also a qualified Company Secretary with the Institute of Company Secretaries of India. Rajendra has been with eBay since 2008. At eBay, Rajendra is a member of the senior leadership team and is known as a strategic and tactical professional with an ability to seamlessly integrate the legal function with business objectives. He has provided business oriented advisory on a wide range of projects, successfully advocated industry issues, and protected the Company from threats of aggressive and intimidating actions by third party aggressors.

Prior to eBay, Rajendra worked with the Bharti Airtel Group. He was one of the senior professionals who became a part of assisting Bharti's Joint Venture with Wal Mart and was responsible for providing support to set-up distribution centres, aggregator and sourcing agreements with suppliers.

Rajendra believes that corporate counsels should be "committed to make companies win."





Rajesh Bagga

President and Group General Counsel

Reliance ADA Group

Based in: Mumbai

Industry sector: Conglomerate

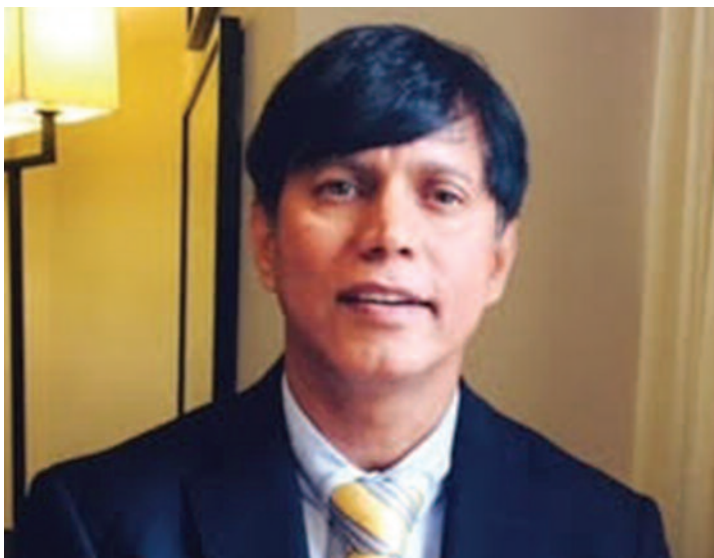
Rajesh's Personal Philosophy

✿ *Give it all you have in whatever you do.*



Born on 27th September, Rajesh graduated with an LLB in 1980. After a brief stint in private practice, he joined the DCM Group and stayed on, after that, in the corporate sector as in-house counsel for the next 35 years. He joined the Unilever Group of Companies and was with them for 19 years, handling diverse portfolios, including Foods, Industrial Relations and Tax, amongst others. At the time of leaving, he was the Regional Category Counsel for Foods for Asia, Africa and Australasia. Following a five year period with Tata Motors Ltd., where he was a member of the Corporate Steering Committee and the Senior Vice President-HR and Legal, he joined the Reliance ADA Group of Companies, where he currently serves as President and Group General Counsel. Apart from playing leadership roles in industry bodies, Rajesh is on the managing committee of a charitable trust, Anga Karunya, in Bangalore that provides free artificial limbs to the needy. He is a nature and wildlife photographer with a particular interest in birds. He has followed his passion all over India and five continents but still has a bucket list of locations that he needs to cover.

Rajesh believes the role of a Corporate Counsel is to encourage organizations to stretch - help risk taking by mapping risks and help mitigating them. "A Corporate Counsel must enable and develop skills in the team to deliver ethical, sustainable and compliant business solutions with speed," he says. He must ensure regular engagement with customers (both internal and external) and ensure delivery of what they demand.



Rajesh Kumar Jha

Regional Legal Director - South Asia

Reckitt Benckiser (India) Pvt. Ltd.

Based in: Gurugram

Industry sector: FMCG

Born on 30th June, Rajesh enrolled as a lawyer in 1999, soon after graduating with a law degree from Delhi University. He joined Bhasin & Co. and was involved almost immediately in the various disinvestment transactions that the Government of India initiated in the Hotel Corporation of India (Centaur Group of Hotels and the Ashoka Group of Hotels). Rajesh joined Reckitt Benckiser in 2007 and has since been responsible for legal policy and planning, strategy for risk mitigation, goodwill protection, acquisitions & mergers and contract & litigation management. He spearheaded two major acquisitions for Reckitt Benckiser, namely Paras Pharmaceuticals Ltd. and SSL International as well as the sale of its personal care business to Marico India Ltd.

Rajesh's Personal Philosophy

- *Be non-status quo-ist, aggressive yet compliant and uncompromising on ethical values.*

Rajesh believes the Legal department is not a support system but a growth and pivotal business partner, leading from the front in the organization's business strategy and development while at the same time, ensuring compliance - both legal and behavioural - goodwill protection and risk mitigation.





Rajiv Chandan

General Counsel & Company Secretary

TATA Chemicals Limited

Based in: Mumbai

Industry sector: Chemicals

Born on 1st June, Rajiv received his law degree in 1992 from the University of Mumbai. Rajiv is also a fellow member of the Institute of Company Secretaries of India and has a masters' degree in commerce. Over the past two and a half decades, he has worked across various industry sectors, including paper, cement, auto components, chemicals fertilizers, consumer products and logistics services. His stints have included working with Lafarge Cement, Premier Auto Electric as well as Rohit Pulp and Paper Mills. Rajiv joined Tata Chemicals in 2007 and heads the legal and company secretarial functions of the organization. Whenever he can find the time from his busy schedule, Rajiv loves to watch Bollywood movies.





Rajiv Chauhan

Vice President - Legal Affairs and
General Counsel
Pernod Ricard India (P) Limited
Based in: Gurugram
Industry sector: Beverages

Born on 17th September, Rajiv graduated with an LLB in 1983. He began his legal career in private practice before moving to a large multinational FMCG to be their in-house counsel. He is currently Vice President and General Counsel at Pernod Ricard India. He was previously the General Legal Manager at Pepsico India.

Rajiv's Personal Philosophy

- ✿ *Do all you can to change what can and needs to be, accept what cannot be!*
- ✿ *The ultimate objective of every war has to be to live in peace.*

Rajiv believes the role of a General Counsel has transitioned from a plain litigator or advisor into a contributor towards the company's topline and bottomline. "Without being a contributor to business, I feel a Corporate Counsel may land up playing the role of a cosmetic rather than a life saving drug" he says.





Rajiv Choubey

General Counsel, HCL Infosystems Limited Global

Based in: Noida

Industry sector: IT

Rajiv's Personal Philosophy

- ✿ *Work and play as against all work and no play.*
- ✿ *Live and let live.*

Born on 4th June, Rajiv graduated with a degree in Law in 1999. He has gathered 19 years of experience as an in-house counsel, specializing in corporate and commercial law, environmental law, electricity law, industrial and labour law and legal issues around FDI policy, foreign trade and inbound and outbound investments. Rajiv has worked with Vedanta Limited as Vice President - Legal & Company Secretary, during which period he spearheaded a key environmental case for their copper business. He also handled one of the biggest restructurings in 2013 that saw the creation of Vedanta Limited, the seventh largest resources company in the world. Rajiv has also worked with Maruti Suzuki, Hindustan Tin Works Limited and Delton Cables Limited. He is currently General Counsel for HCL Infosystems Limited, where he leads a team of 20 lawyers. If Rajiv hadn't chosen law as his profession, he may well have been a fighter pilot. He relaxes by playing a sport - either football, cricket, squash or badminton. His latest passion is cycling.



In today's volatile, uncertain, complex and ambiguous corporate world, Rajiv believes, Corporate Counsels have an important and critical role to play. Management desires that their Corporate Counsel be always available for hands-on legal advice and strategic inputs on key business decisions. "A Corporate Counsel is key to supporting the business in terms of risk management, due diligence, compliance, and advising on the structuring of any transaction, M&A or litigation, intervention against any regulatory issues, filing or defending claims by or against the company and general legal advice to the management on the entire gamut of business activities," he says.



Rajiv Mathur

Chief General Counsel - Indian Sub-continent
Philips India Ltd.

Based in: Gurugram

Industry sector: Healthcare and Consumer
Lifestyle

Born on 28th August, Rajiv has close to three decades of experience in the corporate world. He joined Philips India in 2013 as Chief General Counsel & Company Secretary - Indian Sub-continent, with the responsibility of enhancing legal and compliance capabilities within Philips India and its group companies. At Philips, Rajiv has been responsible for guiding the overall group strategy impacting its business in India. Rajiv is a part of their India Management team and also an Executive Director on the Board of Philips India.

Rajiv has led various restructuring exercises within the company, including the transfer of its Audio & Automotive lighting businesses to separate companies, and more recently the separation of its lighting business into a separate entity, through a demerger process. Prior to joining Philips India, Rajiv has held senior management positions at Max New York Life Insurance, Gillette, NDTV and the LNJ Bhilwara Group. Rajiv is a Law graduate and a Fellow Member of the Institute of Company Secretaries of India since 1985. In his spare time, Rajiv likes to travel, read fiction and interact with students.

Rajiv's Personal Philosophy

- ✦ *Always do a good job, success and money will automatically follow.*

Rajiv believes Corporate Counsels today need to enlarge their scope of work and be as involved in business as any other function, like Finance, HR, Sales etc. The Counsel's role should covers all facets of operations in a large organization and is not restricted to legal alone. "The approach should be to find solutions to the issues that we encounter and have a 360-degree view of what impacts what and where," he says.





Rajiv Wani

Vice President - Law, Patents & Compliance
Bayer Group Companies (South Asia), Bayer Cropscience
Limited

Based in: Mumbai

Industry sector: Agro Chemical

Rajiv's birthday falls on 14th December. He graduated with a degree in Law in 1986 and is a qualified Chartered Secretary from the Institute of Company Secretaries of India. In September 1986, he joined Philips Electronics India Ltd. (now known as Philips India Limited) and spent 26 years in different functions such as direct and indirect tax, corporate treasury as well as legal and secretarial. Prior to leaving Philips he was their Company Secretary and Director - Legal and Secretarial. He was also a Director on the board of Preeti Kitchen Appliance Private Limited (a subsidiary of Philips India Limited) and Philips Bangladesh Private Limited. Rajiv joined Bayer CropScience Limited in 2012 as Vice President - Law, Patents and Compliance for the Bayer Group of Companies in India. He is also the Company Secretary of Bayer CropScience Limited. His areas of focus over the years have been corporate law, corporate restructuring, strategic planning, mergers, acquisitions and compliance. He is a strong believer of ethical compliance and has helped his organizations ensure compliance at all levels. He also believes in partnering with the business divisions while dealing with complex legal issues. He de-stresses by playing cricket or reading or going on travel holidays.





Rajneesh Jaswal

Country Manager - Legal & General Counsel

Michelin India Pvt. Ltd.

Based in: Gurugram

Industry sector: Manufacturing

Born on 5th August, Rajneesh graduated from the National Law School of India University in 1999 and began his career as a litigator in Delhi. He is currently the General Counsel for Michelin Tyres in India. He has previously worked with Michelin Tyres - Asia Pacific, Mastercard - Asia Pacific, GE Energy - India, GE Lighting & Power Controls - India and GE Capital - India. A well-regarded legal, compliance and management resource, Rajneesh has, over the years, gathered credible experience in leading, managing and mentoring the legal function in multijurisdictional and multicultural set ups in both B2B and B2C businesses. Rajneesh has lived in 14 different cities and believes in the adage that travel is the only thing you buy that makes you richer.

Rajneesh's Personal Philosophy

- ✧ *Any task can be accomplished by breaking it into simpler, measurable actionable steps.*
- ✧ *If you follow the same path as others, you will reach the same destination as others. Challenge the status quo.*
- ✧ *Balance progress and perfection.*

The role of an in house counsel is not limited to managing the legal or contractual risks. Rajneesh believes an effective in-house counsel must partner with the business, understand its issues and produce pragmatic and tangible solutions. "In doing so, an in-house counsel must set higher standards than their business colleagues on customer focus, expertise, leadership and risk taking while engaging in ethical and sustainable business," he says.





Rambhau R. Kenkare

President & Group Head - Legal, Secretarial & Administration
Thomas Cook (India) Limited

Based in: Mumbai

Industry sector: Travel

Ram's Personal Philosophy

- *Always learn from the past; but be forward-looking, competent and inspiring.*
- *Work hard, always be willing to learn; but always remember that you don't know as much as you think you do.*

Ram believes a General Counsel has to find ways to generate revenue within the company and make the in-house legal department profit-centric. More importantly, he says, with the law and regulatory compliances becoming more complex, companies face various risks and challenges and "it is the job of a General Counsel to quickly learn to manage these complexities and the attendant risks."

Testimonial

Ram is a living testimony to the expression "friend, philosopher and guide" because he is all at once a loyal, dependable, friend, a very capable manager and leader, a sharp witted and very informed legal mind and a very experienced, accomplished, well connected and organized individual capable of guiding you through the most complex procedures. Couple all this with a cool and composed demeanor and a never say die attitude and you have a person you would definitely want on your side if you were going to battle!

Mr. Abraham Alapatt

President & Group Head - Marketing, Service Quality, Financial Services & Innovation, Thomas Cook (India) Limited

Born on 1st June, Rambhau completed his LLB in 1990, following which he embarked on his 27-year-long career starting with CEAT Ltd, Damania Airways, Blue Dart Aviation Ltd, Blue Dart Express Ltd and presently with Thomas Cook India, where he has been since 1998. As President and Group Head - Legal, Secretarial and Administration, Ram, as he is popularly known, has been involved in charting many of Thomas Cook's milestones in India. He has spearheaded eight major acquisitions and four promoter changes for the company, while at the same time overseeing a 101-member team that keeps a close watch on every detail pertaining to contracts, negotiations, litigations, regulatory procedures and corporate governance matters, among a host of other issues that form a day in the life of an in-house counsel. On the personal front, Ram is a person who wears many hats. He paints abstracts, is a numismatist and an avid collector of miniatures. He lives in Mumbai with his wife, Varsha, and their two sons, Vikram and Varun, who he loves dearly.



Rashmi Verma

Head - Corporate

Bharat Heavy Electricals Ltd.

Based in: New Delhi

Industry sector: Engineering & Manufacturing

Rashmi was born on 28th December and graduated with a degree in Law in 1982. After practising for five years as an independent lawyer, she joined Punjab National Bank as a Law Officer, from where, after an eight year stint, she moved to Allahabad Bank as Senior Manager - Law, a position she held for seven years. She joined Bharat Heavy Electricals Limited in 2002, where she currently heads their Corporate Law division, with oversight responsibilities over litigation and arbitration cases (including international arbitration), legal opinions, drafting and vetting of documents such as bank guarantees, corporate guarantees, memoranda of understanding, undertakings, consortium agreements, joint venture agreements, supply and service contracts, lease deeds, confidentiality agreements, shareholder agreements and articles of association for joint venture companies.

Rashmi believes the role of a General Counsel is primarily that of a problem solver and a guide in situations of crisis or otherwise. "It is important to be an active member of commercial teams to have a positive approach towards solving problems; to understand technical and business aspects; and with globalization, to understand and deal with areas of concern in varied legal landscapes," she says.





Born on 5th August, Ritesh began his career in sales before he found his calling in law and graduated with an LLB in 2001. As a lawyer, he practised in districts courts and the Delhi High Court, and also assisted senior lawyers in the Supreme Court, where he gathered a deep understanding of not just procedural laws, both civil & criminal, but also of Constitutional law and the writ jurisdictions of the High Courts and the Supreme Court. This combination of his experiences in sales and law gave Ritesh a unique perspective of business, enabling him to understand the prime importance of commercial and shareholders' interests while at the same time preparing him in his role as an in-house counsel and a business leader, first with North Delhi Power Limited, followed by Airtel, then Tata Motors at their corporate office in Mumbai and finally at Brambles Limited, where at present he is the Director, Regional Counsel, Asia Pacific. Whilst in Brambles, Ritesh rose quickly in the ranks from Head Legal of its Indian subsidiary to being appointed as Regional Counsel for the Asia Pacific region and a member of the Leadership Team of various Brambles' subsidiaries, in addition to being appointed a Director on the board of its subsidiaries in India. In recognition of the pivotal role he played in protecting and promoting the company's business interests, he was awarded, among others, the President's Award. When Ritesh isn't structuring deals for Brambles, you will find him with his family at a theatre watching the latest movie in town. In his words, he is a devoted family man and a film fanatic.

Ritesh Chandra

Director, Regional Counsel, Asia Pacific
Brambles Ltd.

Based in: Mumbai

Industry sector: Logistics

Ritesh's Personal Philosophy

- *Find a way to say yes, for every problem is an opportunity to provide a rational solution.*

Ritesh believes that an In-House Counsel must also be a business leader and contribute to maximize the Company's shareholders' interests.

Testimonial

Ritesh is a valuable member of our global legal team, embracing new and tough challenges even as he manages a complex multi-jurisdictional portfolio of matters. He naturally assumes leadership roles in his various endeavours and is a skilled negotiator. With his wealth of experience he is able to successfully utilize his wisdom and craft not only within India but also in other jurisdictions in Asia, and beyond. Most importantly, Ritesh reaches out beyond his legal role to assist our operations as a business partner in taking core strategic decisions – this, combined with his exemplary integrity, has earned him the trust and admiration of his colleagues around the world.

Shawn Galey

Vice President and Regional General Counsel, Brambles Limited



Rohit believes that one of the primary roles of a Corporate Counsel is to balance the risk versus reward ratio for the company. “Business is always eager to proceed on a business proposal and it is the role of a Corporate Counsel to balance that by acting as an Ombudsman,” he says. This means that corporate counsels become partners with the management.

Rohit Kumar

General Counsel

UPL Limited (Formerly, United Phosphorus Limited)

Based in: Mumbai

Industry sector: Agro Chemicals

Rohit was born on 7th July and earned his law degree in 2002. He got his first break as a practitioner with J Sagar and Associates, where he spent four years at their Delhi office. A hitch-hiking trip to Australia landed him a job at the Melbourne office of Herbert Smith Freehills, where, as a part of their corporate team, he advised on several international mergers and acquisitions. He returned to India to join UPL Limited (formerly, United Phosphorus Limited), one of the largest generic agriculture chemical company in the world. As UPL's General Counsel, Rohit is responsible for M&A, drafting, rendering legal advice, reviewing & negotiating commercial agreements and safeguarding the company's interests in strategic disputes/litigations. In 2015, Rohit was named by a leading Indian business magazine as one of the hottest young executives of India. He also represented India in the Australia-India Youth Dialogue, an Australian government initiative. Rohit loves travelling, reading and spending time with his family and friends, especially his two-year-old daughter. He is, in his words, a “biography nut”.

Rohit's Personal Philosophy

- ✿ *Set goals in life and work hard to achieve them.*
- ✿ *Whatever you do, try giving your best, otherwise don't do it.*



SB Mitra

General Manager (Law & HR)

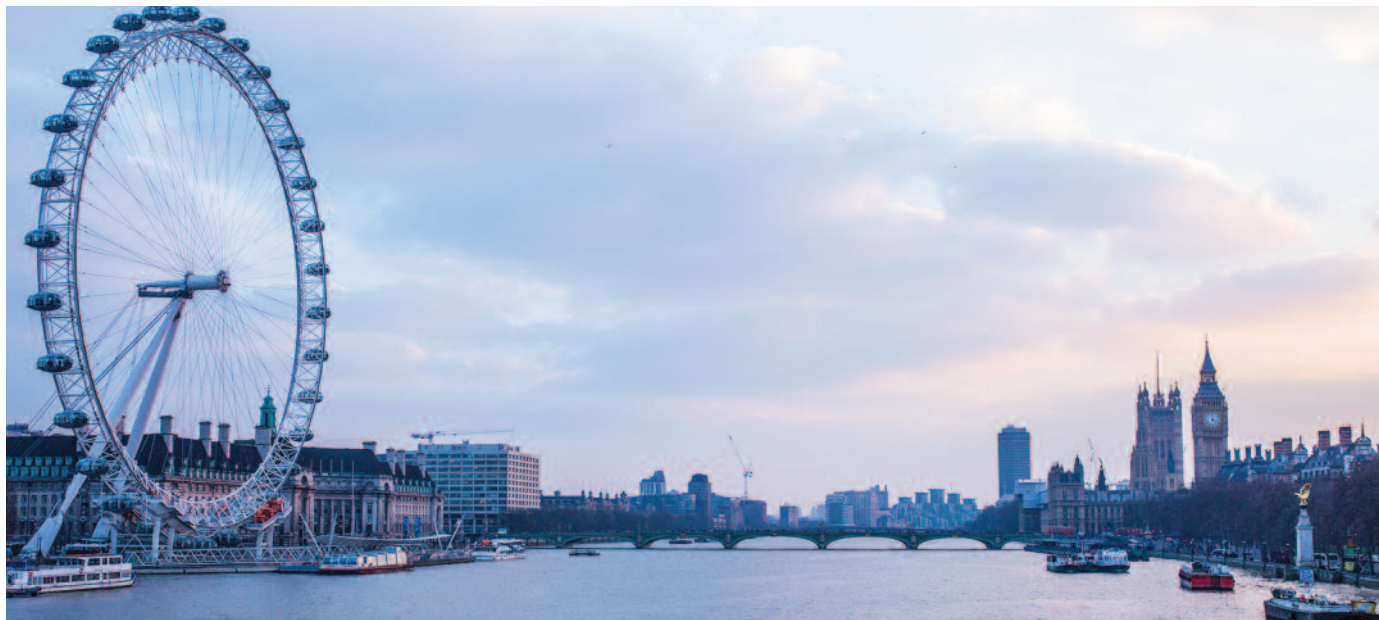
GAIL

Based in: New Delhi

Industry sector: Natural Gas

Subir Bikas Mitra was born on 2nd August. He graduated with a degree in Law in 1988 from Calcutta University, prior to which he had already received a Bachelor of Science and MBA degree. To add to that, he also holds a PhD in Human Resource Management. He joined GAIL, a Maharatna PSU in 1991 and has been with them ever since. As the company's General Counsel, Subir is responsible for policy matters, employee relations, labour laws compliance, disciplinary matters, and social security benefits as well as all the litigation and arbitration that the entire company is involved in. He is also in charge of GAIL's RTI and Compliance Cell and a member of SCOPE's Steering Committee for RTI and legal matters. Subir is also a Governing Council member of the Indian Council of Arbitration and FICCI.

Over the years, he has been instrumental in achieving numerous awards for GAIL, both in Legal and HR matters including the Industrial Relations Award from FICCI and the HR Excellence Award from NPMP. He has also been widely recognized for creating an innovative conciliation and arbitration process so as to ensure resolution of disputes in a time bound and cost effective manner.



Sameer's Personal Philosophy

- ✿ *Set ambitious targets and then work towards achieving them.*
- ✿ *Everything has logic and if the logic is correct, legally too it will be correct.*
- ✿ *Life is short and unpredictable; do what you think is right and never have regrets.*

Testimonials

Sameer is a business partner and has tremendous analytical ability, with a detailed and thorough approach to issues and problems. He not only considers legal strategy, but business practicalities also in providing advice and options. He is a trusted member of the Airtel Management Board/leadership team at Airtel.

Gopal Vittal,

*Managing Director & CEO, India & South Asia
Bharti Airtel Limited*

Working alongside Sameer is always an excellent experience. I admire his no-nonsense approach towards his work and his amiable nature.

Rajesh Begur

Managing Partner, ARA LAW

Sameer believes that his biggest role as a Corporate Counsel is to enable the business to grow. According to him, apart from providing legal advice and support, a Corporate Counsel must be a commercial advisor and provide the "how to do it", while steering clear from 'how not to do it'.



Sameer Chugh

Director, Legal & Regulatory
Bharti Airtel Limited
Based in: Gurugram
Industry sector: Telecom

Born on 11th June, Sameer graduated with an LLB in 1997 from the University of Pune. He has also received an M.Sc in Telecom Business from UCL as well as an MDM in Marketing from the Symbiosis Institute of Management Studies. At Airtel, Sameer drives a team of over 30 lawyers and has also found a place as a Director on the Board of the company. As a child, Sameer was influenced heavily by two diverse factors, both of which combined to lead him to a career in law. One was Mahatma Gandhi and his impact on Indian society and the other was Bollywood's depiction of lawyers as defenders of truth. He is an avid reader of all things related to cars and claims that if not for law, he would most certainly have been a car mechanic!



Born on 9th September, Sameer graduated from ILS Law College, Pune in 2004. He began his career with some of India's leading full-service corporate law firms, before joining Mars as their Legal Counsel for Chocolate and Petcare in the Indian subcontinent. One of the law firms he worked with was Trilegal, where he spent more than eight years specializing in general corporate laws, M&A and private equity investments. At Mars, Sameer is responsible for all legal matters concerning the Chocolate and Petcare segments with a specific focus on Mars' first chocolate factory in the Indian subcontinent, currently under development in Pune. Sameer is a Director on the board of the Indian corporate entity and works closely with the management teams of both segments. He is a key member of the project team involved in strategic projects for the India business as well as for the global legal leadership team. In his free time, Sameer enjoys travelling, playing sports and is also a baritone singer with one of Delhi's most popular secular choirs, the Capital City Minstrels.

Sameer Guha

India Legal Counsel, Chocolate & Petcare
Mars International Pvt. Ltd.
Based in: Gurugram
Industry sector: FMCG

Sameer's Personal Philosophy

- ✿ *Being honest with yourself. Firmly refuse to do anything that does not sit comfortably with your moral compass.*
- ✿ *Look at the larger picture and then prioritize. Stay curious. Don't forget to have fun.*

Sameer believes the Corporate Counsel is the conscience of the company. "In a company's pursuit of business profits, the Corporate Counsel plays an important role in ensuring that the business is acting within its principles. This is more than legal risk management. It is about understanding the ethos of the company and raising a voice against actions that go against that ethos," he asserts.

Testimonial

Corporate counsels today play a role that is larger than simply providing legal expertise. They need to be partners to their businesses, collaborate across many stakeholders and bring a practical solution driven mindset. Sameer is such a person. His proactive and nuanced advice has proved invaluable in improving internal processes, driving strong corporate governance aligned to our five principles and he has also raised Mars credibility with the various external stakeholders he deals with.

Andrew Leakey
General Manager, Chocolate, Mars India



Samir Kazi

Legal Director, Pfizer India

Based in: Mumbai

Industry sector: Pharmaceuticals

Samir was born on 14th September and earned his Bachelors of Law degree from the University of Mumbai in 1999. He is also a qualified tax attorney and is eligible to practice in England and Wales. Samir started his career with an illustrious law firm in Mumbai - Mulla & Mulla & Craigie Blunt & Caroe, where he practiced for over seven years before taking up in-house law practice. He was a Legal advisor to Hinduja Group India Ltd., before moving to Pfizer, where he is Legal Director for Pfizer-India. Samir is also a part of the company's Leadership and Stewardship committees. In his free time, Samir helps aspirants prepare for the Bar examination, while also lending his expertise and support to Legal Aid Societies. If after all of this Samir has time to spare, he will catch a quick game of squash or go for a swim. He is a devoted family man and lives in Mumbai with his wife, Nidhi and their twin children, Sarah and Sahil.

Samir's Personal Philosophy

- ✿ *"We are all faced with a series of great opportunities, brilliantly disguised as insolvable problems". John Gardner*
- ✿ *Work is what you do, not where you are.*





Dr. Sanjeev Gemawat

Executive Director - Dalmia Bharat Group

Based in: New Delhi

Industry sector: Cement

Sanjeev's Personal Philosophy:

- ✿ *Be practical and never say "NO". There is a solution to every problem.*
- ✿ *Think positive, trust yourself, give your best and success will follow.*

As per Sanjeev, the role of the general counsel has evolved from that of doing administrative legal work to that of a strategic decision maker. He believes that a corporate counsel must have a "business friendly legal approach."

Born on 3rd February, Sanjeev completed his graduate law degree in 1994. Sanjeev has been a firm believer in formal education and holds a masters in laws as well as a doctorate in Insider Trading from J.N.V. University. He is a Fellow Member of the Institute of Chartered Secretaries & Administrators, UK; the Institute of Chartered Accountants of India; the Institute of Company Secretaries of India and the Institute of Cost Accountants of India. He has also done a specialization course in International Trade Laws and WTO from the Institute of Chartered Accountants of India.

At present, Sanjeev is an Executive Director - Legal with the Dalmia Bharat Group and looks after the legal and regulatory affairs of the Cement Business. Prior to joining Dalmia Bharat, he has worked with many highly reputable organizations including DLF, JCB, UK; Modi Olivetti and GBC, USA.

He is a member of the International Bar Association and a founder member of the Indian Corporate Counsel Association. He is frequently invited to speak at both national and international conferences on a range of issues.



Saroj's Personal Philosophy

- ✿ *Never settle for less. Keep looking for what you love. Make a difference at work by adding value and uniqueness to what you do.*
- ✿ *Treat reputation as the most valuable treasure during both the ups and downs of life.*

Testimonial

Saroj has been a trusted colleague on the Board, a respected leader and a business lawyer with strong domain knowledge with high ethics, integrity and governance standards. His contribution at the Board level, by way of his insightful views, strategic policy advice towards setting high governance standards and driving meaningful changes in the Organization, are highly commendable. He stands up for what's right with confidence and pragmatism and possesses energy to develop trusting relationships and business partnerships.

Ajay Bakshi

HR Director, Vodafone Shared Services India

Saroj believes the role of a corporate general counsel is to provide general advice to the Board and senior management on every aspect of the legal environment and further to identify and mitigate legal and reputational risks.



Saroj Panigrahi

General Counsel & Head - Legal, India GSCs
JPMorgan India Services Private Limited
Based in: Mumbai
Industry sector: Banking & Finance

Saroj was born on 15th January and graduated with a degree in law in 1988. Over a period of two decades, Saroj has garnered vast emerging market, CXO-level experience as a lead general counsel, advising on a wide range of corporate and commercial deals across Financial Services, Banking, Insurance, Communication & High Technology and Health & Life Sciences. His earlier years included a stint with ICRA, an associate of Moody's Investors Service Inc. in their Corporate Affairs team, ING Life Insurance, Accenture, where he was the Legal Counsel & Compliance Officer, followed by the Reliance Group, where as chief legal and compliance officer and company secretary, he was part the leadership team that championed the largest foreign direct investment in the Indian financial services sector. Before moving to his current position, Saroj was General Counsel and Board Member at Vodafone Shared Services India where he led Vodafone's initiatives on two high profile trend-setting matters, including a conclusive victory of the \$1 Billion transfer pricing litigation matter and the transition into full 100% ownership and control of the Indian Holding Companies. He is currently the Head of Legal for India Global Service Centres (GSC) at JPMorgan Chase & Co.



Shahana Basu

Director - Legal & Regulatory - Max Group

Based in: New Delhi

Industry sector: Conglomerate

Born on 25th July, Shahana graduated with a degree in Law in 1999. She is the Director - Legal & Regulatory of Max India Limited where she provides strategic direction and leadership to the legal and regulatory functions of Max India Limited, Max Financial Services Limited and Max Ventures and Industries Limited. Prior to the Max Group, Shahana was the Global General Counsel of Amira Nature Foods Ltd., an international packaged food company listed on the NYSE. Before moving in-house with corporates, she worked with top international law firms such as Sullivan & Cromwell LLC and Linklaters LLC in the US and UK before becoming a Partner in the Business Law Department and Chair of the South Asia Practice Group at Edwards Angell Palmer & Dodge, a full service, global law firm based in Boston.

Shahana has a BA in History from Hindu College, Delhi University, a Tripos in Social & Political Sciences with First Class Honours from Trinity College, Cambridge University, an MA in Sociology from the University of Chicago and a JD from Yale Law School. Shahana also serves as an Independent, Non-Executive Director of Voith Paper Fabrics India Limited and is a member of the Executive Board of Yale Law School. She has taught seminars at the Yale Law School, Harvard Business School, Harvard Kennedy School of Government and the Jindal Global Law School and is a frequent speaker at domestic and international events. Shahana has travelled extensively in Asia, Europe, North America, South America and Africa and in her free time enjoys reading, music, performance arts, collecting art and antiques and playing bridge.



Shujath's personal philosophy

- ◉ *Share knowledge, network, build relationships, learn from everyone and bring new ideas to the table.*

Testimonial

Shujath brings a unique sense of curiosity, patience and perseverance and will not rest till we get to the bottom of a complexity and reconcile business needs with best practices in legal/contracting.

Pashupati Kumar

Director- Risk Advisory, Deloitte US India, Hyderabad

Shujath sees his role as a Corporate Counsel as a friend, philosopher and guide for the Management, contributing as “an effective enabling Business Partner and Governance, Risk & Compliance leader”.



Shujath Bin Ali

Senior Director- Legal & Risk Management
PAREXEL International - India

Based in: Hyderabad

Industry sector: Pharmaceutical

Born 1st August, Shujath graduated with an LLB in 2002. He has, over the past 15 years, worked in the areas of Governance, Compliance, Risk Management, Corporate, Commercial and Employment laws. He was Associate Vice President - Legal at the India offices of Deloitte US. He has also worked at International Paper - India. Shujath is currently Senior Director, Legal and Risk Management at PAREXEL International - India. He is a former Chairman of the Institute of Company Secretaries of India-Hyderabad Chapter, a Founder and Executive Committee Member of the Indian Corporate Counsel Association and a member of the Corporate Law, Legal and IPR wing of the Federation of Telangana & Andhra Pradesh Chambers of Commerce and Industry. He is also a member of Toastmasters International. Shujath lives in Hyderabad with his wife and two little children, who he says are his greatest source of learning.



Born on 18th December, Shukla graduated with an LLB in 1991 and is a Fellow Member of the Institute of Company Secretaries of India. During her rich and diverse career spanning over three decades, she has been an integral part of the Corporate Leadership team of multinational companies such as Reckitt Benckiser, Xerox India & Max New York Life Insurance. Shukla is currently Executive Director - Legal & Corporate Affairs, South Asia at Hindustan Coca-Cola Beverages Pvt. Ltd. and Chairperson of International Beverages Pvt. Ltd., Bangladesh, Bottlers Nepal Limited and Bottlers Nepal (Terai) Limited, subsidiaries of The Coca-Cola Company. Shukla's team has won the award of 'Best-In House Team of the Year - FMCG Category' for the third consecutive year at the Awards held by an Indian legal publication; she herself has won awards for 'Outstanding Achievement - In house - Female' in 2013 and 'General Counsel of the Year (Female)' in 2014. When Shukla isn't working on Strategic Alliances or Joint Ventures, she is having fun at work. She also encourages her Team and others to do the same and participates with them in their pranks.

Shukla Wassan

Executive Director - Legal & Corporate Affairs - South Asia
Hindustan Coca-Cola Beverages Private Limited
Based in: Gurugram
Industry sector: FMCG

Shukla's Personal Philosophy

- *Life is an ongoing learning process. Every step taken, every path trodden, brings forth divergent and novel experiences.*

From being a “business stumbler to a business enabler”, the role of the Corporate Counsel has evolved to become the eyes and ears for the Company. “As a Corporate Counsel, we must retain the ability to make clear-eyed professional judgments and have the backbone to raise issues,” she says. One major ask for the role of Corporate Counsel is “unquestioned integrity”.

Testimonial

Shukla Wassan has been the perfect legal head. While being obsessed with being beyond compliant, she establishes the rights and privileges of the business through the due process of law, thereby ensuring a perfect balance between compliance and litigation. The unique quality that makes her stand out is, in all this complex balance, she retains a humane attitude at work.

T Krishnakumar

CEO India (CBO) & Region Director South Asia

Sirat's Personal Philosophy

- ✿ *Keep going no matter what the odds are.*
- ✿ *Do the best one can do, then go beyond that.*
- ✿ *Experience is the best teacher.*

Testimonial

Tata International was looking to hire an in-house counsel who could, among other things, set up standard operating processes/templates and guidelines, drafting all types of required documents in order to enable the businesses to operate without hassles, to advise business heads in a pro-active manner on changes in laws/regulations/rules etc. and help them assess the impact on the businesses if any, and institutionalize the system based on legal compliance processes. Ms. Sirat Ahmad joined us on 16th May, 2013 and has helped us achieve our objectives and continues to deliver and improve the department.

Ajay M. Ponkshe

Chief Financial Officer, Tata International Limited

Sirat sees the role of a Corporate Counsel as, not only to ensure that the company is compliant, and that contracts are as watertight as they can be, but to also assist business verticals in achieving the commercial goals and aspirations of the company and management. "A Corporate Counsel must not be seen as one of those counsels, who is considered to be a hindrance to doing business," she says.



Sirat Ahmad

Legal Counsel
Tata International Limited
Based in: Mumbai
Industry sector: Trading

Born on 10th June, Sirat graduated with an LLB (Hon) degree in 1986 and was called to the Bar (Lincoln's Inn) in 1987. After practicing for almost a decade in London, where she grew up, Sirat moved to Mumbai to work at Inorbit Malls (I) Pvt. Ltd. and then on to Trent Ltd., a TATA company, to head their legal division. After a two-year stint as Of-counsel with Economic Laws Practice, where she was seconded to a high profile real estate, mixed-use mall developer as Group General Counsel, she joined TATA International where she is currently Legal Counsel, handling all their legal matters around the globe that pertain to trading in commodities, JVs, acquisitions, manufacturing, EXIM, distribution and retail.



Smita Priyadarshini

Counsel Director - Asia Pacific
Dell International Services Private Limited
Based in: Gurugram & Noida
Industry sector: IT

Smita's Personal Philosophy

- *Success is 99% perspiration and 1% inspiration.*
- *Security lies in the excellence, not in the job.*

Corporate Counsels, according to Smita, are valuable members of management teams. They are conscience keepers of their organizations, responsible for advising on compliance issues of regulations and statutes. "A Corporate Counsel has to be more than just a lawyer, more proactive and less reactive," she says.

Testimonials

Smita is very collaborative - works very well with our global legal as well as business colleagues on complex issues. She has all the capabilities required - and more - to fully own her role and lead her team through a multitude of scenarios. Smita is strategic in her thinking, excellent at spotting and trapping novel issues and then offering practical solutions.

Ashutosh Vaidya

Vice President, Dell Services (Chief Delivery and Operations Officer)

Smita Priyadarshini joined Luthra & Luthra Law Offices as an associate and was, in due course, seconded to the Firm's client - Perot Systems. Smita was later absorbed as a full time legal counsel at Perot Systems. One of Smita's remarkable qualities has always been her ability to combine legal knowledge and procedure, with practical business advice.

Rajiv Luthra

Founder & Managing Partner, Luthra & Luthra Law Offices

Smita was born on 20th October and graduated with a degree in Law in 1999. She currently serves as Director - Legal at Dell International Services Private Limited with the responsibility of the Asia Pacific region. Smita has previously worked as Legal Counsel at Perot Systems and was an Associate at Luthra & Luthra Law Offices. When not handling a demanding schedule at work, Smita, whose husband is a police officer and is posted in Jammu and Kashmir, has the tough task of finding time for herself and spending quality time with her two daughters, which says she does rather well.

Sonal's Personal Philosophy

- ✿ *Love what you get to do for you may not always get what you love to do.*
- ✿ *Look at the large picture and never give up, especially if you are a working mother.*

Testimonial

What sets Sonal apart is her good understanding of business realities and the ability to walk the fine balance between risk and reward. She does not take a solely "risk mitigation" approach, but is focused on achieving the desired business outcome through win-win negotiation techniques.

Rostow Ramanan

CEO & Managing Director, Mindtree

Sonal believes Corporate Counsels are the gatekeepers and guardians of an organization. They tread a fine balance between the role of a legal counsel and a business counsel." If the foundation of an organization is on an unethical premise, the organization will collapse. While mitigating risks for a company, an in-house counsel must also ensure that the organization's business and commercial interests are in no way compromised," she asserts.



Sonal Basu

Head of Legal - Americas
Mindtree Limited
Based in: Warren, USA
Industry sector: IT

Sonal graduated with an LLB from Mumbai's Government Law College in 2002. She followed it up with a Masters in Law from the London School of Economics, where she specialized in Corporate and Commercial Laws. Sonal has worked in leadership positions in WIPRO, and has practiced law with Lawyers-at-Work (L.A.W.) where, as a partner, she headed up their IT/ITES practice. Sonal is currently Head of Legal for the Americas Region at Mindtree Limited. She is on the board of their Culture Protection Committee to investigate complaints and concerns raised by whistleblowers. In the past she taught final year students a Seminar Course on 'Cloud Computing' at the National Law School of India University in Bangalore. When Sonal wants to take her mind off multi million dollar transnational IT deals, she runs long distance or settles down to read her favourite authors - Vikram Seth and Jhumpa Lahiri.



Sujeet Jain

Group General Counsel & Company Secretary
Viacom 18 Media Pvt. Ltd.

Based in: Mumbai

Industry sector: Media

Sujeet's Personal Philosophy

- *Change is the only 'constant' in life.*
- *Live on the edge to make a difference to one's life and to contribute to society at large.*

The role of the General Counsel, according to Sujeet, has evolved from a 'subject matter expert' to a 'strategic management advisor'. He believes that in a regulated environment, the General Counsel plays a critical role in shaping the future regulatory scenario in the sector they operate in, by engaging with the government and regulators. "This combined role of being a strategic advisor for internal matters and being a catalyst for the external regulatory environment is a hallmark of the modern day GC", he says.

Born on 4th August, Sujeet completed his law in 1996 after receiving a Bachelor's degree in commerce. He thereafter went on to qualify as a Company Secretary and Cost Accountant in addition to also completing an MBA from Warwick Business School, UK. Sujeet has had stints with Hutch and People's Group prior to joining Viacom18 in 2008, where his role involves management of five critical clusters - Commercial Contracts & Rights Management; Intellectual Property & Litigation; Government & Regulatory Affairs; Corporate, Compliance & Company Secretarial; and Content Regulation. An entrepreneur at heart, Sujeet had already set up a manufacturing unit before completing his professional qualifications. At Viacom18, he was a part of the management team for the launch of Colors channel, one of the most successful media brands launched in this decade in India; in addition, he has been instrumental in the conception of its maiden distribution venture, IndiaCast. He spearheaded the setting up of the Broadcast Content Complaints Council (BCCC), and currently serves as a Council member. He is also a member of CII's National Council on Media & Entertainment.



Sumant's Personal Philosophy

- ✿ *The organisation you work for is just a means to achieve your life's objectives.*
- ✿ *Always present yourself as an entrepreneur and not just an employee.*

Testimonial

The Airports vertical has benefited immensely from Sumant's expertise and leadership skills and the way he managed to bring about synergy in the functioning of the various teams across the vertical. His leadership skills and team building abilities have resulted in the development of a robust and dynamic legal institution for the vertical.

Srinivas Bommidala

Chairman - Airports, GMR Group

The role of a Corporate Counsel, according to Sumant, is to provide strategic advice which is a synthesis of law, business and industry knowledge.



Sumant Nayak

Senior Vice President and General Counsel
Essar Power Limited
Based in: Mumbai
Industry sector: Infrastructure

Born on 6th May, Sumant received his law degree in 1989. With over two decades of rich and diverse experience in Legal, Regulatory and Corporate Secretarial spheres, Sumant's MBA degree as well as his qualifications as a Company Secretary have given him that extra quality that present day organizations want from an in-house counsel - a mix of legal acumen and an understanding of business strategies. Over these past 25 years, Sumant has worked in several marquee Indian and transnational corporates, especially in the infrastructure sector and allied businesses. He currently holds the position of General Counsel and Senior Vice President in Essar Power, a subsidiary of the erstwhile London Listed Essar Energy Plc. Prior to this, he was the Chief Legal Officer for GMR Airports, where he was at the forefront of the Delhi Airport bidding, construction and operation, the Maldives airport bidding and dispute with the then Government and, finally, the operation of Istanbul airport. Sumant has been Country Counsel at Ascendas (India), a Singapore-based multinational company, and the Head, Legal and Company Secretary at Engineers India Limited.



Sumit Kumar Roy

Senior Vice President - Legal
SREI Infrastructure Finance Limited
Based in: Kolkata
Industry sector: Infrastructure & Finance

Sumit's Personal Philosophy

✦ *"If you can fill the unforgiving minute, with sixty seconds' worth of distance run, yours is the earth and everything that's in it, and - which is more - you'll be a man, my son!"*
(Rudyard Kipling)

Born on 12th July, Sumit graduated with an LLB in 2003, whereupon he commenced his career with a leading IP firm, Anand and Anand. Thereafter, he diversified into a corporate and commercial law practice at Titus & Co. Advocates, where the focus was civil and commercial litigation, dispute resolution, intellectual property, mergers and acquisitions, real estate and venture capital. He then changed track by joining the Big Music and Home Video Division of Reliance ADA Group where he was Head - Legal. After a successful stint at Reliance, he went on to join Jones Lang LaSalle India as their first General Counsel and Chief Ethics Officer of JLL India. Currently, he is the Senior Vice President - Legal at SREI Infrastructure Finance Limited, rendering strategic legal advisory on transactional and litigation matters across infrastructure project advisory, infrastructure project finance and infrastructure project development verticals.

Sumit sees the role of a Corporate Counsel as being more of critical legal advisory in key management decisions in addition to managing the legal affairs of the company as a whole. "A Corporate Counsel is an active contributor to the company's topline productivity with out-of-the-box legal solutions in deal structuring and is the sole protector of the company's bottom line through effective litigation management," he says.



Suprio's personal philosophy

- ✿ *Forgive, forget and move on.*
- ✿ *Keep life as 'clutter free' as possible.*

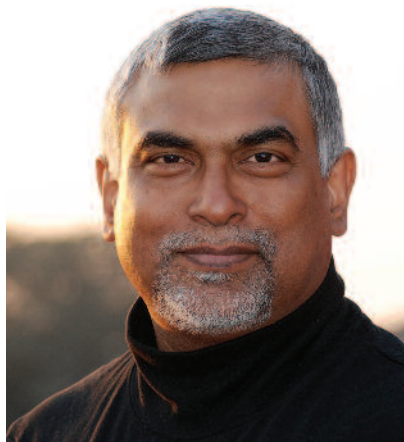
Testimonial

I am delighted to know that Suprio Dasgupta has been chosen to be a part of the Indian Corporate Counsel Association's compilation of India's Finest In-House Counsels. This clearly is a well-deserved recognition for Suprio's outstanding career as a Corporate Counsel. Within a short time at Dr. Reddy's, he has strengthened our global legal organization across many international locations, streamlined processes to raise professional standards and service levels, forged meaningful relationships with key business leaders and above all is providing inspiring people leadership to his teams.

S Chandrasekhar

*President & Global Head of HR
Dr. Reddy's Laboratories Ltd.*

Suprio believes a Corporate Counsel must possess strategic attributes, the ability to manage risk and compliance, and the competence to act as an effective business partner. "All these have emerged as key expectations from today's evolved role of a general counsel," he says.



Suprio Dasgupta

Senior Vice President & Group General Counsel
Dr. Reddy's Laboratories Ltd.

Based in: Hyderabad

Industry sector: Pharmaceutical

Born on 1st January, Suprio graduated with a law degree in 1992. He holds multiple LLM degrees from the National Law School of India University, the University of Essex in the UK and the Franklin Pierce Law Center in the US. Suprio began his career in law in 1994 as a Legal Officer with the United Nations High Commissioner for Refugees in New Delhi, before making a shift to litigation, working as a counsel under Senior Advocate K.K. Venugopal. He has over 16 years of experience as an in-house counsel in a broad spectrum of industries, including Honeywell International Inc., International Paper, India, Schneider Electric and finally Dr. Reddy's Laboratories, where he is currently Senior Vice President & General Counsel. Suprio has been sought after by the Ministry of Human Resources and Development to be their Advisor on intellectual property issues. He has also been a consultant on WTO with the Ministry of Commerce, as well as taught at the University of Delhi & his alma mater, NLSIU. In his free time, Suprio can be found trying very hard to be brave while his wife watches horror movies.



Suraj Singh

Head - Legal
Wells Fargo, India & Philippines
Based in: Hyderabad
Industry sector: IT

Suraj's Personal Philosophy

☪ *There is no such thing as a free lunch.*

A Corporate Counsel, Suraj believes, is a business partner and an integral part of the management of a company rather than a lawyer who merely highlights legal risks.

Suraj was born on 1st July and graduated with an LLB in 1997. He has over 18 years of practice experience, which began with a stint with the law firm, Fox Mandal, followed by several years of global experience as a lawyer-manager-leader in a variety of private-sector businesses. Suraj currently leads Wells Fargo's legal teams in India and the Philippines. In his current role, Suraj advises the top management on the entire gamut of legal, secretarial, transactional, regulatory and commercial matters. Prior to joining Wells Fargo, Suraj was Head - Legal & Compliance at Sandoz India (a Novartis Company). He is a regular speaker at various national and international forums. Suraj lives in Hyderabad with his wife, Sindhu, and their 13-year-old daughter, Aditi. He loves going on long treks and has recently discovered scuba diving. Celebrate life 'as if it is a festival' is a dictum he has adopted, following a frightful night he spent in the Western Ghats among poisonous insects, snakes and leopards.



Surender Sharma

Head Legal - International Business &
Company Secretary
Marico Limited
Based in: Mumbai
Industry sector: FMCG



Surender graduated from Delhi University with a Law degree in 1999. He is also a member of the Institute of Company Secretaries of India, with over 17 years of experience as an in-house legal counsel in companies like Marico, Heinz India, Reckitt Benckiser, the Taj Group and Maruti Suzuki. Surender is currently Head Legal - International Business & Company Secretary for Marico Limited, where he takes care of legal matters pertaining to their international businesses across South-East Asia, Bangladesh, Middle East and North Africa. He is additionally responsible for Corporate Governance, Compliance and Company Secretarial issues at the company. Born on 19th July, Surender holds a BSc degree in Chemistry from St. Stephen's College, where he was a part of their cross country team. He is a member of the Wildlife Society, a non-profit educational association dedicated to excellence in wildlife stewardship through educational trips.





Tabish Zubair

Associate Vice President-Legal
Sequent Scientific Limited
Based in: Mumbai
Industry sector: Pharmaceutical

Tabish's Personal Philosophy

• "Let's make this world a better place to live".

Tabish believes a Corporate Counsel contributes to the growth of the company through proactive actions, innovative thinking, leadership skills and decision making. He provides preventive counseling with respect to the legal risks associated with business practices, and develops a strategy with both inside & outside counsel in response to civil litigation and regulatory inquiries, while cost-effectively managing the resources required to address those matters.

Testimonial

"Tabish is able to think clearly without any bias and pressure, in effect bringing the best results for the task at hand. His abilities are particularly strong in the areas of litigation, commercial contracts and criminal matters. He is a complete team player and a very good mentor to young upcoming talent."

Ashish Kakabalia

VP- International Business
Sequent Scientific Limited

Born on 7th July, Tabish completed his LLB in 2000. Over the past 16 years that he has been practising as an in-house counsel, he has had oversight of Strategic Planning, Legal Affairs, Litigation, Legal Documentation, Arbitration, Advisory Services, Case Research and Analysis, Commercial Contracts and Intellectual Property Rights. He has worked across market leading industries, including Strides, Shashun Limited, Café Coffee Day and Tata Power Delhi Distribution Limited. He is presently associated with Sequent Scientific Limited, Mumbai as Associate Vice President - Legal.

Tagore's Personal Philosophy

- ✿ *Work is the means of life. Happy work is one of the main components of a happy life.*
- ✿ *Set priorities that do justice to both work and personal life.*

Tagore sees a corporate counsel in the shoes of a promoter, with a role in every transaction that the business undertakes. He believes that corporate counsels must respond like business lawyers, without compromising on complying with the laws of the land.



Tagore Yaragorla

General Manager, Legal
SB Energy (SoftBank Group)
Based in: New Delhi
Industry sector: Energy

Born on 24th December, Tagore graduated with an LLB in 2002. He worked in different industry sectors, including Telecom, Finance and Infrastructure, before moving to the energy sector. Tagore has recently moved to SB Energy (Soft Bank Group) as their General Manager Legal, after spending about five years in the Renewable Sector at Mytrah Energy and Orange Renewable. Tagore accompanied his father to work while he was still in college, unlike most students around him who concentrated on their academics. In his mind, this taught him the importance of flexibility - a trait that he uses to his advantage in complex transactions by keeping his mind open to the possibilities of change in strategy.



Tapan Pati

Director & Senior Legal Counsel, South Asia

Johnson & Johnson

Based in: Mumbai

Industry sector: Pharmaceutical

Tapan's Personal Philosophy

• *You get to live the life you create.*

Tapan believes an in-house counsel has to help create and sustain a company culture (along with other senior management) where employees operate within the framework of what is legally permissible. He has to set up systems and processes through which legal risk (breach of law) and contractual risk are understood and addressed at the right level within an organization.

Testimonial

Tapan is an accomplished lawyer with a great blend of technical expertise and sound intellect. He has been able to add value by his nuanced stand not only as a lawyer but through his astute observations on the management board which have helped the organization make quality decisions. He has an uncanny ability to spot risks as well as opportunities.

Sanjiv Navangul

Managing Director

Janssen India, Pharmaceutical Company of Johnson & Johnson

Tapan has sixteen years of very broad-based experience as a corporate lawyer, having advised on a wide range of complex corporate and commercial transactions both as a law firm attorney and as an in-house counsel. He has provided leadership to the India legal teams of three large US-headquartered NYSE-listed MNCs (Yum Brands, Hilton WorldWide and Johnson & Johnson) as part of their senior India leadership team. He graduated in law from the National Law School, Bangalore in 2000. He is currently a member of the Editorial Board of Practical Legal Guidance (Lexis Nexis) and also serves on the Intellectual Property Rights committee of the American Chamber of Commerce in India.

Tapan is part of the executive management board of the pharmaceutical business of Johnson & Johnson, where is he currently Director and Senior Legal Counsel for South Asia. He is an avid reader and a bibliophile with a massive personal library of books on a wide range of subjects.

Thirumalesh Gangappa

India Counsel
Google India Pvt. Ltd.
Based in: Bangalore
Industry sector: IT



Thirumalesh was born on 21st December and graduated from the National Law School of India University in 1996. Over the years, he has worked with Singhanian & Co., Hewlett-Packard and Oracle India.

In 2006, Thirumalesh became the first legal counsel to join Google in India as a part of their Bangalore office. He maintains a small team and has been able to support the company's requirements almost single-handedly, including supporting litigations, intellectual property issues, venture capital funding into Indian subsidiaries and real estate transactions, amongst others.

Thirumalesh is on the Board of a few subsidiaries of Google in India.





V Rajeevan

Deputy General Manager (Legal)
Neyveli Lignite Corporation Limited
Based in: Neyveli
Industry sector: Energy

Rajeevan is a senior legal professional with over 25 years of combined experience as a private practitioner and an in-house counsel. Born on 11th November in Kerala, Rajeevan secured his law degree from Calicut University in 1990 and enrolled as an advocate with the Bar Council of Kerala the same year. He was in private practice for seven years; first, with the reputed tax law firm M/s. Raghunath and Associates in Calicut and then as an independent lawyer in the field of civil, taxation and labour laws. In 1997, he joined the Central Bank of India's regional office in Madurai as Manager (Law) and continued to work for Central Bank for over 12 years, heading its legal department at regional and zonal offices, in Madurai, Coimbatore and Pune. In 2010, he joined Neyveli Lignite Corporation Limited as Chief Manager (Legal) and was later promoted as Deputy General Manager (Legal). He has been heading the Corporate Legal Cell of Neyveli Lignite since 2013.



Varadarajan Chakradhar

Head - Corporate Legal
Godrej Industries Limited
Based in: Mumbai
Industry sector: Conglomerate



Chakradhar currently serves as the Head of Godrej Industries Limited and its Associated Companies' Corporate Legal team, looking after legal risk mitigation (including indirect taxes' litigation) as well as the legal aspects of the inorganic growth of (i) Godrej Industries Limited (ii) Godrej Consumer Products Limited and (iii) Nature's Basket Limited. He is a member of the Godrej Leadership Forum, responsible for managing the business turnovers of these above-mentioned Godrej businesses. His professional experience spans more than two and a half decades of rich corporate in-house practice, of which 19 have been as an in-house counsel serving the FMCG industry. Chakradhar served the financial services sector in Nagarjuna Investment Trust Limited, the telecom business of the Tatas in undivided Andhra Pradesh, the leaf tobacco international businesses (currently known as the agri business) as well as the cigarette manufacturing businesses of the diversified business conglomerate ITC, prior to taking up the management of the India legal offices of the commodities giant, Cargill, Inc. He also worked with Hindustan Unilever Limited in Mumbai before joining Godrej in 2013. Under the leadership of Chakradhar, Godrej's Corporate legal team was recently recognised as the "Best In-house legal team - FMCG sector in 2015" in an Awards ceremony held by an Indian legal publication.



Venkatesan Narayanan

Head - Legal & General Counsel

VFS Global Services Private Limited

Based in: Mumbai

Industry sector: Government Outsourcing

Venkatesan's Personal Philosophy

- ✿ *Have the courage to uphold what is fair and correct.*
- ✿ *The client is supreme but be absolutely non-compromising about your honesty and integrity.*

The role of a good corporate counsel, Venkatesan believes, is to be friendly to business, cut out all the red tape, while at the same time following robust legal practices and compliances.

Testimonial

Mr Venkatesan Narayanan is an outstanding General Counsel, with vast international experience. His contribution covers all the areas of IP, litigation, compliance, contracts and many more across over 50 entities in all 5 continents.

Olivier de Canson
Chief Financial Officer
VFS GLOBAL

Born on 12th July, Venkatesan earned his LLB degree in 1987, where he was awarded a medal for his meritorious performance. He is also a qualified Company Secretary, having secured an All-India Rank 7 in the examinations. He has almost three decades of professional experience behind him as a litigation and transactional lawyer and finally as an in-house counsel in several market-leading companies. Venkatesan was a partner in two boutique firms in Chennai - N&V Associates and Rajah & Venkatesan Associates. He then changed track to become Deputy General Manager at Shaw Wallace and subsequently Vice President (Finance and Legal) at Mercantile House Finance Ltd. At VFS Global, he is currently Head - Legal and General Counsel, in charge of legal affairs and compliance-related issues in 125 countries over five continents. Prior to this, Venkatesan headed the legal division of Asian Paints. He was a finalist twice over for the 2015 'General Counsel of the Year Award' organized separately by two different legal organisations in India.

If Venkatesan hadn't had his mind firmly set on law, he may just have succumbed to his professor's persuasion and done an MBA, though in his current position he is very closely aligned with the business administration side of the organization. Venkatesan is a patron of the arts. He is a member of the governing committee of the Narada Gana Sabha, a centre for performing arts in Chennai.

Vineet Vij

Vice President (Legal, Commercial, Regulatory & Compliance)

HCL Technologies Ltd.

Based in: Noida

Industry sector: IT



Vineet was born on 6th October. He graduated with an LLB in 1992 from Delhi University and thereafter attained post-graduate qualifications in labour, personnel, corporate and international laws. Over the past 20 years, he has worked with renowned IT, ITES, NBFC, Telecom and Engineering organisations. He is currently Vice President-Legal, Commercial, Regulatory & Compliance with HCL Technologies Ltd. His professional experience with the TATA Group, American Express, Punj Lloyd and HCL encompasses a wide variety of practice areas, including commercial and corporate law, IT, intellectual property, M&A, telecom, litigation, international law, compliance and employment law. Vineet also represents HCL Technologies at various government and industry bodies like NASSCOM, FICCI and CII as well as Central and State labour departments, Customs & Excise, SEZ, STPI, DOT and Trademark offices.



Yogesh Wadhwa

Vice President and Lead Counsel

General Motors India

Based in: Gurugram

Industry sector: Automobile

Yogesh's Personal Philosophy

- *Maintain a good work life balance.*
- *Enjoy what you do or you will never give your fullest.*

Yogesh believes the role of a Corporate Counsel is a very challenging one. "It requires a fine balance between legal and business acumen," he says.

Testimonial

Yogesh is a business oriented professional with a very sharp eye on legal and regulatory matters. Yogesh has worked for clients belonging to a number of industries and has been duly appreciated by many of his clients.

Rohin Kapoor

Director at Deloitte in India

Yogesh was born on 12th December. He graduated with a degree in Law in 2000, following which he joined the law firm Fox Mandal, where he spent five very fruitful years developing an expertise in contracts and negotiations, FDI, mergers and acquisitions, legal and regulatory due diligence, litigation, arbitration and company related matters. Thereafter, he joined PricewaterhouseCoopers, where he was a part of the tax and regulatory team, advising clients primarily on policy frameworks around inbound investments. His first in-house role was at Halliburton, where he handled the Indian and South Asia market, with a focus on oil & gas contracts and litigation. He followed that up with a stint with Cairn India, before taking on his current role as Vice President and Lead Counsel for General Motors India and South Asia, where he and his team provide advice on issues around, among a host of other things, divestment of business, high profile litigations relating to competition law and anti-dumping and labour issues. With his 16 years of experience in manufacturing and the oil & gas sectors, Yogesh is a much sought after speaker at leading industry, legal, regulatory and compliance conferences.





Zameer Nathani

Director - Legal
Raymond Limited
Based in: Mumbai
Industry sector: Conglomerate

Zameer Nathani heads the legal team at the textile conglomerate, Raymond Limited as well as all the other companies that form a part of the Raymond Group. He is the former Head - Legal at Balaji Telefilms and Motion Pictures and Associate VP - Legal for Reliance Entertainment's digital businesses. Zameer began his career in law in 2002 as an Associate with Mallar Law Consulting, after he graduated with an LLB the year prior, and served clients like Eureka Forbes, LG Electronics and other business conglomerates. He joined the Reliance - Anil Dhirubhai Ambani Group in 2006 to head the legal department for their digital gaming company "Zapak.com", and gradually rose to become Associate Vice President - Legal, to head the legal departments of all of the digital businesses under Reliance Entertainment. He also headed the project to digitize all the processes and legal documents of the entire Reliance - Anil Dhirubhai Ambani Group. Zameer then went on to become the Head of Legal for Balaji Telefilms Limited and Balaji Motion Pictures Limited, promoted by Ekta Kapoor and Shobha Kapoor. Here, he was instrumental in introducing for the first time in any entertainment company in India, 'Legal Audit', a Legal Manual on processes and systems and internal Standard Operating Procedures (SOPs) for the entire legal team. Born on 26th October, Zameer is a former Professor of Law, Banking and Management with prominent colleges of the University of Mumbai, Board Member of Aga Khan National Conciliation and Arbitration Board of India, and Chairman, Media and Entertainment, of the Indian National Bar Association. Zameer has been a prominent speaker at various forums and recently spoke on Make in India with an Ex-Supreme Court Judge and the Ex-CEO of Reebok and Sony, and more recently spoke at a renowned University in Gujarat on IPR Challenges and the New IPR Policy 2016 of the Government of India, with one of the makers of the Policy representing the Government of India. He takes an active interest in civil rights and social action, economic empowerment, education and politics.

Zameer's Personal Philosophy

- ✿ *Turn work pressures into opportunities and you will deliver your best.*
- ✿ *Be ethical in you work life and you will be appreciated.*

Zameer believes a Corporate Counsel holds a leadership position because a Corporate Counsel is a critical decision maker on many legal aspects which have legal implications on businesses.

