



“..The life of the law has not been logic; it has been experience”

- Oliver Wendell Holmes, Jr.



**I.B. LAW ASSOCIATES**

Attorneys, Advocates, General Counselors & Business Consultants...

## FIRM PROFILE

[www.iblawassociates.com](http://www.iblawassociates.com)



**Disclaimer** : This brochure is not intended for advertisement, marketing or soliciting clients, but only for the purpose of providing basic information about the law firm.



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# ABOUT THE FIRM

Starting from scratch with a family tradition of about 55 years, we have crystallized into associates inheriting the legacy of eminent jurist, lawyers, judges and professionals, which is now being reckoned as I.B. Law Associates.

I.B. Law associates is having its corporate headquarters at Bangalore, State of Karnataka, India.

The firm consists of a team of seasoned and experienced lawyers, consultants and professionals having exposure and expertise in the core areas of law & business.

The work culture is transparent, efficient & schedule oriented with intelligent and dedicated professionals. The firm is equipped with optimum infrastructure with latest state of the art technology for research oriented quality product and services. The firm is also having exposure in foreign collaboration initiatives, international tie-ups and international licensure and certifications.





## I.B. LAW ASSOCIATES

Attorneys, Advocates, General Counselors & Business Consultants...

I.B. Law Associates is a full-service law firm located in India and focuses on major areas of law to address the legal needs of India-based and international individual and corporate clients.

The firm has experience in core areas such as Constitutional issues, Employment & service areas, Banking & Finance, Information technology & Cyber Laws, Intellectual Property Rights, Corporate Affairs, Due diligence, Licensure & certification, immigration Laws, Arbitration matters, Foreign Collaboration initiatives, etc.

I.B. Law Associates provides a new, easy to navigate website to help clients quickly and easily determine how the lawyers can best serve them. Visitors can simply navigate through different practice areas, and they can quickly review the attorney profiles to see who they will be working with, and conveniently contact the attorneys through email or phone.

The firm has served hundreds of clients across many different practice areas since its operation in business and makes every effort to create a satisfied customized experience for clients.

# OUR LEADERSHIP



## **BHANU KUMAR**

### **Senior Associate & Country Head**

Senior Associate having expertise in Constitutional, Employment and Environmental, Arbitration and Corporate matters. Also practicing in area of Money Laundering matters under PMLA, Prevention of Corruption Act and complicated Criminal cases involving high functionaries. Presently practising at High Courts, Central Administrative Tribunals, National Green Tribunals and various other Forums. Also Retainer/Legal Advisor of various India's prestigious institutions and Government Instrumentalities. Clientele includes high profile Constitutional Functionaries and Government Instrumentalities/ Corporations.



## **BHARAT KUMAR**

### **Director, I.B. Law Associates Inc., Canada**

Law graduate and Advocate with certification in Federal Laws – Fair Credit Reporting Act (FCRA) from US. Special area of expertise in Bank cases pertaining to SARFAESI & RDDDBFI Act and Credit Reporting laws (CIBIL), Consumer disputes, Tax compliance, corporate affairs, IPR, Arbitration Matters, Civil and Criminal Matters etc. Key contact person of the firm for clients who want to engage the Law Firm for taking up their cases/litigations and other miscellaneous legal assignments. He is also a current member of YSIAC (YOUNG SINGAPORE ARBITRATION CENTRE)





# OUR LEADERSHIP



## **BHARTI V KAUSHAL**

### **Advocate & Associate**

Law graduate from Bangalore University handling cases pertaining to Employment/Service matters, Mining & Environmental Laws, Matrimonial disputes, family laws, Criminal matters, Bank cases etc. Consumer disputes. Also working as Retainer of Mines Dept, Govt of Jharkhand and Associate Counsel at Jharkhand High Court.



## **DOLLEY**

### **Advocate & Associate**

Masters of Law (LLM) and Associate having expertise in Matrimonial disputes and family law, Banking cases, Consumer disputes, Criminal cases, Contract matters etc.

The firm is well supported by an extensive pan-India network of experienced counsels and domain experts.



# PRACTICE AREAS



**Dispute Resolution & Arbitration**

**Mergers, Acquisitions & Joint Ventures**



**Constitutional Matters**

**Intellectual Property**



**Infrastructure & Energy**

**Employment & Service Matters**



**Property & Real Estate**

**Immigration Laws**



**Banking & Finance**

**Information Technology & Data Privacy**



**Corporate Affairs & Foreign Collaboration**

**Mining Laws**



**Initiatives**

**Environmental Laws**





## DISPUTE RESOLUTION & ARBITRATION

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The firm has a very strong litigation team with knowledge base in all forms of dispute resolution process which works toward making the resolution process hassle free for the clients and ensures that disputes are resolved efficiently and in a timely manner. Our team advises across a diverse range of industries engaged in manufacturing activities, energy, hospitality, natural resources, financial services, insurance, health, entertainment, information technology, intellectual property, workplace relations, retail and trade, property and construction activity.

Our firm is well equipped to handle litigations of complex nature. The Firm can boast of several decisions which have been pronounced in the litigations handled by the Firm.

Team members of our firm is having expertise in Arbitration, an alternate dispute resolution, which is a valuable alternative to litigation.

### **The services include:**

Corporate Insolvency Disputes | Cross Border Litigation and Investigations | Domestic and international arbitrations | Enforcement of awards | Economic Offences | Energy and Projects Disputes | Environment related matters | Finance and Securities Litigation Insurance Disputes | Labour litigation | Litigation in administrative courts where govt. is involved | Oppression and mismanagement | Print Media | Real Estate Litigation | Recovery Issues | Taxation related litigation | Telecommunication





## CONSTITUTIONAL MATTERS

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Disputes pertaining to application of Constitutional interpretation, vires of Acts, Statutes and Rules. Matters covered directly by application of Constitutional provisions





## INFRASTRUCTURE & ENERGY

The Firm has been advising Project developers, Investors and Suppliers & Contractors on diverse commercial/transactional issues. The Firm possesses vast and in depth experience of providing legal and advisory services for the development of infrastructure projects in the following sectors:

- Mining
- Oil & Gas
- Roads, Highways & Bridges
- Urban Infrastructure – Water & Solid Waste Management

The services include:

Drafting and vetting of Bid Documents – BOT, BOOT, BOOM, DBFOT etc. | Bid Process Management (for the Regulators) | Assisting Contractors in the Bidding Process | Conducting Due Diligence and negotiations on various stages of documentation | Drafting, vetting and advising on Concession Agreements, Off-take Agreements, Pipeline Agreements, Terminal Facility Agreements, Joint Development Agreements, Power Purchase Agreement, EPC Contracts, State Support Agreements, Fuel Supply Agreements, Production Sharing Contracts, Regasification Agreements, Gas Sale and Purchase Agreements, etc. | Legal assistance in setting up of Joint Ventures and infusion of funds in the Infrastructure sector in India. | Advising on diverse laws governing infrastructure facilities in India including issues related to land acquisition and FDI Policy | Assistance in obtaining various licenses, approvals and permits required for implementation of infrastructure projects in India from governmental authorities. | Advising on regulatory and legal framework on unbundling and restructuring issues of State Electricity Boards | Advising on Exploration Blocks in India in CBM and Oil blocks under NELP M&A and Private Equity. | Due Diligence | Entity Formation





## PROPERTY & REAL ESTATE

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Our team members have expertise in handling large scale real estate transactions in the real estate sector and has provided advisory services with respect to township, SEZ and other residential and commercial real estate projects in India.

The services include advising :

- Regulatory laws including those relating to licenses and approvals
- Structuring of transaction
- Stamp Duty
- Change of land use
- Regulations governing acquisitions and sale of property
- Property tax and other taxes on real estate
- Construction Contracts, Joint Development Agreements, Project Management Consultancy Agreement, etc.
- Grant/ Assignment of leasing / licensing of commercial and residential properties
- Due diligence and preparation of Title Search Reports
- Representation before various courts including arbitrations regarding real estate disputes







## BANKING & FINANCE LAWS

Our team offers comprehensive service to lenders, borrowers, advisers and other intermediaries. The clients includes leading banks, financial institutions and prestigious business houses. The scope of work covers the entire spectrum including structuring transactions, drafting term sheets and transactional documents, negotiations, advising on the regulatory framework and related issues. Our experience and industry knowledge, combined with the diverse skills of our lawyers allows us to represent our clients before regulatory bodies and in formal legal proceedings. Our team offers full range of immigration services to our clients. Our immigration practice aims to offer the highest level of service to our clients, with combined capabilities that cover all aspects of immigration and citizenship law. We assist our clients in long-term strategic planning, developing policies and practices that help them create and retain the best talent possible.

Our team of private client advisors represents individuals on their pre-immigration tax and estate planning, including innovative wealth management structures that accommodate and optimize multi-jurisdictional tax and legal considerations.

### **The services include:**

Venture capital & Equity investors | External Commercial Borrowing | Debt Restructuring & re-financing | Regulatory & Compliance| Corporate Debt, including Syndicated Loans & Structured Financing | Acquisition & Leveraged Finance | Facilitate in setting up NBFCs in India and oversee related Regulatory compliance.





# CORPORATE AFFAIRS & FOREIGN COLLABORATION INITIATIVES

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Foreign Collaborations & Joint Ventures:

- Due diligence and feasibility analysis of probable collaborators;
- Searching the best possible technology and financial partners;
- Negotiating and structuring Joint Venture terms & contracts;
- Drafting of joint venture, collaboration, trade mark license agreements;
- Obtaining necessary approvals from all concerned authorities such as Foreign Investment Promotion Board (FIPB), Director General of Foreign Trade (DGFT), Department of Industrial Policy & Promotion (DIPP), Secretariat for Industrial Assistance (SIA) and Reserve Bank of India (RBI);
- Compliance with all applicable laws and regulations;
- Advice on tax planning



## MERGERS, ACQUISITIONS & JOINT VENTURES

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Our team provides legal advisory services in M&A across a diverse range of industries. The clients include major domestic and international corporations, business houses etc. Our team has been recognized for delivering excellent legal strategies and commercially viable advice within prescribed timelines. The majority of the business transactions have a multi-jurisdictional focus.

Strong teamwork and efficient working practices and uniform approach enable the Firm to manage cross-border deals effectively and seamlessly. The team specializes in merger and acquisitions, joint ventures, amalgamations, de-mergers, etc.



# INTELLECTUAL PROPERTY

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Our team understands how intellectual property (“IP”) assets can best be created, value thereto determined rights therein protected; and used/acquired/supplemented to produce a competitive advantage. The team provides advisory service and assistance to clients with respect to due diligence (routinely uncovering issues in chain of title, encumbrances/obligations, or enforcement/prosecution/deficiencies often left undetected) IP valuation, acquisition of IP and related agreements and partnerships/joint ventures with an aim to transfer/share/development of IP.

The team advises and assists clients on:

- Protection and prosecution of IP rights (including patents, trademarks, design rights, copyrights, geographical indications, domain names, proprietary know-how and business processes)
- IP due-diligence and audits
- IP valuation
- IP acquisition and transfer and related agreements • Drafting and negotiating license agreements, assignment deeds, IP development agreements, etc.
- Representing before various authorities, courts and forums on issues relating to registration and protection of IP rights





## EMPLOYMENT & SERVICE MATTERS

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The firm advises both domestic and international clients on the complex regulatory and legal aspects of employment and labour law in order to enable full compliance with all the applicable laws and provisions. The firm is actively involved in drafting and reviewing of employment documentation and advising on a wide range of labour law related queries, including structuring of ESOPs, share valuation, transfer of employees, termination, non-compete issues and the like.

Our team predominantly represents companies and their management on employment related projects and litigation. Disputes pertaining to application of Constitutional interpretation, vires of Acts, Statutes and Rules. Matters covered directly by application of Constitutional provisions.

### **The firm advises on the following areas:**

Employment Strategy and Documentation | Employee Benefits | Employee stock options and share valuation | Company Policies | Labour Law Advisory Services | Employment Termination | Transfer of Employment Non-Disclosure Agreements | Confidentiality Agreements | Employment Claims | Employment Contracts | POSH related matters



## IMMIGRATION LAWS

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Our team offers full range of immigration services to our clients. Our immigration practice aims to offer the highest level of service to our clients, with combined capabilities that cover all aspects of immigration and citizenship law. We assist our clients in long-term strategic planning, developing policies and practices that help them create and retain the best talent possible. Our team of private client advisors represents individuals on their pre-immigration tax and estate planning, including innovative wealth management structures that accommodate and optimize multi-jurisdictional tax and legal considerations.







## INFORMATION TECHNOLOGY & DATA PRIVACY

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Our team has vast experience in advising companies on information technology and outsourcing sectors and on various legal issues involving privacy, protection of data...etc.

Our team advises clients on various provisions of the Information Technology Act and rules including offences/violations committed therein. The team has advised and assisted several companies in structuring, commencement of business operations and has assisted them in drafting, negotiating and finalizing related commercial and licensing contracts.

The team members have advised clients on issues relating to e-commerce transactions, e-contracts and website development (associated contracts) apart from assisting them in negotiating and finalizing contracts pertaining to software licensing, software development, and master services agreements, service level agreements etc.

Our team members also advises clients on issues relating to protection, transfer and storage of data (considering European Union's Data Protection Directive) including drafting of privacy policies and providing advice on data protection compliance.





## MINING LAWS

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Our team offers guidance to clients on India's comprehensive Environmental laws pertaining to recycling, hazardous waste management (by hospitals, clinics, manufacturing industries etc.), water and air pollution, forest and timber regulations, handling of chemicals and EIA.

The team assists a variety of clients with regulatory compliance, enforcement actions, and civil litigation in all aspects of environmental and natural resources law.



## ENVIRONMENTAL LAWS

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Environmental law encompasses a wide range of legislation, enactments, and rules that are primarily concerned with regulating human activities in our natural environment and its multiple linked ecosystems. They make certain that individuals, governments, and organizations do not destroy the environment or its ecosystems. Environmental law covers a wide range of subjects, protecting several components of the environment such as water, air, forest, and other natural resources.

We achieve a balance between our client's commercial interests and environmental conservation, which is essential for long-term growth. Our specialized team has advised clients on various aspects of environmental law such as:

- Electronic waste management
- Hazardous waste management
- Plastic waste management
- Pollution control
- Water conservation
- Wildlife protection
- Resource efficiency



# CLIENT TESTIMONIALS

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“

We have recently hired Bharat Kumar at IB Law & Associates to handle some international business for us. We are very happy with the experience and services rendered. Mr. Bharat Kumar is quick, efficient, and thorough. He helped guide us through our conflict with expertise and compassion.

”

We have engaged I.B. Law Associates regarding a commercial dispute with a multi-national Indian company headquartered in Bengaluru, India. Shown your legal knowledge by clearly explaining the dispute resolution process as per India law, shown your dedication by providing immediate attention to the matter and I have been impressed with your availability even though there is a 18 hour time difference. It has been a pleasure working with you.

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We have requested I.B.LAW ASSOCIATES for giving foreign legal opinion for one of the guarantor of our customer SAK METAL TRADE INDUSTRIES SDN BHD. We thank you, Mr. Bharat Kumar for the foreign legal opinion that you have done for us. It was nice working together with you on this foreign legal opinion and let us work together again if there is a chance in the future.

We have rendered our services to a large number of individuals/NRI/Corporations etc in countries viz US/Russia/Canada/UK/Australia/France/Israel/South Africa/Oman/Malaysia/Singapore/Dubai, etc. But for reasons of confidentiality and NDA executed between our Law Firm and the clients, we are not in a position to divulge their names.

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