

# INNERREVIEW

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*Accelerating Businesses*



**Shilpi  
Mehta  
Nanda**

Founder  
Zeal Attorneys



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COFFEE  
CHAMPIONSHIPS**



# Editor's Note

## Breaking the Shackles of Society

**A** Popular Leader, Malala Yousafzai, once said, "Do not wait for someone else to come and speak for you. It's you who can serve the world."

The First World war marked the transformation in the attitude of society towards women taking up law as a profession. The major blockade, towards women becoming lawyers was removed, with the passing of first Sex Disqualification (Removal) Act, in 1919 in the UK; the first step was taken to remove the biasness at the international level. Women have struggled and fought resiliently to make a place for themselves. Globally women encompass almost sixty percentage of the people admitted to the legal profession at the moment; with more than two-thirds of the law students are female.

In the Indian legal vertical these numbers are even lower. Women, in India, had to fight an unyielding battle for their liberation from the age-old bonds. The number of educated women in India was very few in that decade.

However the advancement and modern economic growth today has provided women with employment opportunities in potentially countless sectors, including law. Women today are competing with their male counterparts in almost all the spheres, and have made considerable progress in the legal sector. The women holding leadership roles has started encouraging the new entrants in the sector to achieve outstanding goals.

The number of women lawyers in India has now shot up to remarkable levels. This is the result of the increase in the demand of all kinds of legal services, particularly from business community.

Although we as a society we have come half a mile, we have a long way to go!

Happy Reading  
Minakshi Nehete

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Banthia

*CEO*





# Shilpi Mehta Nanda

Founder



The Founder-Partner of ZEAL Attorneys, Mrs. Shilpi Mehta Nanda, is a distinguished and experienced lawyer in the field of Intellectual Property, Technology, Contractual Law & Litigation. She obtained her Masters in Law from Franklin Pierce Law Centre, University of New Hampshire, USA. Her experience spanning nearly 15 years of practicing law is enriched with service at reputed law firms of the country and also at British High Commission in India and UK Intellectual Property Office where she served as the IP Attaché.

Her cross-country and multi-faceted exposure allowed her to pursue a practical approach towards the clients' requirements. She brilliantly expanded her areas of expertise to litigation covering Intellectual Property, Contractual Disputes, Cheque Bouncing and Money Recovery, Telecommunication & Broadcasting as well as Matrimonial matters.

#### ZEAL ATTORNEYS

*"ZEAL Attorneys provides legal services to many domestic and foreign companies in diverse sectors with revenues ranging from INR 100 -500 crores while simultaneously assisting MSMEs and Startups.*

A one-stop destination for legal solutions concerning clients' legal needs, ZEAL, was established to carve its niche and build a clientele that spreads over multiple sectors and multiple countries. What started as a one woman's dream is now the story of a passionate, creative, and well-knit team.

They have a strong foothold in the legal industry on account of their unhinged extensive hands-on experience with their numerous clients' businesses and legal requirements. ZEAL's wide range of clientele from various industries and sectors span from Pharma, Education and Entertainment industry to Automobile, Investment, Fitness, and many other crucial sectors attributing to the growth of Indian economy.

#### ZEAL'S CORE TEAM



Shilpi Mehta Nanda | Swati Chanana | Malvika Shanker & Sumit Banduni.

ZEAL believes that being a successful law firm does not mean only minting money or providing legal services to the class that can afford the same but also catering to the legal needs of wider community who needs more support and assistance. Pro Bono work is given equal consideration and value at ZEAL. The resources, efforts, and time spent on pro bono matters are at par with that of the billable matters.

#### SERVICES & PRODUCTS OFFERED INCLUDE:

- Maintaining & Prosecuting IP Portfolios for clients including filing, opposition, registration, renewal, assignment, and transfer of IP;

Advising on IP commercialization, Enforcement and strategizing towards protection of IP rights, Investigation and Due Diligence.

- related to Mergers and Acquisitions, Websites related Agreement including Privacy Policy, Terms of Use, Employment and Services related agreements, Distribution Agreements, Publisher's Agreement, Supply Agreement, Influencer and Personality Rights agreement, Non-Disclosure and Non-Compete Agreements, Will and Power of Attorneys etc.
- Civil and Commercial litigation including recovery matters, Matrimonial matters and Intellectual Property matters.
- Criminal Litigation including Cheque Bounce matters, Matrimonial matters and Intellectual Property matters.
- Registration of MSME, ISO Certification.

**ZEAL has a perfect back up system for their clients and ensure that their deadlines are met and clients are served in the most efficient way possible even if the portfolio attorney is unavailable for some reason.**

**ZEAL also works hand in hand with various Government entities such as the Bureau of Indian Standards, Ministry of MSME, Ministry of Information & Broadcasting and CIPAM (DPIIT) in various capacities contributing to the growth of Intellectual Property and Legal Profession in India.**

- Franchising Law, Advertisement & Unfair Competition Law, Personality Rights Law.
- International IP Filings & Registrations in foreign countries including USA, UK, EU, African Subcontinent, South-Asian Subcontinent & other jurisdictions through their expert associates.
- Drafting and reviewing all kinds of agreements including but not limited to Franchising/ Licensing/ Transfer/ Assignment agreements, Shareholder Agreement, Share Subscription agreements, Partnership agreements, all agreements

#### JOURNEY SO FAR

Established in July 2019, ZEAL was soon after hit by the Pandemic chaos. The first few months of the Pandemic rush were deplorable but ZEAL managed to face all odds and find a solid standing while continuing to grow bigger, better, and stronger as one of the leading Law Firms of India.





They learnt with every challenge they faced, whether in terms of procedural or management hurdles during the Covid-era. Nonetheless, with each step forward, their faith in their work and clients' confidence in ZEAL grew and the Organization was able to smoothly overcome the hurdles placed in their path. Despite the restrictions and troubles that came along with the pandemic that coincided with ZEAL's nascent stage of establishment, they were able to multiply the revenues and assist several businesses with multi-million valuations in multiple sectors. ZEAL is an ardent believer in delivering results for clients while simultaneously taking the path of learning.

## SUI GENERIS FEATURES

ZEAL diligently observes the Indian IP ecosystem and collects Intellectual Property related news for their international and Indian clients in order to keep them fully informed. They also have written various research papers for their International as well as Indian clients. The research papers are on a variety of topics like 'Intellectual property regime in the Covid era', 'Administrative Remedies to deal with piracy in India', 'Best global practices to combat piracy' and many more.

They also undertake major efforts to bring about awareness regarding the intrinsic connection between trade and Intellectual Property and the pivotal role played by IP in the branding of the business, especially in this digitally-driven era.

ZEAL is also conscious of the environment and therefore, undertakes all necessary measures to ensure optimal utilization of natural resources including water and electricity conservation, reuse and recycling of materials, digitization of records to reduce wastage of paper and so on. While following the approach of Sustainable development, the team particularly takes pride in the fact that ZEAL is a paperless office.

## MISSION

The Firm's vision is to provide comprehensive and integrated advice to clients to assist them in understanding their assets and take them on a journey to transform ideas into practical solutions to increase their profits while simultaneously building a strong portfolio for their business growth.

ZEAL's goals for its clients include proper management and handling of their Portfolios with diligent guidance and care. ZEAL's mission is to protect and promote the entrepreneurial spirit and not just to assist clients during the IP cycle (which includes tasks from identifying their IP to protecting, advising on brand building strategies, commercializing, conducting investigation and due diligence and other IP-related challenges such as technology transfer and policy shaping) along with day to day contractual transactional and management undertakings, but also to assist them in recovering their money from the market through due process of law and advise them on other corporate challenges.

ZEAL is a firm believer in the Indian Government's flagship programs such as 'Make in India', 'Digital India', 'Start-up India' and 'Atmanirbhar Bharat Abhiyan' and thus works relentlessly towards being a great support for the Startup ecosystem by undertaking various pro-bono activities including suggesting and devising appropriate strategies for their clients and the respective business models.

## MOTIVATION PEDAL

Given Mrs. Nanda's experience and exposure in the legal field, her understanding of law and its nuances makes her an exemplar of knowledge and capable of analytical thinking. She is constantly focused on learning new things and expanding her and the team's knowledge. New unknown and unexplored paths excite her and encourage her towards her goals.

The success and satisfaction of her clientele are the primary factors that motivates her to go on and be better with every stride she and the Firm takes. She is an ardent believer in the ideology that any organization's growth relies on the client's satisfaction and the team's work performance and efforts as one unit. ZEAL boasts of having a diverse, strong, and well-knit team from different cultural, regional, and religious backgrounds in India. At the office, there is a zero-tolerance policy towards any sort of discrimination or bullying within the workspace enabling an environment of mutual support and encouragement.

## CHALLENGES

ZEAL's (or for that matter, any firm's) biggest challenge is to motivate their clients to realize the importance of proper evidence keeping. To take a few examples, most businesses' record-keeping is not up to the mark and they do not realize the importance of keeping and digging into their old records. Many times, the records are undated and not scanned properly, leading to hurdles in the path to success in the Court of law. ZEAL's capacity to convert the challenges into opportunities is its biggest positive factor. ZEAL thus continues to motivate their clients to take up the challenges of safe & appropriate record keeping. ZEAL is known as a law firm that is conscious of its advice, efforts and actions on the Clients, Team members, Society, and the Environment as a whole, which in itself is a great responsibility and a big challenge.

## 'QUALITY SERVICE' - A LEADING BUZZWORD

"Quality Service" in the legal fraternity covers a wide range of efficient services such as quick turn-around time, accurate and detailed information collection, utilization, appropriate drafting and communicating skills, capacity to understand, infer and solve each client's problem depending upon the client's unique business model, requirements and budget.

Given the broad scope of the meaning of "Quality Service", the team at ZEAL endeavors to first understand and unfold the nuances of each client's business model and then undertake the required work including strategizing and implementing tasks. ZEAL strategizes for their clients in a manner that the clients reap long-term benefits of the legal advice and services.

ZEAL also believes in providing quality services to its contemporaries by transmitting skills and knowledge to the younger generation of lawyers and passing on the knowledge received by them as a way of showing gratitude to all those who have guided and mentored the ZEAL team members in one way or the other.

## "TEAM SPIRIT RUNS HIGH IN THE HOUSE"

As an entrepreneurial setup, Mrs. Nanda aims to raise the industry standards in terms of work-life balance and the representation of women in the industry. ZEAL's top management constitutes of empowered women in the industry including the Litigation Head, Swati Chanana and Associate, Malvika Shanker. To promulgate the industry standards in terms of work-life balance, the management ensures that the work ethics standards are high and the mental and emotional health of each member of the ZEAL family is protected. The members of ZEAL are given ample opportunity to have flexible schedules while maintaining the strict deadlines of the legal field.

When speaking of growth and success, at ZEAL, it is measured not just by the financial gains but also by the happiness, satisfaction, health and growth levels of each employee. Empowering women colleagues, innovators, and clients is the ultimate motivation for ZEAL. Given that ZEAL is a women-owned and women-run organization, it is of greater value for them to hone and employ the opportunity to be able to set an example that women are exceptionally talented & shine brightly in the legal field.



## DIVERSE ROOTS

With clients spread in India, the USA, the UK, France, Germany, Japan, Canada, Belgium, Luxembourg, Denmark, Mauritius, Philippines, Turkey, Sri Lanka and Yemen, ZEAL's exposure and in-depth knowledge in dealing with cross-country matters set them apart from others in the industry. They also practice in various other countries including the African Sub-continent and other countries of the world through their expert legal partners.

ZEAL practices in the Supreme Court of India, High Court of Delhi, and District Courts of Delhi & NCR. They also practice in other High Court and District Courts of India through their expert associates including in Bengaluru and Mumbai.

## POST PANDEMIC STRATEGEM & FUTURE PROCEEDINGS

ZEAL aims to be a reliable, responsible, non-stop destination and one-stop solution for the existing and the prospective clients who seek resolution of their legal queries and hurdles. In the near future, ZEAL expects to continue to maintain a niche for itself in its areas of expertise in terms of handling large portfolios of Indian as well as international clients who require a meticulous understanding of their business model and not the business style of one strategy fits all.

ZEAL will continue to focus on client satisfaction within reasonable cost and cater to a wide range of business sizes and clientele across multiple sectors. Given the growth opportunities gauged by ZEAL's international clients in India, they intend to continue giving them a clear and concise understanding of the Indian trade market, its importance, and the correlation between Intellectual Property protection, business agreements, the nitty-gritty of the market & litigation, and business expansion.

ZEAL is Mrs. Nanda's brainchild and her zeal towards her work and aspirations is commendable. She aspires to make ZEAL an example for the legal fraternity at being not only efficient and detail-oriented but also a comfortable and encouragement-based workplace.

## VALUABLE CONTRIBUTIONS, ACHIEVEMENTS & CSR ACTIVITIES

Mrs. Nanda's contributions to society come from her own experiences and lessons from the past which reflects in her attitude to support first-generation lawyers like herself. She sets an upright and ardent example for the team members of ZEAL, as well as her contemporaries through her resilient and ambitious efforts towards bettering and expanding her business with utmost efforts of transparency and diligence. She is actively involved in awareness programs and collaborations with various organizations towards curbing piracy, especially in the ongoing digital era, and has written articles on various IP-related issues published in magazines like CITMA, LEGAL ERA, and INTA (International Trade Mark Association) Bulletin. Shilpi's other achievements are provided herein under:

- **Member & Convener of Bureau of India Standards (BIS) Panel on Standardization to tackle the issue of piracy**
- **Recipient of Indian Achiever's Award for Business Leadership**
- **Member, Supreme Court Bar Association**

ZEAL aims to be actively involved in mentoring programs not just for freshers in the legal field but also for budding lawyers (students) with their internship program 'ZEALOT'. Mrs. Nanda has always been very keen and enthusiastic about her interactions with the younger generation at every opportunity she gets and has been actively involved in the world's largest and oldest moot court competition of the World as a Judge - Philip C. Jessup International Moot Court Competition.

ZEAL constantly works towards bridging the gap between academia and industry by offering consistent interactive and informative sessions for educational institutions. For shaping the legal fraternity in congruity with the evolving corporate standards while keeping in touch with the transforming academic cultures on a national and global level, The Founder-Partner extensively interacts with law students during her lectures and presentations across the country in various eminent colleges, law schools, Pharmacy Schools & Business Schools including Vivekananda Institute of Professional Studies, IIMT College of Pharmacy, and JIMS (Jagannath International Management School).

## Swati Chanana

Partner, ZEAL Attorneys.







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# Establishing & Enshrining Exemplary Property through End-To-End Solutions

“The firm never hesitated to incorporate the changes required by the clients, and doesn't close the project till they are fully fulfilled with the project, ascertaining that its results are always up to the mark”



**Tarun Khurana**  
Partner & Patent Attorney

One of the biggest milestones in the Intellectual Property(IP) protection law was attained when a landmark judgment of Supreme Court in the Bajaj Auto Ltd. VS TVS Motor Co Ltd. patent infringement case (over the use of twin-spark plug engine technology) directed all the courts of India to conduct speedy trials in IP related issues without adjournments. This was indeed an eye-opener for the cardinal yet cumbersome cases of IP. As more and more suchlike situations are popping up, businesses eye it imperative to have an expert adept in IP laws, the best being Khurana & Khurana(K&K). Born in 2007 with a firm focus on quality standards at par excellence, the Noida-based company is a full-fledged Intellectual Property (IP) Law firm rendering cutting-edge and corporate-centric IP legal services. It nurtures a symbiosis with its sister-company, IIPRD, together carving a niche for corporates on their voyage from IP creation to IP valuation, licensing, and commercialization.

## Special Squad of Law Maestros

Extended across seven offices in India representing over 3000 clients, K&K is one of India's leading Indian IP Law Firms endowing consistent and end-to-end solutions to its clients. It is renowned for its effective services wherein it delivers novel advise and action with the best delivery time (much lesser than any other players). Dawned under the aegis of passionate attorneys like Vinod Khurana (Senior Partner and Trademark Attorney) and Tarun Khurana & Meenakshi Khurana (Partners and Patent Attorneys), the firm reveres its highly-skilled team with exceptional educational qualifications and exemplary experience and expertise as its life force. It has separate teams for each field of technology and science with experienced professionals at its helm. K&K exhibits an extraordinary harmony of lateral thinking and entrepreneurial spirits embarking a high-level of customer orientation, thereby building long-term relationships with its clients. It is highly appreciated by various

prestigious international bodies like MIP, Asia IP, Legal 500, and IAM that cites, "It has rapidly built-up a sizeable team with well-honed drafting abilities across the spectrum of technologies".

K&K renders sagacious legal guidance for hands-on enforcement through IP creation, protection & portfolio management (patent, trademark, copyright, design, and geographical indications), IP litigation (trade mark litigation, opposition proceedings, litigation support, invalidation proceedings, domain name resolution practice), IP advisory & opinions (patent search mapping & analysis, due-diligence, building IP strategy, research & analytics), commercial law practice, media & entertainment, information technology & anti-counterfeiting, and international practices. It serves in areas like chemical & pharmaceutical patents, life-sciences & biotechnology patents, electrical & mechanical patents, and alike. The firm never hesitated to incorporate the changes required by the clients, and doesn't close the project till they are fully fulfilled with the project, ascertaining that its results are always up to the mark.

## Working Hard, Winning High

Bagging several esteemed recognitions like 'IP Valuation Firm of the Year' and 'IP Patents Law Firm of the Year in India', K&K has triumphed in successfully protecting some extremely complex technologies (in patents realm) and conducted interesting due-diligence. It is such expertise that helped the company to elevate from a 20 people organization to a squad of 110 in just five years. "We are poised to build university tie-ups and strengthen our partnerships with clients, following our existing strategies for rising in terms of personnel, revenue, and clients," concludes Ankur Sehgal, Patent Attorney, K&K.

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# Mitali Yadav: Resolving and Suggesting Practical Solutions for Legal Issues

**MITALI YADAV**

**Founder**



**L**awyers have the power to inspire and serve the world with their potential. But, the courage to be yourself is what makes a lawyer distinctive. This legal profession demands the power linked with a curated memory with an essence of creativity to make more effective decisions and transform the world for better.

**Mitali Yadav** has come a long way in overcoming the barriers of the legal profession through her novel ideas. After graduating from the law school, Mitali joined a prestigious firm Luthra & Luthra Law Offices, New Delhi, as an associate with the real estate team. Working for almost three years gave her a vast exposure and opportunity to learn and understand the fine nuances of law and client dealing. This also laid the foundation for the future achievements and success.

In 2014, she joined Spice Group's New Delhi Offices as the Manager Legal. Combining substantial thoughts and unified efforts,

Mitali established her own law firm **Alba Law Offices** in 2015. Today, her sheer dedication and prominent moves have transformed a rented room of two people into a team of ten expert lawyers with an office at Firozshah road.

## Meet the Influential Forerunner

**Mitali Yadav** is the **Founder of Alba Law Offices**. Since childhood, Mitali was motivated by her father to gain basic understanding and knowledge of law. He was the first teacher and the pillar of strength, who taught her that achievements and disappointments both play significant roles in shaping up one's life. This drove her to choose law as a career and be at its forefront.

Mitali is an ambitious person who is hungry for the growth and success. She says, "I believe that appreciation and understanding of law helps a person on a daily basis, and one is able to rationalize and process things in a far better manner." She further adds, "Law, to me, is one of those professions

wherein the learning never ends." Mitali believes that being a lawyer empowers her to provide satisfaction regarding contribution towards the society, along with recognition and acknowledgment for the same. Apart from work, Mitali's passion for travelling, adventure sports, and working-out has helped her in bonding with the team at Alba. She also consistently promotes work-life balance at the firm.

## About Alba Law Offices

Alba Law Offices ('Alba'), a boutique law firm, based out of Delhi, has been constituted by a team of young lawyers drawn together with the aspiration of providing high quality legal services to the clients with a strong emphasis on ethics. Under the leadership of Mitali, Alba believes in building trusted relationships by developing a deep understanding of the clients' legal needs in the overall context of their commercial operations. The firm emphasizes in investing time in understanding the clients' business operations to provide most appropriate and innovative legal solutions to the issues at hand.

Mitali has been the driving force for Alba Law Offices by which it offers wide-ranging services to its clients including:

- Arbitration and Alternate Dispute Resolution
- Civil and Criminal Litigation
- Employment and Industrial & Labor Laws
- Intellectual Property Rights
- Real Estate (including RERA issues)
- Corporate & Transactional Documentation

## Some Speed Breakers on the Way

Everything related to this profession was new for Mitali in the initial years. Becoming a professional lawyer was not an easy task as it comes with its own set of challenges. She had to strive hard for what she is today. The first and major challenge was to decide whether to work as a corporate lawyer or litigation. Mitali outshined this thought by interning under senior advocates as well as law firms like Fox Mandal, AZB & Partners, Amarchand & Mangaldas and Luthra &

Luthra. This experience helped her to face a bunch of challenges including client engagements, building up and managing a team, affording an appropriate office and so on. Another significant challenge that Mitali faced was handling the age factor. "The profession of law, much like doctors, demands a person to look a certain age for the clients to gain confidence to give the first opportunity. I have been trying to tackle the same by working harder on every matter and opportunity that comes my way," she asserts.

Holding the reins of Alba Law Offices by converting every challenge into opportunity, Mitali further added "I believe that as time passes by, new challenges will come up, but that's the thrill of it."

## Guiding the Path Seekers

Mitali believes that the most important aspect of an internship is that it gives a glimpse of the work to be performed in the future. It also helps in getting clarity whether to continue with the same or shift to something else. Addressing the students who want to become a lawyer, Mitali states, "I would advise that along with academics and learning theory, one should also intern as much as possible in different areas of law. This helps you learn the basics from ground level, which makes it much easier to work when you finally enter the field as a professional." Further, she advises the path seekers to combine hard work and smart work in order to unlock the success doors.

## Futuristic Approach

Mitali not only aims to see Alba grow beyond the success horizons, but also to see such growth along with a healthy and conducive work environment at the firm. She takes pride in saying that soon the firm will have its offices in different parts of the country with an efficient work force and good work. Her ultimate goal is to make Alba stand out of the crowd of law firms with respect to the personal growth, and discipline.





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## Empowering Business to be Legally Compliant

**Yoginder Singh**  
Founder & Managing Partner

“The team at Yogi and Partners understands that no two clients are the same and cannot be handed over the same solution”

Corporate Legal Consulting always played a pivotal role in the growth of any institution. The growing complexities and stringency of the legal framework have increased the need for Legal consultancy exponentially. The Indian market is one of the fastest growing economies and having a huge untapped consumer pool. To stride forward hassle free, it has become pertinent to be legally compliant across industry verticals especially with regards to due diligence, commercial contract, capital induction documentation, civil liability jointventure, registrations, and acquisitions to name a few. Industries are now expected to be compliant with the International Standards and certifications by the end consumer to garner their trust and thus to become significant players in the market.

The industry requires a partner to rely instinctively upon and who offers robust solutions that are delivered in time-bound manner and are adaptable to the diverse and unique peculiarities of each business model ensuring success. Working on the same principles, Yogi & Partners aims to provide an all inclusive one-stop solution to the legal and regulatory compliance requirements of the business. With the consistency of delivering a successful and secured journey for its clients by offering holistic and inhouse counsel like services. Guiding its clients from precompany inception to post, including capital induction, foreign exchange inflow reporting, obtaining of all required licenses and registrations be it under Food Safety and Standards Act, Drugs and Cosmetic Act, Importer Exporter Code, Office establishment, Tax laws, Labour Laws to name a few. To strike the home run, they have expertise in providing comprehensive counsel in the field of Foreign Direct Investment, Corporate Legal Compliance & Corporate Governance, Data Protection Laws, Economic Legislations and Commercial documentation.

“While we pride ourselves in our turnaround time, but my personal commitment is in providing excellence and the best-in-class services with uncompromising dedication towards client’s interest. We have helped our clients in understanding the Indian Legal Landscape and in drafting strategies for successful entry to Indian market especially in the field of Direct Selling, Food and Cosmetics. We take care of all commercial documentation such as with manufacturers, vendors, third party logistic suppliers, imports, trademarks, and other registrations. We offer solutions that are specifically client oriented, and if the need arises, we provide litigation support in area of Economic

offence.” says Yoginder Singh, Founder and Managing Partner at Yogi & Partners.

### Client Specific and Business Oriented Solutions

The team at Yogi and Partners understands that no two clients are the same and cannot be handed over the same solution. They work as in house counsels and understands the working of their clients and business model to offer solutions that are practical and implementable without causing business disruption, which shall be the goal of any legal consultancy firm. Yogi and Partners is a firm of young and driven lawyers with a combined experience of 35 years in the industry, chosen from some of the best and renowned law colleges in India.

They understand the need of client and keep abreast with the changing dynamics of the industry and legal ecosystem, to be able to offer personalized solutions to their clients. While guiding and handling several well-known Direct Selling players to establish a base and navigate the tides in a volatile market such as India, Yogi & Partners have proved their mantle time after time.

“As the Indian economy grows and consumer expenditure increases, the transnational corporations in the area of Food, Cosmetics and Direct Selling will be expanding into India. As the industry will grow so will the need to comply with the applicable international standards and nuances of the law. This is where we step into the shoes of our clients in setting up their business and in adopting practices which are in the best interest of our clients and Indian consumers,” concludes Yoginder.





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# BANTHIA LAW FIRM

“Diversifying the legal profession by imparting discipline, commitment & honesty and the ability to deliver the work as fast as possible”



**MR. NEELESH BANTHIA**  
Chief Executive Officer

**L**aw is the arrangement of legal regulations made by the government in a nation or a specific local area to enforce orders in society. Without law, chaos and turmoil would have administered the existence of individuals. It is critical to get to a trusted legal consultant when it comes to your right within the law. One such firm that is renowned and trust-worthy in India for almost 7 decades is Banthia & Co.

Established in 1953, Banthia & Co. Advocates has evolved as one of the top law firms in India, having its presence in more than seven countries including the USA, UK, UAE, Singapore, Turkey, Japan, and over 12 cities all across India. With a passion for serving the legal profession and real estate matters internationally, Banthia & Co. Advocates operates two delegate international offices in New York and Chicago, providing multiple services pertaining to Legal Outsourcing, Paralegal, and Secretarial Services with a team of 350+ advocates.

The firm has to date efficiently served some of the biggest organizations of the world, including the Clinton Foundation and World Bank concerning the settlement of their matters and counsels them on investments worldwide. Nationally, it deals with all areas of banking laws and serves the topmost banks in the country, including ICICI and HDFC.

## Talking about the long suit of Banthia & Co.

Banthia & Co. specializes in Property Law and Real Estate matters across the country and majorly serves Archdioceses/ Dioceses, and Religious Congregations of the Roman Catholic Church spread across the globe. Due to its presence in nearly all the states of India, expertise in local laws becomes their forte, thus ensuring the maximum competency in legal solutions.

The firm asserts, *"We believe in perfection, punctuality, sincerity, and commitment in work and believe in maintaining friendly and cordial long term relationships with clients which are lacking in most of the lawyers these days and gives us an edge over other law firms."*







present, has a full-fledged team of 400 advocates and 23 offices across the world.

### The CEO's Corner

Mr. Neelesh Banthia is a seasoned lawyer and well experienced in dealing with legal matters across the globe. He has around 20+ years of experience and is currently managing a team of around 350+ lawyers, specialized in handling a variety of legal works from different jurisdictions across continents. Being the owner of one of the leading law firms in India, he also acquired the position amongst the youngest law firm owners in India. His commitment, vision, dedication, and persistence have helped Banthia & Co. Advocates to emerge as a multifaceted international law firm.

While talking to InnerReview magazine, Mr. Neelesh expresses,

*"I started my career as a Pilot Officer and then worked in various countries at good positions, but in coming years, I realized that I can provide a new direction and work environment to the firm and make it reach greater heights. After having the experience to work in various countries outside India, I learned the traits of professionalism that I embedded in my work here in India. After coming to India, I realized that advocates here are still following conventional methods of practice and lack commitment, punctuality, and loyalty towards clients, they are not very approachable and organized in their work. I wanted to change this scenario and chose to join this profession to carry on the legacy and bring a change in this profession with a dynamic approach and reorient the conventional ways of legal practice with commitment, honesty, obedience, and ability to deliver the work in the least possible time."*

### The Journey so Far

It wouldn't be wrong to say that practicing law is in the bloodstreams of the Banthia family. Turning the pages in the past, Late Shri Mishraji Sb. Banthia, the great grandfather of Mr. Neelesh Banthia (Present CEO), started his career in 1927 at Baran, Rajasthan, where he exercised his judicial powers during the British period. The legacy was continued by Neelesh's grandfather Late Shri Nihal Singh Ji Sb. Banthia and he established Banthia & Co. Advocates in 1953 with its headquarters at Bhopal (Madhya Pradesh) India, with the vision of bringing together committed and specialized advocates under a roof to provide the best possible legal services to the clients of various sectors in central India.

Presently, Mr. Neelesh Banthia & his father, Mr. B.S. Banthia (Supreme Court Advocate) is running the firm with full dedication and commitment throughout the country. The firm, that started with 3 offices and a workforce of 10 advocates, at

### Awards, Achievements & Recognitions

- Banthia & Co. Advocates has successfully completed 64 years in the legal profession.
- Banthia & Co. Advocates is the first law firm in India having established a tie-up office in Turkey and Japan.
- The firm has made a mark by opening 8 International Offices across the world and serving clients across the globe.
- At present, the firm is serving around 20 Archdiocese/Diocese and 80 Religious Congregations worldwide.
- The firm has started a UK-based KPO company in the name and style of Banthia Legal Services UK Ltd.
- Neelesh Banthia has been awarded the membership of the International Council of Jurists.

Along with this the firm has also been featured and reviewed among the top legal firms in India in many prominent and well-known magazines, which includes Legal Consultants Magazine, The CEO Magazine, Business Connect, The InnerReview, to name a few.

### Comfort doesn't make you great, Challenges do

Being in business for 64 years and still being the best is not a cakewalk. The journey from 3 to 24 offices was not easy to accomplish. Mr. Neelesh Banthia faced a lot of challenges to bring the firm where it stands today. The prime challenge was entering into a niche field in the catholic system as being a non-catholic, he had to overcome unidentified barriers of competition.

With many thoughts around, to shift his office to a metro city, Neelesh decided to continue the Head Office in Bhopal (M.P.), where his grandfather practiced. With his zeal, commitment, and having a trait of positive thinking, he converted the same to be his best decision. He joined several

professionals across the world possessing expertise in varied fields, providing world-class services to his clients while being based in Bhopal, which in itself is worth the praise.

One of the major hurdles for Mr. Neelesh Banthia was to change the conventional methods of practice in the legal field. He faced the challenge of turning the direction of the firm towards the legal consultancy firm instead of a litigation firm as when he joined the firm the inclination of lawyers was towards practicing litigation, and not many understood the importance of consultancy and out of the court settlement.

### The secret ingredient for success

Equipped with state-of-the-art professional services & communication facilities, the firm





*advocates and 23 offices across the world. The credit to that goes to my whole team who have worked with me day and night for the rising of this firm not only domestically but internationally as well."*

He further explains the work environment that drives motivation for the team to be creative, helping them curate the best solutions for their clients. He says,

*"We as a law firm do not believe in designations and always try to bridge the gap between senior and junior advocates. We have recently noticed that where senior lawyers have the experience, junior lawyers have a very good command of technology. We try to bring these two together to provide the best possible results to clients in various sectors.*

*In our workspace, we encourage new business ideas for the expansion of firms in different fields and places at the same time maintaining the pressure-free environment to enable everyone to work and deliver the best of their productivity."*

When asked about the strategies to build good client relations, Mr. Neelesh adds, *"We at Banthia & Co. Advocates believe in excellence, growth, and perfection in the work entrusted to us. Driven by the motto to ensure prompt legal services wherever & whenever needed, we believe to adopt the dynamic changes brought forward by the transformations rather than following the conventional methods of advocacy. We foster to maintain a long-term, comprehensive relationship with our esteemed clients.*

*We believe in the commitment and energy of the youth, and for that reason, most of the advocates in our firm are below the age of 50 years."*

pinpoints 'expertise in local laws' as its forte. Ensuring maximum competency along with adding benefit to have easy access to local resources for in-depth research and investigations, the company pledges to deliver various inputs and valuable insights for the development of economic & commercial conditions of the country. Spotting 'Regularisation of Properties' as the flagship offering, the firm also deals in international investment & property matters.

Mr. Neelesh adds, *"We started with 3 offices and a workforce of 10 advocates while at present we have a full-fledged team of 400*

## Eying a vivid tomorrow

Mr. Neelesh is a man of values, and his major concern has always been the conventional methods of legal practice in India. According to him, this is the reason why only a handful of Indian advocates have made their mark at the international level, and most of them are still stuck on the conventional ways. Due to poor professionalism, organization & Management techniques in India, most of the time the clients are unsatisfied and the International community looks down on us.

By changing these things in the firm, Banthia & Co. is trying to incorporate a small initiative by providing a better and trustworthy environment to clients along with a growth-oriented and friendly atmosphere to young advocates and budding lawyers of the country.

The firm is also planning to expand globally in more countries, which may include starting an office in Canada, Australia, Kuwait, Abu Dhabi, France and venturing into more legal fields.

The firm has already set its foot into other ventures like Knowledge Process Outsourcing through their registered company in the UK in the name of Banthia Legal Services UK Ltd. The firm has also started working on due diligence and compliance concerning property and investment matters.

Furthermore talking about the future, Mr. Neelesh adds, *"With the opening of the best law schools in India who deliver the best possible education to youth along with building their other skills, we surely can foresee a bright future in this field. We as the fraternity have to understand our responsibility in imparting the best of training to our future generations to make sure the upcoming advocates are much more competent, knowledgeable, and professional.*

*We need to understand that advocacy is a service-oriented field, and with the dynamic environment, we need to accept the changes in our field as well."*





# THE INNER REVIEW

*Accelerating Businesses*

