

Legal Integrity LLP

ADVOCATES & ACCREDITED MEDIATORS



Legal Integrity LLP

REGISTERED OFFICE

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BRANCH OFFICE

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AN OVERVIEW OF THE FIRM

ABOUT US

Established initially as a litigation and commercial law firm, Legal Integrity evolved as a full-service law firm with the surfacing needs of changing times. We feel proud to find ourselves at the forefront of legal discipline, offering advisory services and litigation services to institutions, corporations and individuals and have a proven successful track record in Navi Mumbai, and across the country. Legal Integrity is the only firm in the Navi Mumbai having its special ADR wing namely “WE RESOLVE”.

We take pride in providing personalised, professional and result oriented services to our clients, whilst upholding the highest standards of the legal profession. At Legal Integrity we believe in Quality Legal Services, Value Addition and Quick Turnaround Time.

We have broad based practice area and diversified clientele base ranging from banks, financial & educational institutions, corporate houses, property developers as well as companies, firms and individuals.

We mark our presence in emerging planned satellite city of Navi Mumbai. We are located within easy commuting distance of Central Business District (CBD-Belapur), Vashi and major industrial parks (MIDC-Taloja/Mahape/TTC) as well as IT/Business Parks in Navi Mumbai. We are able to offer services in jurisdictions across the country.

LEGAL INTEGRITY TEAM

At Legal Integrity a dedicated team of Advocates, Accredited Mediators and Certified Arbitrators work together to achieve end results in a project for our valuable clients. We have experts working together in team who have acquired degrees from Indian and International schools to serve the clients in dual jurisdiction of law and business.

Litigation is our core competency. The firm's network of legal professionals and experts around the country is useful for our clients who have litigation around the country. We have talented pool of lawyers having significant experience in litigation practice.

We have an in-house team of accredited commercial mediators who are experts in ADR methods. The firm have team of qualified and accredited mediators, certified arbitrators and specialist international neutrals who have years of experience in ADR. Our firm's senior partners are empanelled mediators with main mediation committee of Bombay High court individually as well as through institutional empanelment.

At Legal Integrity we appreciate & value ever learning approach and professional developments of our experts. We have senior counsels acting for and behalf of the firm in litigation practice as well as great mentors. We have practice area teams working on specific projects or assignments in hand. Our all team members are well equipped & have significant experience to integrate in any practice area team to achieve the common goal.

For any assignment in hand our team consists of senior advocate/consultant accompanied with junior members and paralegal support to accomplish the task.

The firm also engages professional consultants/experts to bring its members up to speed with the demands of today's dynamic business environment.

Legal Integrity is evolved as full-service law firm to serve the clientele to support the crucial legal requirements of fast pace globalised business environments. We operate presently from Panvel-Navi Mumbai offices and have strategic relationships with other well-respected law firms. We can offer services in many jurisdictions.



VISION

LEGAL INTEGRITY aims-

- to be a leading full-service law firm in the region while responding to globalisation to deliver impeccable services in the legal sector.
- to contribute happiness & harmony by promoting amicable & fair settlement of disputes through ADR services as strategic tool for economic growth & bringing justice to the doorsteps of public at large.

MISSION

We at legal integrity understand the dynamic shift in the globalised economy; we are looking ahead, and try understanding the trends and forces that will influence the legal sector catering the globalised businesses in the future and move swiftly to prepare to accomplish in order to continue achieving sustainable, quality growth.

VALUE APPROACH

Transparency, Honesty, and Integrity are the core values throughout the success of the firm. At Legal Integrity we don't just resolve legal questions, but also help our clients to avoid potential pitfalls.

At Legal Integrity, we structure our fees to suit the clients' needs. This may involve hourly rates, fixed fees, fixed retainerhip agreement or a combination of these approaches. For regular work it is possible for us to work on monthly-retainerhip basis. Though, always whatever the fee options, the charges of the firm remain fully competitive.

WHAT WE OFFER

While emerging as a full-service law firm we are providing legal advisory, consultancy and complete litigation support services to the enterprises, small scale industries, individual business houses and individuals in their ordinary course of business which may refer to-

- Providing professional legal opinions on legal issues.
- Providing professional legal answers or explanations on legal issues orally or taking the form of legal opinion letters if deemed necessary.
- Drafting and reviewing commercial contracts in daily business operations.
- Conducting legal due diligences to comply with applicable laws to the business.
- Providing updated information on relevant & applicable laws, policies & judicial developments.
- Providing legal training to enterprises/employees.
- Providing Alternate Dispute Resolution Services to corporate clients as well as individuals
- Providing complete litigation support to clients
- Representing our clients before court of law (court of first instance/appellate)
- Conducting full trials before court of law





PRACTICE AREAS

The firm has clients from different industry sectors, which include established businesses growing regionally, nationally and even on international level. Legal Integrity is offering legal services in diverse sector and different areas of practice including:

- Litigation (Civil & Criminal)
- ADR (Arbitration & Mediation)
- General Corporate and Commercial
- Transaction Support
- Telecom, IT and Technology
- Employment and Industrial Relations
- Real Estate and Property
- Infrastructure
- Land and Revenue Laws
- Banking and Finance
- Family Laws
- Education
- Food & Beverages
- Insurance
- Life Sciences & Health Care
- Technology, Media & Telecom
- Energy and Natural Resources
- Automotive
- Travel & Tourism
- Consultation- Legal and Business Affairs

LITIGATION

Legal Integrity practices and assists clients on all types of civil, commercial and criminal litigation in all the courts across the country. The firm's network of legal professionals and experts around the country is useful for our clients who have litigation around the country. The firm's senior counsels are appointed as mediators and councillors in district level committee of Dispute Resolution.

Litigation is our core competency. The firm has significant experience in the contentious legal practice at all local courts as well as appellate courts in the country. Our litigation support team consists of very senior counsels, lawyers and experts from the relevant areas of practice to guide and assist our clients effectively keeping them update about all the developments at all stages of litigation process.

Services offered Includes: -

- Representation in various courts and tribunals
- Strategic legal advice including drafting and representation in all types of commercial, civil Representation before various statutory authorities and government officials.
- Appearing on behalf of various banks, governmental bodies, new town planning authorities, corporate, high net-worth individuals, builders and developers in various courts and tribunals.

ALTERNATE DISPUTE RESOLUTION SERVICES:

Legal Integrity is the only firm in the Navi Mumbai having its special ADR wing namely "WE RESOLVE". We are providing Arbitration and Mediation services through our "WE RESOLVE" ADR division. We have a team of qualified and accredited mediators, certified arbitrators who are empanelled with well-known national and international institutions as well as main mediation committee of Bombay High Court. This is to the advantage of Legal Integrity to make difference in providing qualitative alternate dispute resolution services. With sharpened clarity on approach and well-equipped knowledge and talent base, Legal Integrity is poised to leap ahead to promote cause of mediation and bring justice to the doorsteps of people at large. At legal integrity, we have in-house administrative and infrastructural capabilities to conduct arbitration and mediation. We are also able to deliver the ADR services across the country through our wide network of accredited mediators and certified arbitrators.

'WE RESOLVE' – MEDIATION & ARBITRATION

- Formulating strategy for arbitration process.
- Advising clients & handling arbitration & mediation cases related to Commercial contracts, contractual disputes, construction agreements service agreements, joint venture agreements, supply agreements, marketing agreements, sale agreements, family disputes, matrimonial disputes etc.
- Drafting of arbitration clauses and agreements, Assistance in formulating Med-Arb ADR strategy.
- Documentation and representation in domestic and international, inside and outside India.
- Advising clients on alternate dispute resolution laws and procedures.
- Representing clients in arbitration petitions before High Courts.
- Representing clients before arbitral tribunals.
- Mediating disputes through accredited experts.
- Participating actively in Lok Adalats conducted by District and Taluka level legal services authorities.
- Organising free dispute resolution camps, community mediation camps as philanthropic services.
- Provide primary guidance on mediation process and procedures.
- Conducting training programs on mediation.

CORPORATE & COMMERCIAL

Our firm advise on legal, regulatory and compliances issues. Legal Integrity assists clients as they operate, regulate and grow their businesses helping them to manage their existing commercial relationships, form alliances and expand in new markets. The firm provides a comprehensive range of services necessary for the establishment of business and operation in India by foreign investors and Indian business houses. Our firm advises companies of all sizes on corporate governance and corporate social responsibility procedures.

Our corporate & commercial practice team is equipped with lawyers, business and management strategists who have acquired degrees from Indian and International schools and have gained rich experience from domestic and international institutions.

Our team of corporate and commercial lawyers are involved with virtually all aspects of business relations and, actively participate in negotiations, drafting and advice on wide variety of commercial contracts. We provide advice on wide range of industry sectors. We also conduct customised workshops for companies, management, front line manager pursuant to the applicable legal provisions of commercial laws.





Services offered Includes

- Formation & incorporation of companies/LLP
- Joint ventures/shareholders agreement
- Advise on STP/EHTP/SEZ
- Import/Export
- Foreign direct investment policies and benefits
- Statutory filings under companies act
- Foreign Exchange Management (FEMA)
- Employment policy drafting
- Preparing standing orders
- Advise on statutory compliances for enterprises

TRANSACTION SUPPORT

The transaction support team is the part of Corporate and Commercial group and consists of lawyers and consultants focusing on diverse aspects of business and complex commercial transactions.

Whatever the project or assignment we thrive in assisting clients in meeting their business objectives and timeframes.

Services offered Includes

- Legal due diligence
- Assisting in negotiating transaction documents
- Advisory services on transaction structuring issues in mergers, acquisitions, de-mergers, private equity and other investments, strategic alliances and joint ventures
- Documentation including drafting and review of the share purchase and subscription agreements, shareholders and joint ventures agreement, merger and de-merger schemes, business acquisition documents
- Drafting and review of ancillary documents, including technology and intellectual property license agreements, service agreements, marketing and distributorship agreements, confidentiality agreements, non-compete agreements, manufacturing agreements
- Advice on diverse corporate and other laws including companies act, foreign exchange management act etc.
- Contract Review and Management – contract vetting, formatting and highlighting deviations from standard format
- Consultation, legal report/opinion for policy development and drafting for Indian operations of global businesses
- Legal opinions and information of current policies in relation to the trade and business (eg FEMA/FDI/STP etc)
- Working & Advising at client's site if necessary

EMPLOYMENT & INDUSTRIAL LAWS

Legal Integrity has special team consisting of experts in International Human Resource Management & Management Consulting along with lawyers having significant experience in Labour and Industrial laws.

Our team members have wide experience of people management issues and employment policies and practices. We also represent the management before Tribunals, Commissions, and other Quasi-Judicial and Judicial bodies in matters connected with employment and industrial disputes.

Our practice in Employment and Industrial Relations assists management in understanding and incorporating industrial relations policies & employment practices, complying with labour legislation as well as licensing and regulation of sector.

We at Legal Integrity advise, guide and support for all aspects of Human Resources activities in relation to on all legal matters relating to employment, termination & compensation & benefit policies-

- Drafting, standardization and review of employment agreements with obligatory employment law and national collective agreements
- Confidentiality /Non-disclosure agreements
- Reviewing and drafting personnel policy/manuals, handbooks
- Advising on compliances & regulatory issues
- Statutory compliance audit
- Human Resource Audit
- Advise and guidance on preparation and filing of returns for various statutory requirements
- Conducting legal audit and due diligences for compliances
- Advising on data protection and privacy issues
- Litigation strategy
- Representation before tribunal, commissions, and other quasi-judicial and judicial bodies in matters connected with employment and industrial disputes.
- Training & Development, workshops, seminars for staff & management on relevant employment laws & people management policies.





REAL ESTATE & PROPERTY

The Real Estate team comprises of lawyers focusing on all aspects of property and real estate laws. The team provides strategic legal advice to property developers, property owners and government undertakings including new town development authorities on various issues relating to real estate transactions. Our clients appreciate the team's expertise to provide thorough due diligence and comprehensive documentation and particularly value our support in dispute resolution.

- Drafting, reviewing & negotiating various property documents
 - Sale, mortgage, agency, lease, leave and license
 - Property joint ventures
 - Property development, transferable development rights
 - Construction contracts
 - Contractor agreements
 - Power of attorney
- Transaction support for all types of real estate projects
- Litigation and arbitration
- Advice on various issues under;
 - Transfer of property act
 - Maharashtra ownership flats act
 - Co-operative societies act
 - Land and revenue laws
 - Development control regulation
- Strategic legal advice of issues relating to stamp duty, registration and environmental laws
- Advice on SEZ, townships, technology parks, hotels, multiplexes & malls
- Foreign direct investment matters
- Advice on matters relating to land tenures and uses including agricultural land issue



BANKING & FINANCIAL SERVICES

The banking and financial sectors are the much-influenced areas by the process of globalized businesses. To match the pace and the sea change in this sector our team of lawyers provides a complete range of legal consulting and advisory services in the following areas:

- Drafting of financing documents such as Loan agreement, security agreement, escrow agreements,
- Legal Due Diligence of project documents
- Title search of the immovable properties offered as security
- Project Finance
- Acquisition, sale & purchase of portfolios etc
- Customized core banking and other product documentation
- Joint venture agreement and shareholders agreements in the banking and finance areas

TELECOM MEDIA & TECHNOLOGY

Services offered Includes:

- Advising on issues relating to broadcasting rights, satellite rights, audio visual rights exhibition and distribution etc.
- Drafting reviewing & advising on agreements relating to territorial distribution and overseas rights
- Advising on programming contracts between production houses & channels
- Advising on implications of use of technology in the media sector
- Corporate advisory services to media companies including transaction support services in connection with mergers and acquisitions and other strategic alliances
- Advising on emerging regulations on content, broadcasting etc
- Advice & representation of clients in the litigation & arbitration proceedings
- Regulatory Advice on Telecommunication/ Media / Technology
- Foreign Direct Investment in Telecommunication/Media/Technology
- Data protection
- Legal audits and due diligence
- Drafting, Reviewing and negotiating -development, support, maintenance agreements
- Advising on emerging regulations





FAMILY LAWS

India is a colorful canvas portraying a unique assimilation of ethnic groups displaying varied cultures and religions. In fact, this uniqueness in the ethnicity of the country is the factor that makes it different from other nations.

Since ancient times, the spiritual land of India has displayed varied hues of culture, religion, race, language, and so on. This variety in race, culture, religion, etc. accounts for the existence of different ethnic groups who, although, live within the sanctums of one single nation, profess different social habits and characteristics. Regional territories in India play an important role in differentiating these ethnic groups, with their own social and cultural identities. The religions that are prevalent in the country are Hinduism, Christianity, Islam, Sikhism, Buddhism, and Jainism, with the freedom for citizens to practice any religion they want to. So, the people of India belong to different religions and faiths. They are governed by different sets of personal laws in respect of matters relating to family affairs, i.e., marriage, divorce, succession, etc.

We have significant experience in all matters pertaining to the family and personal laws. Our team of lawyers sensitively advises and supports our clients to resolve and endure the conflicts. Our team advises on Hindu Laws, Muslim Laws, Christian Laws, Special marriages Act, etc.

Services offered at our Family & personal Law Practice includes:

- Marriage
- Advise and litigation support in child custody matters
- Adoption
- Divorce petition
- Domestic violence
- Maintenance
- Co-habitation/restitution of conjugal rights
- Property
- Succession
- Wills & Probates
- Partition
- Family Arrangements

Our lawyers are qualified to represent client as a litigation lawyer, a mediator or in the collaborative process. We tailor our service to meet client's needs.



OUR EXPERTISE: TRAINING CAPABILITIES

We deliver in-house training programs to organizations ranging from:-

- Off-the-peg programs** based on the course portfolio of legal integrity where the content and format are entirely based on the existing course outline.
- Tailored programs** where we adopt the course length, content and emphasis to suit client's objectives and requirements.
- Bespoke training programs** where we work with you to indentify your specific business needs and leaving goals and develop a training & development program to meet these needs.

We can also provide expert consultancy guidance to help you develop, for example new policies and procedures, and then deliver an in-house training program to key people in your organization.

In-house programs are a highly flexible, efficient, cost & time effective way to get maximum return on your training investment.

We are also specialized in providing continuous professional development programs to prospective & junior lawyers, frontline managers, middle and senior management of companies, institutions and organizations.

Our most opted course modules are on PoSH Act 2013, Mediation & Negotiation, Basics of Advocacy.

To know more about the trainings please visit us at www.legalintegrity.in





LEGAL INTEGRITY PHILANTHROPY

At Legal Integrity, we understand that the litigation in court of law is expensive affair. In align with vision & mission of the firm, Legal Integrity is engaged in action of philanthropic and charitable nature for some social good beyond the interests of the firm.

Legal Integrity often organize Free Dispute Resolution Camps, Seminars on Mediation, support Mediation Competition events as knowledge partners. Legal Integrity Partners are also conducting pro bono mediations in family disputes pending before courts. Our senior partners play crucial roles in various projects and activities organized by District and Taluka Legal Services Authorities.

PARTNERS PROFILES



MS LEENA PATIL

Managing Partner
Advocate and Accredited Commercial Mediator

Leena is a seasoned lawyer having knowledge and experience in dual jurisdictions of business and legal affairs. She is founder and managing partner of the firm. She is practice head for Litigation and Corporate- Commercial division of the firm.

Leena holds a bachelor's degree in Law from University of Mumbai, and she is a Strathclyde MBA from triple accredited Business School of University of Strathclyde, Glasgow-UK where she was recipient of 'Team Player Award' Scholarship for exhibiting leadership qualities. She is multi-disciplinary postgraduate of Science. Aptness of the qualifications reflects in the diverse portfolio of assignments dealt by her.

Leena enrolled as an Advocate in 2000 and she is admitted to the jurisdiction of all Indian Courts. She has worked as in-house corporate lawyer in domestic as well as international jurisdictions. Her practice area includes Litigation, Arbitration & Mediation, Corporate & Commercial, Human Resources/Labour Laws, Transaction Support, Banking & Financial, Company Law, Education, Family law amongst others across various industrial sectors.

She has appeared in numerous cases in these sectors before trial and appellate courts in Indian Jurisdictions. She brings a significant level of experience as an advocate conducting complex trials, interim applications, injunctions, and appellate hearings. She is well equipped to deal with all hearings and stages of the dispute resolution process including assisting in oral and written advocacy, drafting statements of the case, skeletal arguments, written statements, memorials, appeal documents and documented opinions.

Leena is Founder Member and Secretary of Council of Mediation and Arbitration (CMA), Maharashtra. She is also empanelled accredited mediator and certified arbitrator on the national panel of Indian Institute of Arbitration and Mediation (IIAM).

To know more about Legal Integrity please visit us at www.legalintegrity.in

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MS LEENA PATIL

She was invited to participate in South East Asia Mediators Workshop on 'Company-Community Mediation' organised CAO (Compliance Advisory Ombudsman, Washington D. C., U.S.A.) at Siem Reap, Kingdom of Cambodia in May 2014. She has attended Global Pound Series 2017 held at Chandigarh, India on "Shaping the Future of Dispute Resolution and Improving Access to Justice".

Leena is playing crucial role in organising Free Dispute Resolution Camps, Mediation Awareness Seminars, and Pre-litigation Mediations under the ADR wing of her full-service law firm in association with IIAM and CMA. She is often on the panel of judges for Moot Mediation Competition held in law colleges. She has been associated with several NGO's and presiding over the organisations working for social cause related to Women and Child development.

Keeping abreast with her profession, Trekking is her passion and she likes to travel across the boundaries to enrich the knowledge of culture, nature and diversity. As a youth hosteller, so far, she has completed six moderate Himalayan treks and served as camp leader for Himalayan Expeditions organised by Youth Hostel of India. She writes articles on social topics, law related topics. Music soothes her overburdened mind and reading, and composing enhances her strength and enriches with philosophy of life.

PARTNERS PROFILES



Adv. Parvez Ishaq Khan

Co-Managing Partner
Advocate & IIAM Accredited Commercial Mediator

Parvez is Co-founding Partner of Legal Integrity LLP, and leading Real Estate & commercial property practice area of the firm. He offers more than 20 years of practical experience in legal practice particularly in litigation and Real Estate and Property. He is accredited mediator and certified arbitrator. Parvez holds bachelor's degree in law from University of Mumbai with Commerce background.

He has work experience in dual jurisdictions of business & law. He has good acumen of business and commercial transactions.

Parvez is enrolled as an advocate in 2000. He is admitted to the jurisdiction of all Indian courts. His practice area includes Litigation, Arbitration & Mediation, Land & Revenue, Real Estate, Consumer forum, Corporate & Commercial, Transaction Support, and Education.

Parvez has worked extensively in the real estate and commercial property sector. He has been consulting on investment in real estate and advising on redevelopment and residential projects in Navi Mumbai for more than 25 years. He is experienced negotiator and best at deal mediation. He is facilitative mediator supporting several commercial transactions to go through smoothly. He played a vital role in the transaction support for his clients such as Bawa International, Dolphin, Dolmar (Logistic business), STC (one of the oldest transport company in Mumbai), Khosla capital, Sir Mohammed Yusuf Trust, various developers such as Qualcon Space Venture, Balaji developer, united realtors etc.

He is representing and appearing for various clients of the firm. He has appeared in numerous cases in these sectors before trial and appellate courts in Indian Jurisdictions. He is empanelled advocate for Raigad Chamber of Commerce, Navi Mumbai.

Parvez is Founder Member and President of Council of Mediation and Arbitration (CMA), Maharashtra. He is also empanelled accredited mediator and certified arbitrator on the national panel of Indian Institute of Arbitration and Mediation (IIAM). He plays pivotal role in organising Dispute Resolution Camps, Mediation Awareness Seminars, and Pre-litigation Mediations under the ADR wing of his full service law firm in association with IIAM and CMA. He has effectively conducted several mediation sessions in pending litigation and pre-litigation disputes. Pertinently, he plays crucial role in pre-litigation dispute resolution camps in National Lok Adalat held at Local Courts. He is often on the panel of judges for Moot Mediation Competition held in law colleges

Parvez is actively involved with NGO's rendering educational and medical assistance and presiding over Ummat Education and Welfare Society, Navi Mumbai. He is co-ordinator for Raigad district in Wakf Board of Maharashtra.



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