



HST LEGAL

ADVOCATES & SOLICITORS



FIRM PROFILE

MAKING DIFFERENCE AT WORK

| NOVEMBER 2016 |



HST LEGAL | ADVOCATES & SOLICITORS

HST LEGAL is a full service law firm, and brings to the table expertise and vast experience across various sectors and practice areas. The firm is a highly-reputed, skilled and professionally-managed law firm based out of New Delhi with affiliate offices at Mumbai and Bangalore.

The firm has a dedicated team of professionals specializing in various disciplines with regard to advise ranging from Commercial and contractual laws, Corporate laws (including but not limited to Private Equity investments, M&As, joint venture, disinvestments, strategic buy out), Employment & Labour Laws, Intellectual Property Laws, Media & Broadcasting Laws, Direct & Indirect taxes laws, GST laws, Banking & Finance laws, International Trade & WTO.

HST Legal also has a strong dispute resolution practice encompassing arbitration, civil and commercial litigation. The professional strength of the firm is derived from a unique combination of array of legal, tax and dispute resolution services that can be offered to clients.

Our professional strength is derived from a unique combination of expertise in the relevant practice area and an in-depth industry focus. Their depth of specialization is combined with breadth of experience and a keen commercial focus. HST Legal believes that lawyers must not only understand the law but also the specific dynamics of the client's business.

The synergy of young enthusiasm with years of diverse experience and comprehensive knowledge has enhanced the teams' ability to develop creative legal solutions to complicated problems. Our entrepreneurial philosophy and progressive approach to the practice of law, yields savvy, amiable lawyers with focused industry knowledge.

Whether representing multinationals, corporate or institutional clients or domestic companies and partnership firms our firm is dedicated to deliver high quality and cost-effective legal services. This is achieved through a strong, experienced legal team working with well-qualified support staff. By using an interdisciplinary team approach, we effectively leverage our collective skills to provide optimal counsel and representation.

We primarily consider ourselves true advocates, aware and well acquainted with our own legal systems and committed to our clients to advise them on a pre-emptive note and also defend their rights with responsiveness in court. The persistent eloquence in providing solutions to each client's business priorities enables the lawyers of the firm to be counsels to their clients, in the right earnest.

In an era of flux and change, which is a metamorphosis of the old and new, where the only thing remaining constant is change, we have, and will continue to fulfill our promise of value added professional services.

We are the catalysts that convert client ambition into achievable goals, redefining the way people look at their organizations with our broad sector experience and deep subject matter knowledge which paves the way for long lasting client relationships.



HST LEGAL'S ADVANTAGE

What makes us different? As a firm, we actively look for strategic opportunities and make proactive recommendations to enhance the performance of our clients. We are genuinely interested in the success of our clients. Our people work together to deliver advice that is timely, responsive, practical and commercial to our diverse range of clients. We promise our clients strategic advice, innovative solutions and service excellence:

- Personalised Service that delivers
- Unbounded service
- Networking as a capacity building measure
- Accessible & Aggressive- Highly Sensitive to Clients' Needs
- Ever Vigilant-An Eye for Detail

VALUES & VISION



Our strong foundation in values, culture of workplace excellence; our presence and goodwill in the marketplace, a dynamic working relationship among member firms; and a strong collective identity gives us the opportunity to move aggressively towards an inspiring future. We recognize that our people are the bearers of our service standard and thought leadership. To materialise this concept, we've developed a culture based on personalized attention and teamwork that promotes personal responsibility and initiative at all levels.

Inside the office, a collaborative, people-focused culture encourages mutual respect, open communications and ongoing learning. We ensure that our employees broaden their career path and their minds through our education initiatives, performance management programs, mentoring programs and regular performance feedback.

Outside the office, we promote the concept of work-life balance. We offer flexible work arrangements and other self development programs, as well as a variety of benefits tailored to meet individual needs.

Become a professional group with a difference to provide world-class services to our clients which result in the optimum value-for-money proposition. Create sustainable competitive advantage through innovative practices at all levels. Aim to go up the value chain in all spheres of services rendered. Sustain quality processes through vigilant process management.

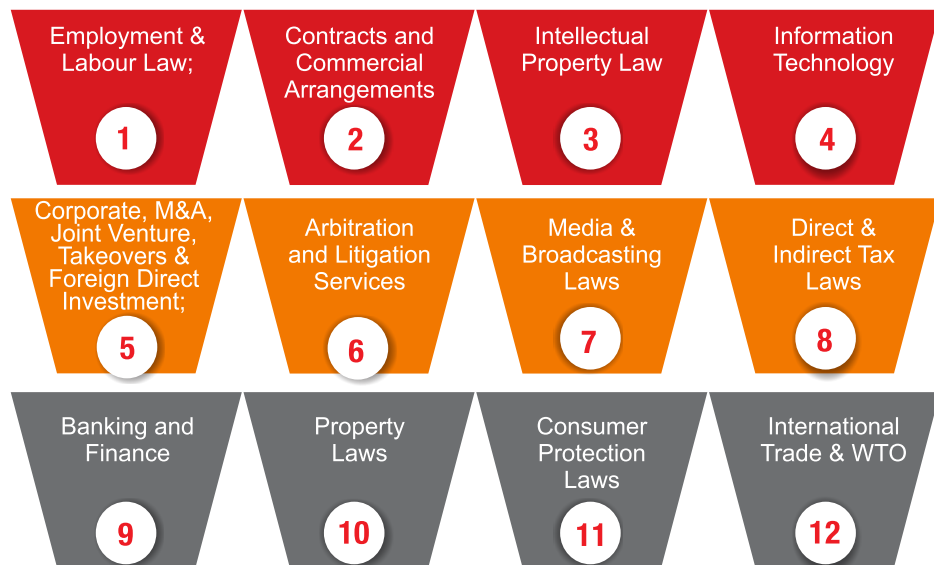
Our vision is to envisage the formulation of strategies, provide client specific solutions and achieve success in the legal arena. The proactive and business oriented approach is backed with rich and diversified experience in multi-jurisdictional issues in numerous legal systems.



OUR PRACTICES

KEY AREAS OF PRACTICE

HST Legal's practice is principally structured around the following practice areas and industry focus:



EMPLOYMENT & LABOUR LAWS



Our legal team understands the importance of employment law issues and how various employment & labour laws may impact the business of our clients. We take a pragmatic approach and provide strategic advice & documentation and assist in effectively dealing with various employment law issues. Our prime most concern is advising clients on safeguarding the confidentiality and privacy of company information and intellectual property. We take a business approach in advising clients on the complex regulatory and legal issues pertaining to labour and employment laws.

Our team advises its clients on the applicability of various labour & employment laws in different states in India as well as advising on applicability and adherence to such laws in transactions of mergers, acquisitions, take over, transfer or sale of business undertakings in India.

Our lawyers have vast experience in drafting leave/ wage policies; overtime policies, policy manuals, and appointment letters/ employment contracts. The firm has also advised on issues of sexual harassment at workplace and implementation of policy regarding its prevention. We have assisted in creating internal complaints committee (ICC) in sexual harassment disputes for our clients and in conducting inquiries.



OUR PRACTICES

EMPLOYMENT & LABOUR LAWS (Contd...)



We advise on strategy with regard to layoff/termination processes and documentation, on all aspects of domestic or cross-border employee stock option plans, employers on the tax incidence arising in the hands of their employees and on social security benefit requirements. Our firm has particular expertise in advising clients on health and safety at the workplace.

Our team has experience in reviewing cross-border plans to ensure that the same are in compliance with all Indian regulations. Our services range from resolving industrial disputes to drafting and negotiating collective agreements. In addition, we conduct due diligence for corporate clients and advise on labour, employment matters, due diligence and immigration laws.

The main areas of advice are provided below (at a glance):

- Reviewing & drafting HR Manual/ Policy
- Reviewing & drafting employment contracts
- Employment strategy and documentation
- Advice on policy of prevention of sexual harassment
- Structuring of ESOPs
- Optimum planning, review & implementation of employee incentive plans
- Advice on Provident Fund, Gratuity, Superannuation
- Advisory on complex provisions of employment & labour laws
- Advising on termination strategy & retirement policies
- Advise on transfer of employees & restrictive covenants
- HR legal audit
- Due diligence reviews of employment law compliances
- Non-Disclosure Agreements
- Strategy & documentation for safeguarding confidential information & protecting intellectual property (IP)
- Advising on data protection and privacy issues
- Advising on non-compete and its enforceability
- Downsizing strategy & negotiation
- Applicability of employment laws in cases of mergers, acquisitions and buyouts

CONTRACTS & COMMERCIAL ARRANGEMENTS



Our team is sensitive to the emerging needs of the client wherein commercial arrangements have to be meticulously drafted, reviewed & negotiated. The terms and conditions of all kinds of arrangements, agreements, contracts, memorandum of understanding have to be spelt out considering mitigation of legal and financial risk; and to avoid any consequent dispute on a pre-emptive note.

Our firm encourages standardization of templates of routine & essential contracts / company policies, & procedure manuals among group companies to maintain transparency and accountability for the requisite stakeholders. The firm regularly advises its clients on the consequences of breach of contract by its vendors and the legal recourse available by way of damages, specific relief to be claimed in arbitration or litigation proceedings.



OUR PRACTICES

CONTRACTS & COMMERCIAL ARRANGEMENTS.....



An indicative list of drafting and/or vetting of various commercial agreements/contracts/arrangements are mentioned below:

SERVICE AGREEMENTS (BACK-END)

- Security
- Facility management
- Housekeeping
- Vendor agreements
- RFP (Requisition for Purchase)
- Purchase Orders (Pos)
- IT / ITes support agreement
- Logistics & transport agreements

SERVICE AGREEMENTS (WITH CLIENTS)

- Master Service Agreements (MSAs)
- Marketing Agreements
- Direct Sales Agreements
- Sponsorship Agreements
- Media Buying Agreements
- Advertising agreements

AGENCY/ PARTNERSHIP

- Agency agreements
- Partnership agreements
- Pledge & Bailment arrangements
- Indemnity & Guarantee
- Escrow agreements
- Outsourcing agreements (IT/ ITes, Media & Telecom)

TREASURY & CORPORATE

- Inter-corporate deposit agreements (ICDs)
- Loan Agreements
- Indemnity & Guarantee
- Derivative(s)
- Bill of Exchange
- Transversal Contract
- Forward Contract

LEASE AGREEMENTS

- Lease of commercial premises/ office
- Leave & License Agreements
- Operating lease agreements for equipments/ assets
- Financial lease agreements
- Other lease arrangements (including leveraged/non leveraged, conveyance type, full and non pay out, import, international, tax, cross border, sales aid and specialized service lease)
- Rent agreements

LOAN/ HIRE PURCHASE

- All kinds of loan agreements (along with stamp duty implications)
- Mortgage Agreements
- Hire Purchase Agreements of car & assets/equipments

SECRETARIAL & OTHER AGREEMENTS

- Power of Attorneys (POAs)
- Authorization mandates
- Indemnity & Guarantee
- Assistance in Agenda & review of Board Resolution(s) on complex issues
- Secretarial & para legal support under Company Law

COMPANY LAW SUPPORT

- Pre and Post incorporation
- Articles of Association
- Articles of incorporation
- By-Laws
- LLP agreements
- Corporate Governance Charter/Agreements
- Trusts, Societies and Foundation Agreements
- Secretarial & Para legal support under Company Law



OUR PRACTICES

INTELLECTUAL PROPERTY LAW



Our team has formulated comprehensive strategies to help clients protect and leverage their intellectual property and unlock the value of their intellectual assets in the current competitive marketplace. The IP Team has expertise in drafting and reviewing a diverse range of intellectual property assignment and licensing agreements. In addition, the team has assisted clients in drafting and filing copyright, trademark, design and patent applications in India.

Intellectual Property protection is critical to fostering innovation. Without protection of ideas, corporates and individuals would not reap the full benefits of their inventions and would focus less on research and development.

Our team realizes the potential of IP rights being valuable assets of the clients business. These IP rights form an essential part of the client's marketing and branding initiative. These rights set the business of the clients apart from their competitors. These rights can be sold or licensed providing an important revenue stream and also can be used as security for loans.

With the advent of the knowledge and information technology era, intellectual capital has gained substantial importance. Consequently, intellectual property (IP) and intellectual property rights (IPRs) attached thereto have become precious commodities and are being fiercely protected. Since IPRs are country-specific, it is imperative, in a global economy, to ascertain and analyze the nature of protection afforded to IPRs in each jurisdiction. In tune with the world scenario, India too has recognized the value of IP, which recognition has been consistently upheld by legislators, courts and the industry. India is now a signatory to various IP treaties and conventions and there are well-established statutory, administrative, and judicial frameworks for safeguarding IPRs in India. Recent judicial rulings and steps taken by various enforcement agencies demonstrate that India is gearing up for effective protection and enforcement of IPRs. We undertake top bracket, high-end complex IP work, and serve to address the entire range from global project management registrations and searches, IP litigation including patent litigation, pre-grant and post-grant opposition, complex IP transactions such as licensing, joint developments and collaborations.

Our services include:

- Protection and prosecution of Intellectual Property Rights (including Patents, Trademarks, Design Rights, Copyrights, Geographical Indications, Domain Names, Proprietary know-how and business processes)
- IP due diligence and conducting brand audits
- Licensing/Assignment of IP
- IP valuation, acquisition, transfer and related agreements
- Strategizing creation of a bouquet of IP rights for protection of clients' Intellectual output
- Assistance in negotiating transaction documents
- Management of Trademark Portfolios
- IP Litigation covering the gamut of Intellectual Property Rights before Courts and specialized Tribunals in India.



INFORMATION TECHNOLOGY



With the worldwide prevalence of Information Technology and voice/data communications infrastructure, it has become possible to provide routine service activities from countries that can perform those tasks in a much more cost-effective manner while maintaining quality standards.

The first wave of information technology brought efficiencies within the organization and reduced the internal cost of transactions and consequently the advent of newer modes of technologies / reforms along with the rapid penetration of the internet and a growth in its application, has shown a steady growth of the IT-BPO industry over the past few years.

With a spurt of growth in disruptive technologies, and 'start-up culture', the Indian IT & BPO industry is expected to leverage upon the global demand for its services with an expected addition of USD 13-14 billion, to its already existing revenues of USD 118 billion in 2015-16. Recognizing this potential, the Central Government has continued its support for the 'Digital India' program, with a continuous focus on the implementation of the 'National Optical Fibre Network Programme' and the announcement of a new initiative to promote startups with a focus on technology – 'Self-Employment and Talent Utilisation' scheme.

ITS (Information Technology Services) and BPO (Business Process Outsourcing) in a global economy presents unique challenges such as issues relating to permanent establishment, transfer pricing, intellectual property, privacy, data protection, security along with the incorporation of the same into various contracts and agreements. We, at HST Legal, have developed an expertise and niche in this area and have advised and assisted several global companies on legal, regulatory, tax and matters in relation to protection of intellectual property.

HST Legal has cultivated the ability to provide creative and workable solutions to clients by consciously combining industry knowledge, practical experience and intensive legal research. We have a dedicated team that works closely with technology developers, service providers, consultants and organizations using critical technology to support and add value to their business. We have a team, which focuses on the legal and regulatory issues that arise in ITS and BPO sector.

Services offered include:

- Drafting, reviewing and negotiating:
 - Development, support and maintenance agreements
 - Licensing, reseller and distribution agreements
 - Outsourcing and service agreements
 - Website design, hosting and maintenance agreements
- Advice on legal issues relating to email and internet risk management, data and systems security, data protection and mining, hacking and cyber crimes.
- Drafting, reviewing and advising on legal issues relating to website acceptable use policy, privacy policy.
- Domain name registration and transfer
- Advice on legal issues relating to biotechnology, e-commerce, m-commerce, technology aspects of banking, financial services, insurance businesses and technology transfer projects.
- Corporate Advisory Services to technology companies including transaction support services.



CORPORATE, M&A, JOINT VENTURE, TAKEOVERS AND FOREIGN DIRECT INVESTMENT



HST LEGAL has a significant knowledge base with respect to relevant federal and state government laws, regulations and procedures which enable us to offer detailed advice and to assist in processing regulatory approvals. We assist our clients in developing an efficient transaction structure that can be easily implemented keeping in mind their business objectives and the applicable laws and issues.

Our Corporate team embraces corporate finance, mergers and acquisitions, joint ventures, disinvestments, de-mergers, buy out/acquisition and private equity. Our experience covers the full range of corporate transactions, including public and private M&A deals, joint ventures, restructurings, floatations, share offerings, securitizations and private equity funding. We advise public companies and their directors on legal, regulatory and compliance issues. We also assist in all stages of funding cycle including seed capital, first round and down round funding. We act for private equity houses, venture capitalists, founders and management.

Our team provides advise to foreign companies on investment regulations, sectoral caps and regulatory issues relating to various sectors in India. The team actively advises and opines on barriers to entry, which include foreign investment regulations, policies, specific commitments under various trade agreements, customs duty etc.

The firm assists and represents foreign companies before the regulatory authorities including Foreign Investment Promotion Board, Ministry of Commerce and Industry, Government of India and helps companies in getting necessary approvals/ clarifications/ registrations/ licenses.

Services offered include:

- Negotiation assistance from Term Sheet stage till finalization of Shareholders & Share Subscription Agreement (SSHA)
- Advisory services on transaction structuring issues in mergers, acquisitions, de-mergers, disinvestment, buy out/acquisitions, private equity and other investments, strategic alliance and joint ventures
- Documentation, including drafting and review of Shareholder and Joint Venture Agreements, Merger and De- merger Schemes, business acquisition documents and documentation related to open offers and capital markets related transactions.
- Assistance in implementation of Merger, De-Merger and other corporate restructuring schemes.
- Legal due diligence
- Incorporation of clauses/ conditions to tighten/ safeguard the investment in the Indian Start Up space and proposed exit options
- Advisory services of Share Offering Memorandum, Adherence Deed, inclusion of conditions to safeguard investments and pre emptive litigation/ ADR options.
- Advice on regulatory framework in India regarding the above transactional work including Companies Act, Limited Liability Company (LLP), Foreign Direct Investment (FDI), Reserve Bank of India (RBI), Foreign Exchange Management Act (FEMA) and Foreign Trade Policy (FTP).
- Drafting and review of ancillary documents, including technology and intellectual property license agreements, service agreements, marketing and distribution agreements, manufacturing, confidentiality, non compete, voting trust and escrow agreements.
- Advice on Exemptions/Privileges under Start Up India Scheme (including but not limited to Income Tax exemptions, Regulatory and other exemptions/privileges)



OUR PRACTICES

ARBITRATION AND LITIGATION SERVICES



HST Legal's litigation services include representing clients before various courts, tribunals, regulatory and adjudicatory bodies in India.

The Firm's Litigation practice is focused on Corporate Commercial Disputes including Shareholder Joint Venture Disputes, Contractual Disputes (Commercial contracts, Licensing contracts, Project contracts, Construction contracts, Real Estate contracts, Technology Transfer contracts, Asset and Business Transfer contracts and other Commercial contracts and arrangements), and Constitutional matters affecting client's business interests. We have represented various multinational corporations, private and public sector undertakings and banks.

The firm has litigation expertise in civil, company, and writ jurisdiction in the original and appellate sides, of the Supreme Court, High Court(s), District Courts and Tribunals.

HST Legal has extensive experience in handling international institutional arbitration under the auspices of International Chamber of Commerce, London Court of International Arbitration, Singapore International Arbitration Centre, Hong Kong International Arbitration Centre etc and domestic arbitration. The firm has specialized experience in white collar crimes/economic offences/financial frauds and have been actively advising many international clients on various legal issues arising out of Indian prevention of corruption laws, Foreign Corrupt Practices Act, UK Bribery Act, etc.

We assist clients in various tax related litigations from the adjudicatory level onwards to the appellate level. HST Legal also has a distinct expertise in tax related arbitrations and assists clients in obtaining advance rulings from the Authority for Advance Rulings.

Services offered include:

- Corporate insolvency disputes
- Cross Border Litigation and Investigations
- Domestic and International Arbitrations
- Enforcement of Awards
- Economic Offences
- Finance & Securities Litigation including Insurance disputes
- Labour litigation
- Litigation in administrative courts where government is involved
- Oppression and mismanagement
- Print Media
- Real Estate Litigation
- Recovery issues
- Taxation related litigation
- Telecommunication

Courts/Tribunals:

- Supreme Court of India
- High Courts
- Debt Recovery Tribunal/ Debt Recovery Appellate Tribunal
- Company Law Board
- National Company Law Tribunal
- District Courts
- Appellate Tribunal for Electricity
- Central Administrative Tribunal
- Income Tax Appellate Tribunal
- National Industrial Tribunal



OUR PRACTICES

MEDIA AND BROADCASTING LAWS



HST LEGAL has assisted and advised a number of clients in acquiring telecommunications, OSP and ISP licenses in India. The firm advises on legal and regulatory issues connected with telecom equipment manufacturing, next generation networks, submarine cable activities and also advises on connection and backhaul contracts, and crossing and cable ship agreements. We also advise clients on issues arising in broadcasting and media sector and assist them in obtaining licenses, registrations and various approvals from relevant Governmental authorities. The firm also represents clients before various courts and other (quasi) judicial forums and tribunals. Our clients particularly value the team's business focused approach in advising on brand management to enable production houses and entertainment & media companies to protect and leverage their Intellectual Property (IP) assets.

Our services offered include:

- Advertising, Media & Broadcasting laws, guidelines, rules and regulations
- Registrations, licenses and compliances under the relevant regulations
- Public policy issues and initiatives
- Distribution, broadcast, syndication rights and deals
- Television format rights and script options and purchases
- Talent, performers and key-creatives' rights, agreements and releases
- Multi-media, digital and new technology services
- User generated content and Website and service terms and conditions
- Agreements including Distribution & Licensing, Master Services, Commissioning, Merchandising and Sponsorship, Music Composer etc.
- Intellectual Property issues including acquisition and management, digital rights management, copyright and designs law, moral rights, passing off.
- Information Technology related issues such as cyber-squatting, spamming Privacy and data protection
- Defamation pre-publication and post-publication
- Obscenity, sedition, censorship and content regulation
- Advisory and assistance in corporate commercial issues including company incorporation etc.
- Strategic alliances and partnerships, acquisitions and related agreements
- Anti-trust and competition law related issues
- Legal audit
- Advisory and assistance on tax related issues.
- Dispute resolution, Arbitration and Litigation
- License and Support Agreements
- Infrastructure sharing agreements
- Data Protection Advise
- Outsourcing and facilities management agreements
- IT Outsourcing and Call Centre Operations.

DIRECT AND INDIRECT TAXES

DIRECT AND INDIRECT TAXES



Our Tax team helps in formulating effective strategies for optimizing taxes, implementing innovative tax planning and effectively managing compliance. The firm comprises of lawyers and chartered accountants having expertise in direct and indirect taxes and extensive domain knowledge that is complemented by technical proficiency. Our team has a strong reputation in developing new ideas and solutions that have helped clients to improve efficiencies and the underlying industry and business issues that our clients face which help us to customize solutions for their specific needs.

The firm assists its clients in planning and structuring cross border and multi-jurisdictional investments and transactions; advising on international technology transfers and service contracts as well as International EPC contracts, advising on Transfer pricing and advance rulings etc.

We also advise our clients on a wide variety of tax disciplines including income tax; wealth tax; excise duties; customs/import duties and antidumping duties; research & development cess; sales tax/ value added tax; service tax; professional tax; works contract tax; octroi/ entry tax; stamp duty; and property tax. The firm regularly advises on matters relating to business restructuring, mergers and acquisitions, minimizing corporate, tax, fringe benefit tax and capital gains taxes, recovery of taxes from the Government and compensation planning for employees etc.

HST LEGAL also assists in planning expatriate remuneration and provides all tax filing, withholding taxes and other related compliance services to the employer and the employee.

- With the framework of Goods and Services Tax (GST) model law already in public domain and with its implementation from 1st April 2017, our firm offers range of services including but not limited to-
- GST Impact Assessment
- Advise on structuring of transactions and its legal implications under GST
- Review of existing contracts and its implications under GST and advise on planning opportunity.
- Advise on Optimization of Tax Credit
- Assistance seeking clarification/advance ruling from the competent authority
- Representation/Recommendation before GST Committee regarding issues which are not covered and have negative impact on the client
- Assistance in Service tax and Excise Audits including reply to memos, reply to show cause notices till the Appellate stage.
- Appellate Tax Litigation ranging from tribunals (ITAT, CESTAT) till Supreme Court of India.



OUR PRACTICES

BANKING AND FINANCE



The Banking and Finance sector is the commercial engine of the new millennium. Few other market sectors have seen such dramatic change in the past decade, or will have such an impressive impact on commerce in the coming decade. Banking, otherwise has also undergone a sea change in terms of variety of products in all its segments including treasury, corporate and retail.

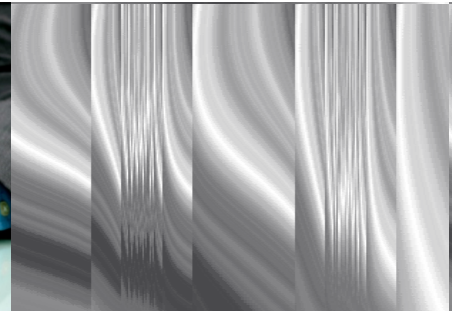
The firm has successfully matched its pace with the radical changes that this industry has witnessed. Our team provides advice on the diverse aspects of financial services and regulatory matters, strategic regulatory issues, investigations, disputes and disciplinary matters, derivatives and commodity trading and documentation. Our team regularly assists clients in preparation of loan specifics including presentation, structuring, sourcing and negotiating the transaction, and reviewing loan documents.

Services Offered include:

- Corporate Banking
- Securitisation and assignment of receivables
- Project finance and take out finance
- Multi Currency/ Multi country Deals
- Consortium lending and asset financing
- Treasury, Global Markets and Investment Banking
- Retail Banking
- External Commercial Borrowing
- Debt Restructuring and Re-Financing
- Real Estate Financing
- Debt Capital Markets encompassing issues of rupee denominated bonds and debentures
- Corporate Debt including Syndicated Loans and Structured Financing

Services in debt financings include:

- Senior debt loans
- Loan refinancing
- Lines-of-credit
- Working capital financing
- Equipment loans
- Real estate mortgages
- Asset based loans
- Sale/leaseback
- Growth financing
- Leveraged buyouts
- Convertible debentures/hybrid
- Letters of credit
- Private placements
- Funding based on back to back guarantee.



PROPERTY LAWS



HST LEGAL regularly provides advice on project structuring keeping in view the various legal, contractual, financing and tax aspects, and tax incidence. Other services include drafting and negotiating prospecting agreements and joint development agreement for conduct of mining operations; conducting a due diligence review and/or a risk analysis; assisting in obtaining regulatory approvals; and assistance in Dispute Resolution. The firm has advised its clients on various aspects including agreements pertaining to lease, sale and purchase, development agreements for land, and transactions pertaining to fats and apartments.

The services offered include:

- Real Estate Projects like townships, SEZ, Technology Parks, Hotels & Tourism Projects
- Regulatory laws including those relating to licenses and approvals
- Structuring of transaction
- Advise on Stamp Duty implications of all states
- 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

CONSUMER PROTECTION LAWS



Many of us also don't know our "rights" as a consumer and often hesitate to complaint or even stand up to unfair practices. We also don't have recourse to costly litigation to seek justice and we continue to bear such injustice. It is here that consumer forums exist which can help you seek justice against unfair practices without incurring exorbitant litigation costs. HST Legal assists its client to avoid costly litigations and help them arrive at the best recourse for any unjust and unfair practices against them. Our team has diverse expertise in various service bound industries which fall under the statutes of the Consumer Protection Act. This enables the firm to bring out positive outcomes for any type of dispute.

INTERNATIONAL TRADE & WTO



HST Legal represents its clients before the various adjudicating authorities as well as Higher Courts of Appeal in matters related to Customs Duty and other indirect taxes. The firm has extensive experience in all Foreign Trade Policy matters. HST Legal's services in Protectionist Levies include assisting aggrieved clients in making representations to the designated authority. We also make representations in foreign jurisdictions as well as the WTO in association with foreign law Firms. We liaise with Government Authorities in matters pertaining to Free Trade Agreements, Comprehensive Economic Cooperation Agreements and other International Trade Facilitation matters. The firm prepares periodical reports for its clients who cover an extensive range including anti-dumping and countervailing duty levies, import policy and procedures, foreign investment policy, and development on bilateral and multilateral trade initiatives etc.

Leadership Team



LEADERSHIP TEAM

HARVIER SINGH TANEJA

Harvier Singh Taneja has around 15 years of extensive experience in tax & regulatory laws, international trade laws, commercial & corporate laws, information technology, intellectual property laws and arbitration & dispute resolution laws. He has been awarded by the then Chief Justice of India, Mr. Justice B. N. Kirpal for his academic legal excellence.

He is a tactful strategist and a skilled negotiator who is capable of drafting complex commercial contracts, structure tax efficient model & mitigates risk for the client from the commencement till the conclusion of the commercial transactions. In the past, Harvier had worked with leading law / consultancy firms & conglomerate like EY, PwC

and Vedanta group in their corporate, legal & tax and regulatory divisions.

He has advised multinationals, Fortune 500 Companies and conglomerates on complex & efficient tax structuring & advisory, credit optimization, commercial, regulatory, intellectual property, trade policy and dispute resolution, corporate/ M&A, related issues. He has advised on the sectors ranging from automobile, information technology, media, advertising, outsourcing, logistics, mining & metals, infrastructure, education & to aviation. He has also advised clients on the model Goods & Services Tax (GST) laws and its impact assessment in India.

Qualifications

- LL.B - Bachelors of Law
- Diploma in International Trade Law & ADRs
- Diploma in IPR
- MBA (Finance)

Contact

harvier@hstlegal.com

RAJESH P

Rajesh P. has more than 15 years of experience in commercial & corporate laws, banking & finance laws and labour laws. He specializes in the areas of foreign direct investments (FDI), mergers and acquisitions, demergers, joint ventures, corporate finance and restructuring, corporate governance, commercial (contract) and employment laws.

During his career span, Rajesh has successfully assisted many MNCs (including Fortune 500 companies) in private equity investments, joint venture agreements, disinvestment and demerger of companies/ groups in banking &

financial, aviation, print media, real estate, insurance, information technology & outsourcing sector. He is also an expert in drafting, reviewing and negotiating complex agreements.

Rajesh also focuses on critical issues like data privacy and assists clients with internal investigations on fraud and non-compliance. He has also successfully strategized, negotiated and conducted downsizing initiative of a leading leasing & finance (Fortune 500 company) for its operations in India with a quick turn around. India.

Qualifications

- LL.B - Bachelors of Law
- MBA (Finance)

Contact

rajesh@hstlegal.com

Leadership Team



LEADERSHIP TEAM

KRISHAN LAL

Krishan Lal has around 40 years of experience in employment & labour laws, corporate & commercial laws, banking & financial laws and corporate governance. He has served for more than 20 years in senior posts in legal departments of prestigious undertakings like IFCI, NTPC, and BHEL; & was also as Legal Head in Thapar & Escort Group of companies. In the past, he was also a corporate practice head of a leading law firm for more than a decade.

He is an expert in employment & labour and has advised multinationals, Indian group companies on all spectrum of employment related issues ranging from appointment, policy level, confidentiality/NDA agreements, structuring of benefits & stock options schemes, strategy and documentation on downsizing, retrenchment/layoff and severance issues.

He has extensive experience in corporate & commercial laws, drafting and negotiation of critical contracts, bids, and tenders. In the past, he has advised on more than 40 high value transactions for leading MNCs and Indian conglomerates of around \$ 600 million in areas of private equity, M&A, JV, disinvestments and strategic buy out/ sale of business in aviation, automobile, media, heavy engineering, manufacturing, retail, marketing, information technology, outsourcing banking, insurance, real estate and hospitality sectors. He is Guest lecturer / speaker on complex Employment & Company law issues at Institute of Company Secretary and premier law colleges.

Qualifications

- LL.M - Masters of Law
- CS – Company Secretary
- Diploma in Labour & Employment Laws

Contact

krishan@hstlegal.com

Testimonials

01

The team helped us in identifying risk regarding vendor and outsourcing contracts; and had assisted us in intricate issues of potential risk related to employment laws. The team advice was firm, informative and clear; and was definitely advantageous to our Company. I highly recommend them for legal work.

MANAGING DIRECTOR, MR. SUKHPREET SINGH, ACCENTURE

02

We are delighted to engage HST Legal as our counsels in India for PE and strategic investments in India. Harvier & Rajesh are leading certain strategic investments in India in logistics, e-commerce and IT sector and have done diligent and exceptional work. They have also advised us on intellectual property issues, foreign direct investments, corporate laws and conducted comprehensive due diligence on targets. A professional team to work with !!

CHIEF INVESTMENT OFFICER, DR. SHARAD NAIR, ISQUARE GLOBAL PE FUND (MAURITIUS)

03

HST Legal is a professional and state of the art law firm which provides practical and effective legal solutions to us on all areas of law. They have advised us on critical employment issues, internal investigations on fraud, review & negotiation of commercial contracts with its clients and vendors. Harvier and his team has a clear thought process, in-depth knowledge and always brings innovative solutions on the table. I wish him and his team all the very best.

CEO, MR. DANIEL ROBERT, ICETRAIL LOGISTICS PVT LTD

04

When working with lawyers, three things are most important to us—forthrightness in their opinions and ideas, and pro-activeness and practical advice. We have great confidence in HST Legal and they possess all the attributes. The team has assisted us in tax optimization and service tax audits, routine employment laws and review of contracts. In their fields, the lawyers are outstanding."

MANAGING DIRECTOR, MR. MANDEEP SINGH, CPM INDIA

05

The team at HST Legal did a fantastic job in stringent timelines for closure of PE investment in India in a technology start up. The team was diligent, proactive, possessed in-depth knowledge, great drafting and negotiation skills to protect our interest right from the term sheet stage till the conclusion of the SSHA and its execution.

DIRECTOR, DR. SHARAD NAIR, APEX ADVISORS DMCC (UAE)

06

Harvier and his team had advised us on regulatory, risk and legal issues in outsourcing space. He has great commercial and legal acumen. His calm demeanor and comprehensive advise made a great difference.

HEAD OF ASSURANCE, MR. SOHRAB PRAKASH, SERCO INDIA



HST LEGAL

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