

# Law Firm of the Year Employment

# 2012 Winner India



## Indian expertise with international capability

Through its four offices in two continents, ALMT Legal provides clients with a one stop shop offering high-quality Indian law expertise with an international capability.

**With a dynamic and progressive full service Indian law firm with over 100 lawyers and 20 partners across offices in strategic commercial centres such as Mumbai, Bangalore, New Delhi and London, ALMT has built a reputation of being one of India's top bracket firms.**

The firm's senior partner and tax, M&A and employment expert, Aliff Fazelbhoj says: "We realise that success is dependent on efficient and timely services. Easy and quick access to service providers is crucial for clients. Confidence, dependability and reliance are strengthened by the facility to interact face to face and in a forum that allows for constructive discussions to address problems with immediate solutions in a cost effective manner.

"We take pride in being regarded as a solution oriented, proactive and comprehensive legal service provider for our clients with the expertise to provide comprehensive and cost effective advice on all aspects of Indian laws and regulations. With offices in three major commercial centres and associate offices at a pan India level, we are able to provide specialist local advise to our clients. We have expertise across our practice areas with a partner dedicated to every practice."

Fazelbhoj's tax experience includes advising on cross border tax structuring and issues such as creation of permanent establishment, obligations in relation to withholding tax, transfer pricing, characterisation of software payments etc as well as some indirect tax issues.

His M&A and corporate practice focuses on transactional work for private equity funds and multinational companies. His employment law practice includes employment issues like structuring contracts, implementing terminations, establishing and advising on social security schemes, enforceability of post termination obligations among others.

Fazelbhoj says: "Indeed, our responsible, dedicated and handpicked group of lawyers enable us to service client requirements on

the same basis and with the same quality assurance that ALMT Legal is proud to offer in cities in India where ALMT Legal does not have its own offices. At all times we retain the care, control and supervision of all matters referred to any correspondent offices that act under our guidance and instruction."

ALMT's area of practice include aviation, banking and finance, capital markets, corporate and commercial, dispute resolution, hospitality, immigration, infrastructure and project finance, insurance, intellectual property and information technology, labour and employment, media, entertainment and sports, mergers and acquisitions, oil and gas, private equity and fund structure, property and real estate, shipping and maritime, taxation.

Besides Fazelbhoj, the firm's senior management team includes Hitesh Jain and Sameer Tapia representing its Mumbai office and SR Arun and Prashant Popat representing the Bangalore office.

A litigation lawyer with experience in civil, criminal, commercial and constitutional matters, Jain is actively involved in the dispute resolution, real estate and entertainment law practices at ALMT Legal.

Tapia is a founding partner of ALMT Legal and is actively involved in the firm's dispute resolution, aviation and real estate practices. He has acted for several multinational clients located globally and pursuing litigation claims in India.

Arun's area of practice is capital markets, infrastructure and corporate and commercial. He has extensive experience working with stock exchanges and public markets across the world and has advised numerous companies and merchant bankers in accessing the Indian capital markets and international offerings.

Prashant joined ALMT Legal to help set up the firm's Bangalore office. His areas of expertise include real estate and property law, litigation, arbitration and mediation. He has represented large corporate houses, banking and financial institutions and HNLs.

Some of our clients on Labour and employment matters are Lionbridge India,

Bloomberg Group, Capgemini India Pvt. Ltd., and Gemological Institute of America.

The firm advises several domestic and multinational companies on a variety of employment related issues including contracts, employee handbooks and manuals, termination issues and procedures, compliance and regulatory matters under both central and state legislations, contract labour, pension and other social security. The firm's experience also extends to litigation related to employment and labour laws.

"Further, the government has recently issued some circulars in relation to the calculation of the provident fund amount which has created confusion in the industry and it remains to be seen whether any clarity may come through court rulings."

ALMT prides on its ability to advise domestic and international companies on Indian laws. "Our clientele includes public and private companies, as well as multinational companies in various sectors like information technology, banking, infrastructure and real estate, telecommunications, media and entertainment, retail, hospitality, aviation, shipping, pharmaceutical, energy, gemology, biotechnology, insurance, lifestyle and luxury brands.

"We pride ourselves on our state-of-the-art technological infrastructure, including shared databases to enable offices and practice groups to remain connected and utilise the resources of the firm most effectively and in the best interest of clients," states Fazelbhoj.

ALMT Legal has seen a steady growth since its inception and has expanded to diverse areas of practice. Fazelbhoj expects to continue with the progress. "We will continue expanding into more areas of practice. Ultimately, we want to be known as a full service law firm." ●

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