



trust us for value

V & M Associates

(Advocates & Solicitors)

ABOUT US



V & M Associates, is one of the fastest growing regional Business Law Consulting firm and continue to focus on Building the Route Maps with right business directions.

V & M Associates, established by team of Qualified Practicing Advocates to provide solutions to global firms, with Commitment, a wide range of services, for an tangible and timely support, provided throughout all stages of a company's growth.

To make strong visual significance in the Business Law Consulting space, we at **V & M Associates** crafted a distinct identity services to reach wider audience and ensure smooth operative eco system and a sustainable Business Platform through our Business Law Consulting Wing.

V & M Associates at Foundation: In the early days of the company, we help to make right decisions, when it comes to choosing the **LEGAL STRUCTURE** including obtaining approval with an absolute of protection of your IP assets.

V & M Associates at making momentum: When the business plan is on the progressive move, we support you in making reporting, assist in approaching investors, provide facilitations for product, services, & business due diligence.

V & M Associates offer other business law services as one of the full law services firms in this part of region with a strong professional / associate network and can respond now to be one of the smart promoters to get the wholesale offering at a retail price.

WHO WE ARE



**PRACTISING
ADVOCATES &
SOLICITORS**

**SOLUTIONS
PROVIDERS TO
STATUTORY
COMPLIANCES**

**LEGAL
AUDITORS**

**CORPORATE
LEGAL
SERVICES**

**ONE TEAM
DIVERSIFIED
ACTIVITIES**

**LEGAL
CONSULTANTS**

ARBITRATORS

**HANDLING
INDUSTRIAL
DISPUTES**

**EMPLOYMENT
& INDUSTRIAL
LAW
CONSULTANTS**

WHAT WE DO



PROVIDERS OF CONSUMMATE SOLUTIONS TO THE CLIENTS IN THE AREAS OF:

- ✓ START-UP BUSINESS LEGAL SUPPORT
- ✓ ADVISORY SERVICES ON ACQUISITION, MERGER AND DEMERGER
- ✓ REGISTRATION OF ESTABLISHMENTS
- ✓ COURT REPRESENTATIONS (Supreme Court, High Court, Tribunals, ESI Court, Labour Courts)
- ✓ ADVISORY SERVICES (Litigations, Contracts, Copy Rights and Trade Mark Registrations, Civil Suits, Debts Recovery)
- ✓ HR COMPLIANCE MANAGEMENT, EMPLOYMENT LITIGATIONS & DISPUTE RESOLUTIONS
- ✓ COMPLIANCE AUDITOR
- ✓ ARBITRATION, CONCILATION AND MEDIATION
- ✓ CRIMINAL DEFENCE AND CRISIS MANAGEMENT

WHAT WE DO



PROVIDERS OF CONSUMMATE SOLUTIONS TO THE CLIENTS IN THE AREAS OF:

- ✓ AUDITS LIKE:
- ✓ HR AUDITS & HR INTEGRATIONS (for Merger, Demerger, Acquisition)
- ✓ ENTITY AUDITS
- ✓ LIABILITY AUDITS (at the time of sale or purchase of Entity)
- ✓ IR AUDITS
- ✓ SUPPLIER AUDIT
- ✓ VENDOR COMPLIANCE AUDIT
- ✓ COMPANY STATUTORY COMPLIANCE AUDIT

WHAT WE DO



PROVIDERS OF CONSUMMATE SOLUTIONS TO THE CLIENTS IN THE AREAS OF:

✓ **TRAINING AND DEVELOPMENTS:**

- ✓ SPECIALIZED TRAINING IN SEXUAL HARASSMENT AWARENESS PROGRAMME
- ✓ SPECIALIZED TRAINING IN HANDLING OF SEXUAL HARASSMENT CASES
- ✓ SPECIALISED TRAINING ON HR COMPLIANCE MANAGEMENT
- ✓ TAILOR MADE PROGRAMME ON HANDLING DISCIPLINARY PROCEEDINGS
- ✓ TAILOR MADE PROGRAMME ON CONTRACT WORKER MANAGEMENT
- ✓ TAILOR MADE PROGRAMME ON HANDLING UNION NEGOTIATIONS AND SETTLEMENT
- ✓ SPECIALISED PROGRAMME ON CHANGING TRENDS IN LABOUR LAWS

BUSINESS VALUE ADDED SERVICES



- ✓ Pre & Post Merger H R Audit and Transition Support - Location wise, Level wise including documentation
- ✓ Customized Compliance Services as required by the Principle or customer in adherence to their SOPs
- ✓ Legal Observation & Suggestion on Business Proposal, Tenders, Projects - based on Manpower Requirements
- ✓ Employee Related Risk exposure periodical & specific audit on Direct / Indirect associated cost - solutions
- ✓ H R Interventions - Developmental Activities & Legal Obligations (Ex: CTC Design, Wage Structure, Performance linked Bonus, Leave Encashment etc.)
- ✓ Pre & Post Training Obligations and Responsibilities

BUSINESS VALUE ADDED SERVICES



CONTRACTS & SPECIAL CONTRACTS:

Drafting , Vetting, Clearance and Constructions of Business Contract, Agreements, MOU's., and Master Service Agreements with regard to:

- ✓ Employment & Service Conditions
- ✓ Compensation & Benefits
- ✓ Non Disclosure, Non-Solicitation , Non Circumvent and Non compete Agreements
- ✓ Temp & Contract Staffing
- ✓ Fixed period Employment and Specific Activity Engagement (consultant)
- ✓ Business Contracts , Engagements - Effective & Exit Clauses - Resolving differences and Settlements terms
- ✓ Bonds & Sureties for International Assignments & Special Trainings
- ✓ Undertaking & Disclosures

THE MOVERS AND SHAKERS



- ✓ **Shri.S.Madhavan, M.A., M.B.A.,L.L.M.,** Practicing Advocate in Chennai, specialization in Employment and Industrial Laws and serve as a Retainer for few Corporate Houses and expertise in Legal Audits.
- ✓ **Mr.P.Nehru, B.Sc., B.L.,** Practicing Advocate in Chennai High Court and Industrial Tribunal. Specialization in Industrial and Employment Laws and Labour Litigations.

THE MOVERS AND SHAKERS



- ✓ **R. R. Ravindran M.A., B.L., M.B.A., M.L.S., DPMIR.,** Additional commissioner of Labour (Retd.) having rich and wide exposure in Handling various Union Negotiations, Conciliations, Industrial Disputes related to Strike, Lockout, Layoff, Refrenchment, Closure and all other Employment related Disputes and expertise in Labour Management.
- ✓ **R.Mathiyalagan, M.A., B.L.,** Practicing Advocate in Madurai High Court and Sub ordinate Courts in the areas of Criminal law, Appellate and Criminal trials.
- ✓ **A. Senthil Kumar M.A., B.L.,** Practicing Advocate in the High Court of Madras Bench (Original and Appellate Jurisdiction) and Subordinate Courts at Chennai. Having 20 years of experience in Civil Suits, Rent Control Proceedings, Matrimonial Cases, Consumer Disputes, Specialist in the Tracing of Title of properties, Documentations and Registrations.



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