

CONTACT US

OUR TEAM

WHAT WE DO

WHO WE ARE

HISTORY

ABOUT

WELCOME



V & M ASSOCIATES

ADVOCATES & SOLICITORS



CONTACT US

OUR TEAM

WHAT WE DO

WHO WE ARE

HISTORY



MESSAGE FROM

S.S. Madhavan

Founder & Senior Associate of V & M Associates

- ❖ **V & M Associates** is a Chennai-based Law office with Associate offices in major cities like Bombay, Kolkatta, Karnataka, Kerala, Delhi and Hyderabad.
- ❖ **V & M Associates** – Intellectual Infrastructure Law office built over a period of 20 plus years, with the Subject Matter Experts always working towards a smarter and a cost-effective hybrid solution to fix issues appropriately and to create a sustainable scale through the imbibed practices of Corporate.



ABOUT

CONTACT US

OUR TEAM

WHAT WE DO

WHO WE ARE

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.



HISTORY

ABOUT

CONTACT US

OUR TEAM

WHAT WE DO

ONE TEAM DIVERSIFIED ACTIVITIES



Practising Advocates & Solicitors



Solutions Providers to Statutory Compliances



Corporate Legal Services



Legal Auditors



Legal Consultants



Arbitrators



Handling Industrial Disputes



Employment & Industrial Law Consultants



Civil & Criminal Litigation



Handling Sexual Harassment Cases



WHO WE ARE

HISTORY

ABOUT

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 / Renewals / Amendments / Licenses
- 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)
- Total Solution Providers for HR Compliance Management, Employment Litigations & Dispute Resolutions
- Compliance Auditor – Conducting Due Diligence Audits, Entity Audits, Liability Audits, Secretarial Audits, Vendor Compliance Audits
- Arbitration, Conciliation And Mediation
- Criminal Defence and Crisis Management



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

- Designing of Total HR Policy & HR Manual & Service Rules
- Compensation Structure / Review
- Conducting HR Audits
- Pre and Post Merger HR Audit / Compliance Audit and Transition Support
- Preparation of Sexual Harassment Policy and Its Implementation – Acting as External NGO for IC Committee – Conducting Training on Sexual Awareness Program for Organisations & Specialized Training for IC Committee Members to handle POSH cases
- Designing of Employment Agreements, NDA, Non-Competent Agreements, Designing of Bonds and Sureties for International Assignments and Special Trainings
- Handling PF Hearings, ESI Hearings, Attending Appellate Tribunals
- Handling of Industrial Disputes
- Drafting of Memo, Warning Letters, Show Cause Notice and Charge Sheets

CONTACT US

OUR TEAM



WHAT WE DO

WHO WE ARE

HISTORY

ABOUT

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

- Handling of Unions/ Union Negotiations and Union Settlements
- Solution / Remedies related to the Transfer of Employees
- Solution / Remedies related to Retrenchment, Discharge, and Dismissal
- Solution / Remedies related to Suspension and Revoke of Suspension
- Preparation of Settlement Deeds and VRS Schemes
- Conducting Domestic Enquiries
- Advisory Support for handling Strikes, Lockout, Layoff, Closures
- Handling Sexual Harassment Issues at Workplace
- Designing of Standing Orders and Certifications of Standing Orders



WHAT WE DO

WHO WE ARE

HISTORY

ABOUT

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 & Vendor Audit



Company Statutory Compliance Audit

CONTACT US

OUR TEAM



WHAT WE DO

WHO WE ARE

HISTORY

ABOUT

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
- ❖ Specialized 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
- ❖ Specialized 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
- ❖ HR Interventions – Developmental Activities & Legal Obligations (Ex: CTC Design, Wage Structure, Performance linked Bonus, Leave Encashment etc.)
- ❖ Pre & Post Training Obligations and Responsibilities.

CONTACT US

OUR TEAM



WHAT WE DO

WHO WE ARE

HISTORY

ABOUT

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

CONTACT US

OUR TEAM



WHAT WE DO

WHO WE ARE

HISTORY

ABOUT

01

**S.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.

MOVERS & SHAKERS

02

**R. R. Ravindran**Former Additional
Commissioner of Labor

He served 35 years in the Department of Labour, Government of Tamil Nadu. Expertise in handling Industrial Disputes, Retrenchments, Layoff, Lockouts, Closure, Union Negotiations, Union Settlements, Handling Strikes, Drafting of Standing Orders, Handling Hearings and Conciliation Proceedings.

03

**A BALASUBRAMANIAN**

M.A., M.B.A., L.L.B.,

A result-oriented, Human Resource professional with Academic Merits and cross-functional expertise, has 35 years of relevant experience in HR, Policies, Strategic Development, Training and OD, compliance, and Legal-Management in leading Industrial Groups & IT, ITES, and Power Infra Sectors.



OUR TEAM

WHO WE ARE

HISTORY

ABOUT

04

**P.NEHRU**

B.Sc., B.L.,

Practicing Advocate in The High Court of Chennai, Labour Courts, Appellate Tribunals, and Industrial Tribunals. Specialization in Industrial and Employment Laws and Labour Litigations for more than 3 decades of experience

MOVERS & SHAKERS

05

**A.SENTHIL KUMAR**

M.A., B.L.,

Practicing Advocate In The High Court Of Madras Bench (Original Appellate Jurisdiction) And Subordinate Courts At Chennai. Having 20 Years Of Experience In Civil Suits, Rent Control Proceedings , Matrimonial Cases, Consumer Disputes And Specialist In The Tracing Of Title Of Properties , Documentation And Registrations.

06

**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



OUR TEAM

WHO WE ARE

HISTORY

ABOUT

V & M Associates

(Advocates & Solicitors)



NEW NO.13, OLD NO.7,
FIRST FLOOR, 4TH MAIN ROAD,
OFFICERS COLONY, ADAMPAKKAM, CHENNAI 600 088
PHONE: 044 – 4353 6455

E-mail: madhavs@vmlegalassociates.com

Web: <https://vmlegalassociates.com>

