



WELCOM



V & M ASSOCIATES
ADVOCATES & SOLICITORS



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OUR TEAM

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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 Mumbai, Kolkatta, Karnataka, Kerala, Delhi and Hyderabad.
- ❖ **V & M Associates** – Intellectual Infrastructure Law office built over a period of 25 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 imbided



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V & M Associates, is one of the fastest-growing regional Business Law office, focusing on Building Route Maps with the right business directions.

V & M Associates, established by a team of Qualified Practicing Advocates to provide solutions to global firms, with Commitment, a wide range of services, for 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 a wider audience and ensure a smooth operative ecosystem 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 the 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



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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**



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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



WHAT WE

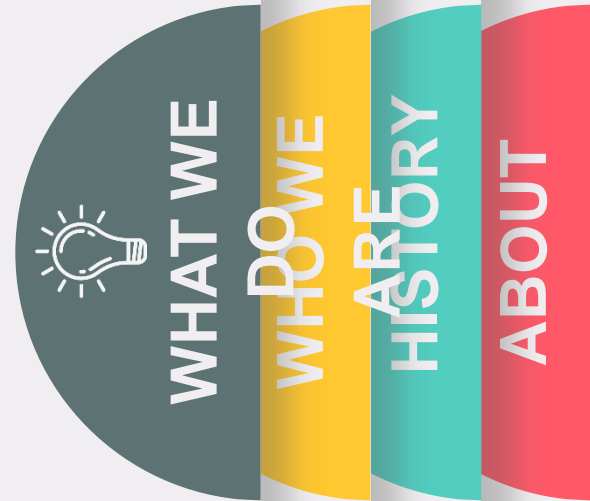
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PROVIDERS OF CONSUMMATE SOLUTIONS TO THE CLIENTS IN THE AREAS OF:

- 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



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



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**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



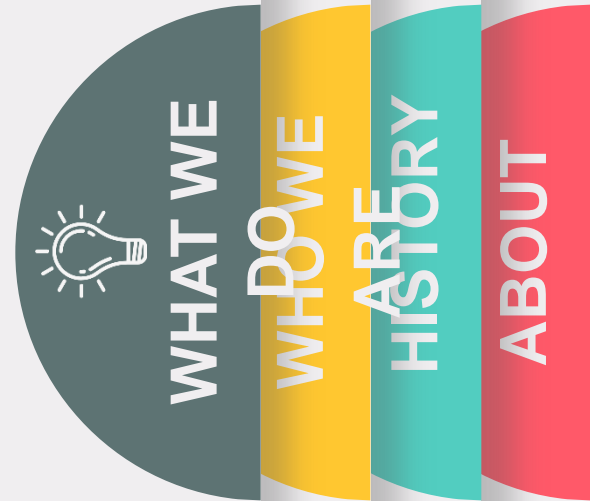
Company Statutory Compliance Audit

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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.

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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

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Digital Product

V&M Legal Associates has well-designed software to handle PAN-INDIA Audit and to provide complete solutions / Support for all compliance-related functions of an organization and to Conduct Legal Audits like Entity Audits, Due Diligence Audits, Principal Employer Audits, Factory Audits, and Contractor / Vendor Compliance Audit.

Audit Pack Software	Compliance Pack Software
<p>The Audit Software of our company was designed to handle Legal Audits through ONLINE MODE not only for State Related Acts and Rules and also it provides total solutions to handle PAN INDIA AUDITS and to support a variety of Parental Acts, like the Factories Act, The Shops and Establishment Act, The Catering Act, The Plantation Act, The Motor Transport Workmen Act.</p> <p>In addition to the above, it provides complete solutions to handle all variety of Contractor/ Vendor Compliance Audits through ONLINE MODE and the results of the Compliance Percentage Report and the Non-Compliance percentage Report can be viewed with Graphical Representations including Comparison Reports for multiple locations immediately.</p>	<p>Our company has designed a well-established software to provide complete solutions to the clients/ customers to handle the total compliance complexity. Our software supports the clients to view/download and to produce the records spontaneously for any inspection-related activities like Labour Inspections, PF and ESI inspections, PT Inspections, and LWF Inspections.</p> <p>All registration certificates, licenses, renewals, amendments, monthly compliance registers, forms, remitted challans, and payment receipts will be stored in our Compliance Pack Software. This software can only be accessed by the company's authorized representatives and can be readily produced to any authorities upon request, using a user-friendly interface.</p>

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MOVERS & SHAKERS



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.



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.



**A
BALASUBRAMANIAN**

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.



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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

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**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.

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R. MATHIYALAGA

M.A., B.L.,

Practicing Advocate In Madurai High Court And Sub Ordinate Courts In The Areas Of Criminal Law , Appellate And Criminal Trials



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V & M Associates

(Advocates & Solicitors)



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