**PROFILE OF THE SPEAKERS**

**Mr. Neeraj Dubey – Joint Partner, Corporate Advisory, Bangalore office**

Mr. Neeraj Dubey is a Joint Partner, Corporate Practice, Lakshmikumaran & Sridharan, Bangalore. He is a lawyer with over 14 years of legal experience encompassing vast gamut of business law, contract management, labour & employment laws and technology laws. He routinely counsels manufacturing and service industry companies on a vast range of compliances in all elements of commerce and business including contracts (negotiation, drafting and review), corporate governance, competition, labour & employment, health & safety and environment.

He has regularly participated as speaker and/or moderator in national as well as international conferences including I-Techlaw Conference, Inter Pacific Bar Association Conference, and forums like, ASSOCHAM, CII, FICCI, BCIC, etc and is a prolific writer. He is a graduate in History and holds a degree in law from Campus Law Centre, Faculty of Law, University of Delhi.

**Ms. Akshita Alok – Senior Associate, Corporate Advisory, Bangalore office**

Ms. Akshita Alok is a Senior Associate, Corporate Practice, Lakshmikumaran & Sridharan, Bangalore. A graduate of National Law University, Jodhpur, she specializes in Corporate Laws and engages regularly in corporate advisory ranging from Labour and Employment to compliances under various laws such data protection and privacy, legal metrology, dispute resolution etc.

In her previous role as an in-house counsel for a leading mining company, she has extensively been involved in determining objectives, designing & implementing systems, policies & procedures to facilitate internal control of an organization and carries profound experience in handling disputes from pre-litigation stage in order to ensure an effective resolution for the organization.

**REPRESENTATIVE EXPERIENCES**

*(Labour & Employment)*

* Advised several companies in their HR issues related to hiring and termination
* Drafting/reviewing employee handbook, company policies, compliances checklists, drafting non-compete, confidentiality and employment agreements and handling exit/termination process of employees.
* Drafted standing orders and negotiated it with all stakeholders.
* Advised mining companies on managing the corporate compliances of its companies as well as the benefits to be provided to employees and laborers in India.
* Advised a major European power company and another US MNC on the procedure for closure of their factories in India, compensating its laid-off workforce and re-employment of certain retrenched workers.
* Advised an American listed company on reducing its white-collared and blue-collared work force in India.
* Represented clients across a broad spectrum of industry and services in drafting standing orders, employment manuals, and human resource policies.
* Drafted and even negotiated collective bargaining agreements with trade union representatives.
* Conducted internal training sessions on the compliance requirements under labour laws.
* Represented employees against their grievances against the employers.
* Conducted labour audits and assisted companies in corrective actions.
* Assisted companies in setting up comprehensive labour compliance systems.