



**Nishanth Ravindran**  
*Partner*

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*Nishanth Ravindran has 10 years of experience and specializes in employment law. He routinely advises on issues pertaining to all stages of the employment lifecycle including recruitment and hiring, employment documentation and human resource policies, remuneration and benefits (including stock linked benefits), employee cessation, and related IPR and corporate law issues. Additionally, Nishanth supports clients in employee related litigations and disputes, and with their industrial and employee relations issues.*

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**Experience**

- Partner, AZB & Partners (2023 – Present)

**Key Practice Areas**

- Employment, Labour & Benefits

**Recent Work Highlights**

- Global investment firm on (i) Establishing and engaging an investment advisory service provider in India (ii) Structuring and drafting engagement and employment documentation to ensure that the service provider and its personnel were engaged on terms that are similar to that offered by the global investment firm while minimizing the risk of misclassification
- Leading Indian multinational company on its sale of a particular business division involving the transfer of employees and related employee benefits, that involved structuring the transaction to ensure minimal resistance from employees to their transfer to the buyer and minimal tax exposure
- Multinational pharmaceutical manufacturer on an investigation on certain employees (including key employees) to identify potential breaches in applicable law and human resource policies

**Professional Qualifications**

- BA.LLB, School of Law, Christ University, Bangalore (2013)
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