



# Shanthala Rao

Senior Partner

**LOCATION**

Bangalore

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## Profile

Shanthala is a Senior Partner at the Bangalore office of the Firm. She is a graduate of the prestigious National Law School of India University where she did an Honours degree in Arts and Law. She was awarded the gold medal for being the best graduating girl student of the University.

Shanthala began her career working at a leading commercial law firm in New Delhi in the areas of joint ventures, foreign investments and aviation law. Thereafter, she worked for a couple of years at a law firm in Singapore. She has also worked briefly with a law firm in Germany.

Shanthala's experience includes foreign investments, joint ventures, mergers and acquisitions, general corporate work, including advising companies on corporate compliance, labour and employment laws. In particular, she has been involved in numerous projects relating to foreign investments in India, including through establishment of wholly owned subsidiaries, joint ventures and acquisitions and represents numerous international companies in setting up their business operations in India.

Shanthala is responsible for the Bangalore office's corporate compliance and restructuring practice. She has handled extremely large multi company restructuring projects for the Firm's clients.

Shanthala has more than a decade of experience in advising companies on prevention of sexual harassment at workplace (POSH).

She regularly assists companies with drafting their policy on POSH at workplace and with other compliances at the workplace in relation to prevention of sexual harassment. Shanthala sits as an external member on the Internal Committee (ICC), of several companies, constituted in compliance with the applicable laws on prevention of sexual harassment. She has led several investigations in relation to sexual harassment complaints. She regularly conducts trainings for Internal Committee members in relation to the process and practical aspects of a sexual harassment inquiry. She also regularly conducts employee awareness programs in relation to prevention of sexual harassment at workplace. Shanthala has been a speaker and panelist at various seminars and conferences on prevention of sexual harassment at workplace.

Shanthala is also a trained commercial Mediator, trained by JAMS Institute.

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## Expertise

Corporate Compliance & Advisory

Corporate/M&A

Employment Law

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## Publications

Corporate Governance chapter in Doing Business in India edition - September, 2018

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## Education

- B.A, LL.B (Hons), National Law School, University of India, 1996

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## Memberships

- Bar Association of Karnataka, 1999

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## Select Experience Statement

- Advised a client in the toy manufacturing sector to divest majority stake to private equity shareholders in a transaction valued at USD 70 million.
- Advised a client in the IT manufacturing sector to divest majority stake to private equity shareholder in a transaction valued at USD 35 million.
- Oversee ongoing corporate compliance for IT major's 30 plus Indian subsidiaries and provide ad hoc advice and support in relation to a variety of corporate advisory, restructuring, foreign exchange compliances and regulatory matters.
- Assisted multiple multinational clients in setting up their presence in India and oversee ongoing compliances under corporate laws and foreign exchange regulations.
- Assisted an IT major with restructuring involving multiple states and multiple companies.

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## Contact Details

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