

# AANCHAL KHEMKA

## IN-HOUSE LEGAL & COMPLIANCE COUNSEL

Contracts | Statutory & Regulatory | Litigation  
Labor Law | Business Enablement | Governance | Risk Mitigation



### CONTACT

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- Delhi NCR

### ONGOING PROFESSIONAL DEVELOPMENT

- New Labor Codes
- Digital Data Privacy & Protection
- CSR & POSH
- ESG Framework in India
- AI in Legal
- IPO from legal lens

### LEGAL OPERATIONS, ENABLEMENT & INITIATIVES

- CLM tool implementation (SignDesk, HyperVerge, SpotDraft)
- Employee trainings on contracts, POSH, and code of conduct
- Business enablement through SOPs, checklists, and risk-based guidance
- POSH policy implementation and compliance execution
- CSR execution support
- Employee engagement initiatives in collaboration with HR and leadership

### KNOWN FOR

- Commercial understanding when negotiating contracts.
- Communication Skills (Oral & Written)

### PROFILE SUMMARY

In-house Legal & Compliance Counsel with 7+ years of experience supporting high-growth and regulated organizations across media, technology, SaaS, mobility, and manufacturing sectors. Law Graduate and qualified Company Secretary with hands-on ownership of commercial contracts, statutory and regulatory compliance, labor and employment laws, and litigation management. Operates as a strong in-house legal generalist, partnering closely with business and leadership teams to enable practical, risk-aware decision-making, while also well-positioned to take on specialized roles in contracts, compliance, governance, or risk management. Experienced in managing complex legal issues in fast-paced environments with a strong focus on accountability and business outcomes.

### EXPERIENCE



#### Republic Media Network | Noida

Legal & Compliance Counsel

Jan'25 - Present | Team Size: 04

#### Role Summary

Leading the in-house legal and compliance function for a large, high-visibility media organization, advising leadership and business teams in a heavily regulated environment.

#### Key Responsibilities & Impact

- Lead the function across contracts, statutory & regulatory compliance, labor laws, litigation, IP portfolio management, and governance.
- Partner with business, editorial, HR, and leadership teams on high-risk content, commercial arrangements, and operational decisions.
- Draft, review, and negotiate commercial and corporate agreements, including vendor, production, sponsorship, advertising, service contracts, and Share Subscription Agreements (SSA), Share Purchase Agreements (SPA), and Shareholders' Agreements (SHA).
- Oversee regulatory and statutory compliance, Govt. Communications and initiation of legal notices and responses.
- Manage bulk litigations and communicate with external & senior counsels.
- Develop and implement POSH, compliance policies, employee policies as per labor laws and SOPs to align business and editorial operations.
- Promoted from Manager to Head of Legal based on independent handling of complex legal and compliance matters.

## EDUCATION



**InBrew Beverages** | Gurugram | Alcohol Manufacturing  
Manager - Legal & Compliance | June'24 - Jan'25  
Team Size: 04 | Organization Employee Size: 400+



**Master in Business Law**  
National Law School of  
India University, 2027



**LL.B.**  
Mewar Law College,  
2018



**M.Com**  
IGNOU - ICSI  
2016



**Company Secretary**  
The Institute of  
Company Secretaries  
of India, 2015



**B.Com**  
University of Delhi  
2013



**SSC & HSC**  
Ramjas School, Pusa  
Road, Delhi  
2008 & 2010

## ADDITIONAL INTERESTS

- Fashion Modeling (Print Media)
- Anchoring & Voiceovers
- Fitness & Health Discipline



### **Ernst & Young | Remote**

Sr. Associate - Legal & Compliance | Dec'22 - Mar'23  
Short-term legal consulting engagement supporting internal legal operations.



### **LeadSquared | Noida | MNC Software Development - B2B**

Lead - Legal & Compliance | Mar'23 - June'24  
Employee Size: 1400+

- Owned sales-side SaaS contracting for the United States and North India markets, including drafting, review, and negotiations, subscription terms, SLAs and NDAs.
- Handled HIPAA and data privacy-related agreements, including data protection clauses and compliance reviews for US-facing customers.
- Managed vendor and service agreements for the entire group.
- Led incorporation of a subsidiary entity in Dubai and handled ongoing secretarial compliances for foreign subsidiaries.
- Conducted fortnightly legal trainings for new joiners, covering contracts, compliance expectations, and legal processes.
- Developed FAQs and self-help guides for sales teams to navigate CLM tools and legal ticketing systems, improving turnaround time and reducing ad-hoc escalations.
- Drafted and implemented employee policies in compliance with applicable laws, with a strong focus on POSH and workplace compliance.



### **Eco Mobility | Delhi | Ground Transportation**

Manager - Legal & Secretarial  
Sep'21 - Dec'22 | Employee Size - 700+

- Drafted, reviewed, and negotiated end-to-end sell-side MSAs.
- Managed litigation and dispute matters in coordination with external counsel.
- Executed CSR compliance and implementation, including documentation and statutory alignment.
- Handled end-to-end secretarial compliances in close collaboration with the appointed PCS.
- Promoted to a managerial role within 9 months and awarded Employee of the Quarter (twice) for consistent performance and contribution to legal and compliance functions.

## EARLY CAREER EXPERIENCE

### **Judicial Services Preparation (India)**

Jan'18 - Aug'21

Prepared and appeared for Indian Judicial Services (Delhi, UP & Haryana).



### **Zomato | Gurugram**

Associate - Legal & Secretarial  
May'17 - Jan'18



### **ASSOCIATE - LEGAL**

Rajeev Goel & Associates  
Corp. Law Firm  
May'14 - May,17



[LINKEDIN PROFILE](#)