

Zach Rowley

Tata Motors

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My summer was spent working for Tata Motors' in-house counsel under the Legal Vice President, Rajesh Bagga. During my time with Tata, I was given the opportunity to work on transactional law in the form of contracts while also performing risk assessment and risk avoidance by developing internal compliance programs.

My work with contracts, and my first task, involved the continuation and expansion of a large service contract. My job was to coordinate with the outside counsel and our business partner to create the new contract to be approved by the business leaders of both organizations. In order to do this, I not only needed to understand the contract drafting procedure but also the business goals and deliverables our business department required of the agreement. This necessitated an in-depth relationship with the business managers to understand the existing relationship, problems, and successes while also understanding the goals of the expanded relationship. Through this contract I learned a lot of things. The most important included a) lawyers are there to let the business do what it does legally; if you tell Tata it can't sell cars, no one wins; b) hierarchy matters: No matter what the issue, it always carries more weight to have it come from the VP instead of the American summer employee; and c) scheduling/coordinating a contract between three parties takes a great deal of time and patience. There were no greater headaches than having one group fail to read the latest version of a contract draft and create panic when parties could no longer "find" things that weren't there.

I was also fortunate to work on internal compliance, studying the liabilities of Tata under the Foreign Corrupt Practices Act (FCPA), the UK Bribery Act, and Indian law. My job was to prepare materials to train business managers to avoid violations of bribery and collusion. This exposed me, not only to the different attitudes toward bribery and collusion, but also the different legal treatments of these actions under separate sovereigns.

Tata was also kind enough to include me on their annual legal managers excursion to Alibaug. While the resort was outstanding to relax in, the outing was a great insight into the daily activities of an in-house legal manager's role. During this training, we took courses not only on

substantive law but also risk assessment of new business actions, how to resolve lawsuits from the business perspective, and how to balance a need for legal perfection with the practical needs of the business.

Outside of the work, Mumbai was a wonderful city to explore. I was very fortunate to be in the country not only for a number of smaller festivals but also for Ramadan and Indian Independence Day. I made a number of friends while exploring the city who helped me experience these holidays as an actual Indian would.

I cannot describe all of the differences between the business and everyday lives of Indians from Americans. What I can say is that you only appreciate these differences by jumping headfirst into the experience. Wayne Law gave me that opportunity and I would recommend it to anyone looking to work in business or international law.