

Questions for a lawyer

Prepared 2026-10-19

This is a reading of one document. It lists what the document says, the words each point came from, and the questions worth asking. It is not legal advice and it does not predict any outcome. The largest amount named in the document is Rs. 2,00,000/-.

Ask these

1. Will the company confirm in writing that it will not enforce this after I leave?

Why: After you leave, this tries to stop you working for a competitor for a year.

Clause 12.2 — "for twelve months following cessation of employment"

2. What training expenditure does this Rs. 2,00,000 actually represent?

Why: Leaving before month 24 puts Rs. 2,00,000 on you, payable to the company.

Clause 9.2 — "shall pay to the Company a sum of Rs. 2,00,000/-"

3. Will you release my experience and relieving letters regardless of any bond dispute?

Why: The company can hold your experience letter until the bond is paid.

Clause 9.4 — "may withhold the relieving and experience letters"

4. Can you explain what Clause 4.1 means for me in practice?

Why: Restricted: other gainful occupation — while you are employed.

Clause 4.1 — "shall not engage in any other gainful occupation"

5. Can you explain the clause that says "may be required to relocate to any Company office"?

Why: You may be required to relocate to any Company office.

p.1 · ¶19 — "may be required to relocate to any Company office"

The clock

90 days before termination (Clause 7.1)

What to carry

- The original signed document, and any annexures it refers to
- Any offer letter, appointment letter or amendment you also received
- Dated emails or messages about the terms in question
- Your joining date, and the date of anything you have already been asked to sign

We traced 37 of 41 obligations back to words in the document. 4 could not be confirmed and are not included here.

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