

# Contract Risk Report

Overall Risk Score: 38.9%

## Summary:

This is an employment contract between TechNova Solutions Pvt. Ltd. and Mr. Ramesh Kumar, who will start as a Software Engineer.

Key risks include potential breach of confidentiality and non-compete clauses. To mitigate these risks, Mr. Kumar should avoid disclosing company secrets and engaging in competing businesses.

## Top Risky Clauses and Suggestions:

- Clause snippet: EMPLOYMENT AGREEMENT This Employment Agreement is made on 16th September 2025 between: Employer (TechNova Solutions Pvt. Ltd.) and Employee (Mr. Ramesh Kumar).  
Risk: Low | Suggestion: No changes are necessary as this clause is standard and straightforward. However, it could be beneficial to specify the governing law and jurisdiction.
- Clause snippet: Position: Employee is hired as a Software Engineer starting 1st October 2025.  
Risk: Low | Suggestion: No changes necessary, the clause is clear and straightforward.
- Clause snippet: Salary: The Employee shall receive INR 8,00,000 per annum, payable monthly....  
Risk: Low | Suggestion: The clause is clear and straightforward. However, to avoid any potential confusion, you might want to specify if the salary is gross or net.
- Clause snippet: Probation Period: The Employee will be on probation for six months. During probation, either party may terminate the contract with 30 days notice.  
Risk: Low | Suggestion: Consider extending the notice period to 30 days for better planning and transition. Also, you may want to specify the grounds for termination during probation.
- Clause snippet: Confidentiality: The Employee agrees not to disclose company trade secrets or client information during and after the term of employment.  
Risk: Low | Suggestion: The clause is already quite balanced, protecting both the company's and client's interests. However, you might want to define what constitutes "trade secrets" and "client information".
- Clause snippet: Non-Compete: The Employee shall not engage in any competing employment for 1 year after termination....  
Risk: Medium | Suggestion: Consider reducing the duration of the non-compete clause or limit its geographical scope to the region where the company operates.