



GLOCYBS PVT. LTD.

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BOND

This EMPLOYEE NON-DISCLOSURE AGREEMENT, hereinafter known as the "Agreement", is entered into between **Md Sohail Ansari** and **Glocybs Pvt.Ltd.** ("Company"), collectively known as the "Parties" as of the 01 February, 2024 (the "Effective Date").

Article I: Understanding Your 1.5-Year Bond: A Guide for Employees

A 1.5-year bond is a common agreement between employers and employees in certain industries. It stipulates that if an employee leaves the company before the bond period ends, they may be required to pay a specific amount of money. This article aims to provide employees with a clear understanding of 1.5-year bonds, their implications, and employee rights.

Article II: The bond periods

This is the length of time the employee is obligated to stay with the company. In this case, it is 1.5 years.

Article III: The bond amounts

This is the amount of money the employee must pay if they leave before the bond period ends. The amount is often calculated as a multiple of the employee's monthly salary and assets. Employees should have to submit the crossed and signed cheque of amount 1 lacs.

Article IV: Exemptions

Some bonds may have exemptions that allow employees to leave without penalty under certain circumstances, such as relocation due to a spouse's job transfer, medical reasons, or the company's closure.

A. What are your rights as an employee? It is important to remember that you have rights as an employee, even if you have signed a bond. These rights include:

B. The right to negotiate the terms of the bond. Before signing the bond, you have the right to negotiate the terms, such as the bond period or amount.

C. The right to seek legal advice. If you have any concerns about the bond, you should seek legal advice from an employment lawyer.

D. The right to challenge the bond in court. In some cases, you may be able to challenge the validity of the bond in court



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E. Making an informed decision. Before signing a bond, it is important to carefully consider the terms and implications. You should also weigh the benefits of the job against the potential costs of leaving before the bond period ends. If you have any concerns, do not hesitate to ask questions, or seek legal advice.

Article V: Additional tips for employees

Some bonds may have exemptions that allow employees to leave without penalty under certain circumstances, such as relocation due to a spouse's job transfer, medical reasons, or the company's closure.

Article VI: Understand the company's policies on resignation.

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Article VII: Plan for the future

If you are considering leaving the company before the bond period ends, start planning early to ensure you can afford the bond amount.

Employee Signature _____

Date _____

Employee Printed Name _____