

IMPORTANT INFORMATION – PLEASE READ

You are here because you are talented developers. We hope that being involved in SAP Young Rewired State 2012 gives you opportunities to use that talent and encourages you to pursue and develop that talent in future. This hope is shared by everyone involved with Young Rewired State and some are well placed to offer you those opportunities. However, it is really important to us that your talent is not exploited and your youth is not taken advantage of.

For this reason we ask you to be extremely cautious when accepting any form of mentoring, assistance or work beyond the Festival itself. If you are approached by an individual or an organisation we advise you to do the following:

- Speak to an adult who has experience in business and who you trust; perhaps a parent, guardian, teacher or member of YRS staff.
- If you can't think of anyone to talk to contact Thayer Prime (the YRS recruitment guru) at thayer@thayerprime.com.
- Ask the person making you the offer to write down exactly what they are offering you and what they expect from you in return.
- Make sure the agreement you have with them is for a set period of time, we would recommend a trial period of no more than 6 months. This means that if it isn't going well you can leave after that period of time and if it is going well you can always renew the agreement.
- Clarify whether the good ideas you come up with and the cool things you create, while they're helping you or you're working for them, belong to you or to them. You don't want to invent the next big thing and then discover the rights to it don't belong to you and someone else is going to get all the credit.

Some great opportunities come out of being involved with YRS so we are certainly not telling you to dismiss every offer that comes your way. Plenty of individuals and organisations want to help you grow your talents and give you the space and facilities to do so – this is a good thing! We just want you to make sure you understand exactly what it is you'll be agreeing to and that it benefits you as much as it benefits them.

If you have any more questions about what this advice means then feel free to approach any member of YRS staff and they will help you out.