



Secure With Techies

Let's navigate the digital world securely together!

Secure With Techies – Core Team Rules & Regulations

Purpose: To maintain professional discipline, contribution-based ownership, and transparent responsibility within the core team of Secure With Techies.

1. Founding Members Code of Responsibility

- All founders and core team members must:
 - Actively contribute to the company's operations or strategic development.
 - Attend minimum 2 team meetings per month.
 - Submit monthly work report in writing (Email or Trello/Notion update).
 - Own at least 1 deliverable project or vertical (e.g. Marketing, Legal, R&D, Outreach, etc.).
- Non-compliance for more than 2 months = trigger for review and possible removal.

2. Role-Based Performance Review Policy

- Role:- Minimum Monthly Contribution
 - Co-founder:- Minimum 2 project contributions/month
 - CEO:- Strategy + Operations + Lead Updates
 - CTO:- Codebase Contributions + Tech Stack Management
 - CISO:- Audit Reports + Risk Assessments
 - CMO:- Campaign Planning + Reach Reports
 - CFO:- Budget Sheets + Investor Reports
 - Analysts/Managers:- Assigned Deliverables
- Failure to meet above = Written Warning → Final Warning → Exit from role

3. Ownership Clause

- Co-founder's equity is performance-tied.
- Unproductive role = No contribution = No ownership or future share in profits.
- Clause: "Equity and profit sharing will only be honored based on quarterly contribution and strategic involvement, subject to review."
- This means: If anyone does nothing, he gets zero equity or temporary freeze.

4. Automatic Exit Clause

- A member will be automatically removed from the core team and lose all active privileges (including decision-making and profit participation) if:
 - Absent without communication for 45+ days.
 - Misses 3 consecutive team review meetings.
 - Fails to complete 3 consecutive monthly deliverables.
 - Creates internal conflict or bad reputation for the company.

5. Review & Resolution Committee

- A 3-member panel (Founder/Co-founder/CEO/CISO/CTO) will act as the internal review board.
- If any member is found in non-compliance, the panel has the right to:
 - Suspend the person from internal roles.
 - Revoke decision-making rights.
 - Recommend complete removal.

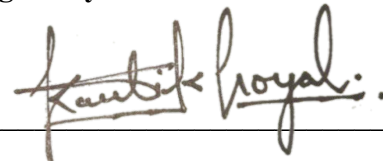
6. Legal Note:

- All team members agree to the above by signing a digital or physical copy of these rules. Future disputes will be handled through arbitration under Indian Contract Act terms.

Signed on behalf of Secure with Techies:

Signed by One of Core Member:


Rahi Patel
Founder & CEO,
Secure With Techies


Kautik Roy