

# FAQs

## What is the bond about?

- The bond is just an assurance that you are going to work in the company till you graduate. Once you enter the company you will stay here going through the training program and complete the instructed work on time.

## Can I work in another company as an intern?

- **Yes you can**, there is **no restriction** saying that you cannot work in another despite having a bond here. We will specifically mention it in the bond saying that you are **free to work in some other companies** (It should be duly informed and get prior approval from the respective Director/CEO/Program Manager).

## Am I paid?

- Technically **no**. It is unpaid initially. But you'll be getting company shares if you join the company.
- **Later, when the investment is done by any investor. We will be paying you in salary.**

## What is the benefit of holding the shares in the company?

- You will sell the shares back to the company and get the equivalent money from it when you leave/when you graduate (it will only be exchanged after reaching a threshold valuation of ₹100Cr).
- **Anyone joining the company is expected to have at least 2-3% (worth ₹2cr at 100cr valuation) of company shares** (if the candidate opts to work till they graduate, the % will decrease according to your working years). **A maximum of ₹10-20 Lakhs will be given each in exchange for the shares.**
- Can I continue to hold the shares after the mentioned terms? It is completely negotiable and is left to the founder to decide on it.

## Why am I signing the bond?

- This is **not a bond that restricts you**. Instead, it gives you an opportunity by **not restricting you to only work in our company**. The bond gives you the freedom to work in another company (**but you should at least work here for 1.5 Years after the training program and not leave in between**).

# FAQs

- We are giving the students a training program (can also be used as an internship) which at least goes up to 6 months. If the company is investing its time and energy in training the students free of cost we at least expect some useful work from the candidate for the next 1.5 Years. If the students keep on leaving the company after the training program, then finding another person, training them again, and making them understand the project is too tedious work for the company. Though the bond duration is long, **the company is giving some concessions that you can still work in some other companies, there is no huge restriction as such.**
- Any startup/initially started company will start with a few trusted people. The company is answerable to all the employees. Imagine there's a ML specialist in the team, he leaves in between and there is no other expert who can do that job. Then the whole **project might get halted** and this will intern **affect the other people in the team.** To ensure these things do not happen we are asking you to sign a bond.
- Imagine that an **investor walks in.** Now, he sets certain **deadlines** and the work has to be accomplished within that time frame. Otherwise, the company's funds will be stopped and we might not get funds in the next round of investment. This will seriously affect the company and its employees.

## What will be the working hours expected?

- Typically 1 hour a day on regular days and 4 hours on holidays.
- But, if we are very near to approaching an investor/going for the next round of funding, then we might expect around 1.5-2 hrs a day (this could last a maximum of 1 month).

## Do I have to come to the office/co-working space to do the job?

- Mostly no, you can do the designated work at the place of your ease.
- But, **you will at least meet** (at CMRIT college/office in case of any, in the future) the CEO/Program Manager/Project Manager **2-3 times a month and report all the progress** of your work.

## What do we do in the meeting?

- Reporting the assigned work's progress to the respective CEO/Program Manager/Project Manager.
- Discussion about the ongoing projects with the whole team.
- Planning and strategizing for any hackathons/Competitions (if we have applied for any).