Text output

Enter your Google API key: AIzaSyD-DoC5NpGp_dq4qnM4Wdjfp2rYlYNYIS0
3 documents found.
Re-ingest? (y/n): n

==
Query: I just joined as a new intern. Can I work from home?
Role: intern
==

ANSWER:

Welcome to NebulaGears!

As a new intern, you are required to be in the office five days a week
for the duration of your internship. No remote work is permitted for
interns, as outlined in the `intern_onboarding_faq.txt` document.

This policy is in place to maximize your mentorship experience,
facilitate collaboration and socialization, and ensure access to
specialized

SOURCES:
1. intern_onboarding_faq.txt (role_specific, 2024-06-01)
2. manager_updates_2024.txt (general, 2024-06-01)
3. employee_handbook_v1.txt (general, 2024-01-15)

Retrieved: intern_onboarding_faq.txt, manager_updates_2024.txt,
employee_handbook_v1.txt
==

==
Query: What are the remote work policies?
Role: employee
==

ANSWER:

Based on the provided documents, the remote work policies for
NebulaGears employees are as follows:

The `manager_updates_2024.txt` document, effective 2024-06-01, supersedes the earlier `employee_handbook_v1.txt` (effective 2024-01-15) regarding weekly remote day caps and required in-office days. The `manager_updates_2024.txt` explicitly states that it clarifies and limits the open-ended "Work From Anywhere" guidance from the employee handbook.

Therefore, the current remote work policies are:

1. **Remote Work Cap:** Remote work is capped at 3 days per week.
2. **Mandatory In-Office Days:** Employees must be in the HQ office on Tuesdays and Thursdays.
3. **Manager Approval:** All remote days require manager approval.
4. **Exceptions:**
    *   Exceptions to the mandatory in-office days may be approved in writing by the manager or People & Culture for business-critical or personal circumstances.
    *   For project-critical events, client engagements, or other exceptional needs, managers may temporarily waive the 3-day remote limit at their discretion.
5. **Cross-Border Work:** For extended time working in a different timezone or country,

SOURCES:
1. manager_updates_2024.txt (general, 2024-06-01)
2. employee_handbook_v1.txt (general, 2024-01-15)

Retrieved: manager_updates_2024.txt, employee_handbook_v1.txt
==

Interactive mode (type 'exit' to quit)

Question: On which days am I required to be physically present if I am an intern?
Role (optional):

==
Query: On which days am I required to be physically present if I am an intern?
==

ANSWER:

As an intern at NebulaGears, you are required to be physically present in the office **5 days a week** for the duration of your internship. No remote work is permitted for interns, unless a specific role-based exception is explicitly stated in your offer letter or a signed addendum, or approved by People & Culture for medical or compelling personal circumstances.

This policy is outlined in the `intern_onboarding_faq.txt` document, which is a role-specific FAQ for interns. According to NebulaGears' conflict resolution rules, role-specific policies take precedence over general policies. While the `manager_updates_2024.txt` and `employee_handbook_v1.txt` documents discuss remote work options for general employees, both explicitly defer to intern-specific policies like the `intern_onboarding_faq

SOURCES:
1. intern_onboarding_faq.txt (role_specific, 2024-06-01)
2. manager_updates_2024.txt (general, 2024-06-01)
3. employee_handbook_v1.txt (general, 2024-01-15)

Retrieved: intern_onboarding_faq.txt, manager_updates_2024.txt, employee_handbook_v1.txt
==

Question: Is the Work-From-Anywhere program still active?
Role (optional):

==
Query: Is the Work-From-Anywhere program still active?
==

ANSWER:

The "Work From Anywhere" program, as originally described in the `employee_handbook_v1.txt`, is no longer fully active in its original form.

The `manager_updates_2024.txt` document, effective 2024-06-01, explicitly modifies and limits the remote work policy for general employees. This newer document takes precedence over the older `employee_handbook_v1.txt` (dated 2024-01-15) as per the rule that newer dates override older dates.

Here's the current status:

*   **For

Question: Do I need manager approval to work from home if I'm an
intern?
Role (optional):

==
Query: Do I need manager approval to work from home if I'm an intern?
==

Response blocked, trying fallback model with relaxed settings...
ANSWER:

Based on the provided documents, you do not need manager approval to
work from home because **remote work is generally not permitted for
interns.**

The authoritative document for your role is the
`intern_onboarding_faq.txt`, which states that intern policies
supersede general employee policies.

1. **Office Requirement:** Interns are required to be in the office
5 days a week for the duration of the internship to maximize
mentorship (`intern_onboarding_faq.txt`).
2. **Remote Work Policy:** The policy explicitly states: **"No remote
work is permitted for interns."** You are required to be in the office
five days a week (`intern_onboarding_faq.txt`).
3. **Policy Conflict Resolution:** Although the
`manager_updates_2024.txt` introduces a hybrid policy (requiring
manager approval for remote days, capped at 3 days per week) for
general employees, the `intern_onboarding_faq.txt` is the
role-specific policy and is considered the authoritative source for
intern expectations.

Exceptions

Temporary remote work may only be considered under specific, limited circumstances:

*   **Medical or Compelling Personal Circumstances:** You must notify People & Culture and your manager. People & Culture will evaluate reasonable accommodations on a case-by-case basis (`intern_onboarding_faq.txt`).
*   **Temporary Approvals:** Managers may approve temporary remote working for short windows (e.g., travel or emergencies), but this requires **People & Culture consent** and is considered an exception, not the default (`intern_onboarding_faq.txt`).

SOURCES:
1. intern_onboarding_faq.txt (role_specific, 2024-06-01)
2. manager_updates_2024.txt (general, 2024-06-01)
3. employee_handbook_v1.txt (general, 2024-01-15)

Retrieved: intern_onboarding_faq.txt, manager_updates_2024.txt, employee_handbook_v1.txt
==

Question: exit