



Offer Letter

To Prajwal Mandlik

We are delighted to extend a warm welcome to you as the newest member of the Persist Ventures team. This letter serves as the official opening of your employment contract with Persist Ventures. We are confident that your skills, experience, and dedication will greatly contribute to our continued success.

This letter outlines the roadmap for your potential journey with us, from an initial assignment through to a possible full-time position. Our internship program is designed to offer real-world experience, mentorship, and insights into Web Development.

Introduction

We are excited to begin working together and helping you reach your highest potential. Persist Ventures is here to help you grow and push you into a better future

"Some of our most attractive features are flexible time, exciting projects, our plans and culture are driven by the idea of a positive future for the world, awesome co-workers easy to communicate and work with and one of the main important points is that we have a leader not a boss, which makes the environment perfect for growth and gives you the mentality to be always hungry and pushing ahead."- Shahdab Malik, Full-Stack Developer.

We believe business world needs a new employment framework that facilitates mutual trust, mutual investment, and mutual benefit and we try to represent that. This framework encourages you to develop your personal network and act entrepreneurially without becoming mercenary job-hoppers. It allows us to be dynamic and demanding but discourages us from treating you like a disposable asset. Instead we look to form an alliance. In an alliance, us as an employer and you as an employee develop a relationship based on how we can add value to each other. "Help make our company more valuable, and we'll make you more valuable." -Russ Hagey, Bain & Company's chief talent officer, "We are going to make you more marketable [in the labor market and give you opportunities to grow your skills and resume]" - Jack Jay CEO Persist Ventures

Applicant Journey: From Initial Application to Full-Time Opportunity

Embarking on the path to join our team, applicants will navigate through a carefully structured roadmap designed to evaluate skills, fit, and potential for growth within our company. The journey commences with the submission of an initial assignment, challenging candidates to showcase their capabilities and alignment with our values.

Successful completion of this phase leads to a one-month unpaid probation period, offering hands-on experience and deeper insights into our operations.

Following this, selected candidates progress to a six-month paid internship, where they will contribute to real projects and benefit from mentorship and professional development opportunities.

Exceptional performers during this phase may be extended full-time offers, marking their transition from aspiring applicants to integral members of our team. This comprehensive journey ensures that both the company and the candidates are well-positioned for mutual success, fostering a collaborative and enriching environment.

Initial Assignment

Objective:

Design and develop a responsive, feature-rich website named "CulinaShare" that allows users to discover, share, and save recipes. This project is designed to assess your proficiency with web development technologies, your ability to implement responsive design, and your creativity in UI/UX design.

Application Overview:

CulinaShare aims to create a community where users can explore a wide variety of recipes, contribute their own, and curate their collection of favorites. The platform seeks to inspire culinary creativity and make cooking accessible to everyone, from beginners to gourmet chefs.

Design Requirements:

Creativity and Theme: The design should embody the warmth and joy of cooking. Use a color scheme and design elements that evoke a sense of comfort, warmth, and appetizing visuals.

Layout and Structure: The SPA should comprise the following key components:

Home Page: A captivating landing page with a search bar, featured recipes, and categories (e.g., Vegetarian, Quick Meals, Desserts).

Recipe Detail Page: Detailed instructions, ingredients, preparation time, and user ratings for each recipe.

Contribute Page: A form for users to submit their recipes.

Favorites Page: Where users can save and review their favorite recipes.

About Us Page: Information about the CulinaShare mission and the team.

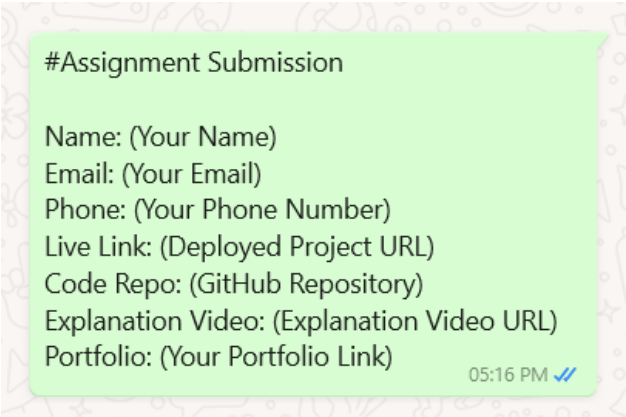
Technical Requirements:

- Responsive Design:** The application must adapt seamlessly to desktop, tablet, and mobile screens.
- Modern Framework Use:** Utilize a current JavaScript framework or library for building the SPA.
- Styling:** Employ a CSS preprocessor or a framework like Bootstrap or Tailwind CSS for custom, responsive designs.
- Client-Side Routing:** Implement SPA routing for smooth navigation between different parts of the application.
- State Management:** Manage the application's state effectively for a dynamic user experience.
- API Integration:** (Optional) Incorporate a public API for recipe data or create mock data.

Submission Guidelines:

- You will submit your assignment in the WhatsApp group. Join the group through the link: <https://chat.whatsapp.com/IYLJovMQLlj3Q7Ct7g3C4s>
- Code Repository:** Share the project via GitHub, with clear, organized code and a README that outlines the project setup.
 - Live Demo:** Deploy the SPA to a platform like Netlify, Vercel, or GitHub Pages, and include the live URL in your submission.
 - Documentation:** Provide a video explaining your design decisions and application flow. (You can use Loom or record a video and upload to youtube and share the link.)

Submission Message Example:



Evaluation Criteria:

- Design Creativity & Aesthetics:** The application's visual design and adherence to the theme.
- Technical Proficiency:** Effective use of chosen front-end technologies and code quality.
- Functionality & User Experience:** Smoothness of navigation, interactivity, and overall user engagement.
- Innovation & Problem Solving:** Ingenuity in feature selection and addressing user needs.
- Completeness & Documentation:** The thoroughness of project execution and clarity of documentation.

Deadline:

The deadline for the assignment submission is **29th February 2024**. Submissions after the deadline will not be accepted.

Unpaid Probation Period

Candidates who successfully demonstrate their capabilities through the assignment will be invited to join us for a 1-month unpaid probation period starting after assignment evaluation. During this time, you will:

- Engage in real projects under the guidance of a mentor
- Participate in team meetings and learning sessions
- Receive feedback on your performance and areas for improvement

The probation period is a chance for both of us to assess the fit and for you to gain insights into working at Persist Ventures.

Paid Internship

Following the probation period, selected candidates will be offered a 6-month paid internship. During the internship, you will:

- **Start Date:** Immediately after the probation period end
- **Compensation:** 12,500 INR / month
- **Work Hours:** Full-Time
- **Key Responsibilities:**
 1. Develop custom webpages
 2. Design and troubleshoot website layout and user interface
 3. Maintain and improve existing web pages
 4. Create and execute unit tests to ensure the best quality of code
 5. Identify and resolve website performance issues
 6. Assist with SEO enhancements
 7. Adhere to coding standards and best practices

Full-Time Offer Opportunity

Interns who excel in their roles and contribute significantly to their teams will be considered for full-time positions at the end of the internship period. A full-time offer will be based on performance evaluations, fit with our team, and availability of suitable roles.

Cash Compensation

We are happy to offer you at this early stage a wage of 12,500 INR after your probation period of a month. Following this year the salary will be

- Year 1:** 25K/month or 3LPA
- Year 2:** 29K/month or 3.48LPA
- Year 3:** 33.64K/month or 4.04LPA
- Year 4:** 39.02K/month or 4.68LPA
- Year 5:** 45.27K/month or 5.43LPA
- Year 6:** 52.51K/month or 6.30LPA
- Year 7:** 60.91K/month or 7.31LPA
- Year 8:** 70.66K/month or 8.48LPA
- Year 9:** 81.96K/month or 9.84LPA
- Year 10:** 95.07K/month or 11.41LPA
- Year 11:** 110.29K/month or 13.23LPA
- Year 12:** 127.93K/month or 15.35LPA
- Year 13:** 148.40K/month or 17.81LPA
- Year 14:** 172.14K/month or 20.66LPA
- Year 15:** 199.69K/month or 23.96LPA
- Year 16:** 231.64K/month or 27.80LPA
- Year 17:** 268.70K/month or 32.24LPA
- Year 18:** 311.69K/month or 37.40LPA
- Year 19:** 361.56K/month or 43.39LPA
- Year 20:** 419.41K/month or 50.33LPA

Plus other perk that comes in many forms. Our goal is to provide the the best experience we can the same way we look to provide customers the best experiences we can. We see in you a light that aligns with the deeper mission of Persist Ventures.

We are proud to represent the same mission as NGO’s and non-profits, as a company but use the business world to our advantage in helping make change possible. In a standard fortune 500 company pushing towards crafting works of similar nature, it is funded by venture capitalists who only care about the monetary return. Instead Persist Ventures is growing its ability to reinvest in altruism to the fullest. Jack published his own viewpoints on why selflessness represents perfect selflessness on goldenmeme.org

“I believe in 30 years robots will be smarter than humans, causing almost infinite access to resources. Real value all along will be defined along who made the world a better place for those during this time before that point.” - Jack Jay Founder Persist Ventures.

Company Culture

Our job is to create career-trajectory-changing opportunities for you, and your responsibility is to take advantage of exposure to the experiences here to grasp that opportunity and create long-term value for the future. It's up to us to create an environment where you will decide to stay and invest their time. A general rule of thumb is that an initial transformational tour of a duty at our company lasts two to five years. It's a time period that seems to be nearly universal for any organization or industry. In the software business, the two- to five-year term fits with a normal product development cycle, allowing you to see a major project through. In the consumer packaged goods business, companies like Procter & Gamble (P&G) start their new brand managers on a two- to four-year tour. Making a real commitment allows you to accomplish something substantive. As Intuit CEO Brad Smith said, "Year 1 [of the tour] lets you gain the important context for the role through hard work, year 2 is about putting your definitive mark on transformational change, and years 3 to 5 are about implementing and growing your successes the mastery of your craft. Foundational Jony Ive at Apple. Fred Smith at FedEx. Ginni Rometty at IBM. These are people whose lives are fundamentally intertwined with their companies. These are people on a Foundational tour of duty. Exceptional alignment of employer and employee is the hallmark of a Foundational tour. If you see working at our company as your last job, and you perform good works you will be considered to be on a Foundational tour of duty. Our company is there to help facilitate your career and even life, and you will have become one of the foundations of our company. At this time our life's work will be intertwined. The Foundational tour recognizes and formalizes that reality. Certain types of employees are automatically likely to be on Foundational tours. By definition, company founders and CEOs are Foundational. For example, John Mackey started Whole Foods in 1980 and is still going strong nearly thirty-five years later. Mackey is a veritable toddler next to Warren Buffett, who has been running Berkshire Hathaway since 1965—nearly fifty years. At LinkedIn, even though Jeff Weiner has only been CEO for five years, he has become so Foundational to the company that Reid refers to Weiner as a cofounder, even though Weiner joined the company long after its founding. Ideally, most of the top executives of a company should be on Foundational tours. The average tenure of the executives who report to the CEO at exemplars of adaptability such as Apple, Amazon, and Google is over a decade. When teams work together over many years, they share a common background of experience, enabling more rapid communications and decision making. However, Foundational tours shouldn't be restricted to senior management. People on Foundational tours, wherever they are on the org chart, provide a company with continuity and institutional memory. These stewards of the company way are the intellectual and emotional foundation of the organization. For example, they take greater pride and care when it comes to product quality because they develop a sense of (nonfinancial) ownership. As the expression goes, no one ever washes a rental car. A Foundational employee would never allow the company to cut corners to meet short-term financial goals. Think of a Foundational tour as a form of marriage—a long-term relationship that both parties anticipate will be permanent, in which both parties assume a moral obligation to try hard to make it work before ending the relationship. Like a healthy marriage, a Foundational tour still requires regular, explicit conversations to make sure both parties remain content. People and companies can change, and it's not guaranteed that employees and companies will always be perfectly aligned. Foundational tours provide continuity by helping companies retain employees who focus on the long term. Our senior management team will only consist of Foundational employees. Ambitious companies often try to recruit ambitious stars who want to run the show someday. If these companies are good at recruiting, they simply don't have enough CEO or general manager openings to satisfy all their stars' ambitions—which will never be a problem for us. Google and any large tech company treats employees with massive respect but also require full alignment with their company while working for it. Our tribe and company work the same way. The agreement is to empower you with as much as possible because that means empowering ourselves. The man who had the idea for AWS was an employee of Amazon, he utilized Amazon's resources to make it gigantic and

became massively wealthy from it. Side deals breed looking for quick opportunities and are poison to the culture. Because of the empire’s placement in LA and the personal networks that exist in it, the opportunity is rich, each person can locate a side opportunity that could net them quick capital. But the agreement of the tribe is to focus on building the empire to bear real sustainable fruit long term. It’s the famous quote “If you want to go fast, go alone. If you want to go far, go together.” The fact of the matter is that through living in our household and meeting the people we have around, opportunities will arise. The tribe effect works by thinking on how to benefit the ecosystem, with a trust that the ecosystem will provide back. It’s the necessary way that the relationship with the ecosystem can foster both sides. Each completed tour of duty builds the bond of mutual trust, and knowing when a tour of duty is drawing to a close allows you to begin the process of working with the employee to define the next tour at the company—before that employee starts to look elsewhere. Even if wanting to explore options outside the company, in a trusting alliance, we hope you grant is the “Right of First Conversation,” which means you will discuss plans with us before you approach other employers. We’ll discuss this concept in greater depth later. These planned transitions from one tour to another are like the expansion joints we build into buildings and bridges— they allow the relationship to bend as needed, rather than rupturing under the strain of trying to maintain a fixed configuration. Like when LinkedIn can’t retain a top performer, the company still tries to maintain a mutually beneficial alliance. Consider the example of Matt Cohler, who left LinkedIn nearly a decade ago. In 2003, at the age of twenty-six, Cohler left the high pay and brand umbrella of McKinsey & Company to join LinkedIn, then a tiny start-up that was living in the shadow of Friendster. Reid, as CEO, was his new boss and did something none of Cohler’s previous managers had done. Rather than simply hiring Cohler into a particular job or position, Reid worked with the young consultant to define an explicit tour of duty that would help both employer and employee. Cohler’s goal was to become a venture capitalist. But Reid argued that gaining operational experience at a successful start-up was a better path to being named a general partner at a venture capital firm than trying to join a firm straight out of McKinsey. Reid pitched Cohler on a unique tour of duty. Cohler would act as Reid’s right-hand person. In this role, he would learn from the company’s CEO and get extremely broad exposure to all the functional areas in the business. In exchange, Cohler committed to doing whatever it took to build the business, regardless of whether those projects fell under any traditional job titles or career paths. By completing this mission, Cohler would add both the LinkedIn and Reid Hoffman brands to his personal portfolio. Thus, even though Cohler’s ultimate goal of becoming a venture capitalist necessarily lay beyond LinkedIn’s boundaries, he and Reid were able to align their short-term aspirations and interests. After three years at LinkedIn, Cohler approached Reid to tell him that he was thinking about leaving LinkedIn to join an even younger social networking start-up that called itself “The Facebook.” While Reid didn’t want to lose Cohler, he advised Cohler to accept the Facebook offer, since it would help him move closer to his goal of becoming a venture capitalist by giving him greater diversity of start-up experience. Reid also gave Cohler his last assignment: to find his own replacement at LinkedIn. After four years at Facebook, Cohler left for a new tour of duty—this time as a general partner at Benchmark, one of Silicon Valley’s top venture firms. Even today, Reid has Cohler speak with high value LinkedIn employees to explain the benefits of undertaking a tour of duty at the company. Reid and Matt Cohler still have a close relationship; for example, they sit together on the board of Edmodo, a start-up they invested in together in 2011. Matt Cohler’s tour of duty at LinkedIn presents a textbook case of a mutually beneficial alliance that persists even after the official employment relationship has ended.

Employment Relationship

Employment with the Company is for no specific period of time. Your employment with the Company will be “at will,” meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. Any contrary representations that may have been made to you are superseded by these Terms. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company’s personnel policies and procedures, may change from time to time, the “at will” nature of your employment may only be changed in an express written agreement signed by you and a duly authorized officer of the Company (other than you).

Job Title and Information

You will enter at the position: Web Developer

You will report directly to Shahdab Malik via Whatsapp

Although we allow most positions to choose their own working hours (this is subject to change depending on project and team) we ask that you commit 30 hours of work weekly at minimum tracked using toptracker. Persist Ventures offers a comprehensive benefits program, which includes overtime bonuses. To cease employment with Persist Ventures we ask for a 4-week heads up notice in order for any existing projects to find a replacement or hand-off point. While your job has a specific role, you may be asked to help the company in new ways along your role. Your job overall is to help the company progress and succeed and save time of your managers. Your main job is what we believe your focus is best going to be on, however your actual job is to be as valuable to our company as possible. This not only means us allowing you to independently try to find new ways for us to grow, through which you will receive a bonus or raise. It also means if we ask for any tasks outside the original scope of work, that we need your help, we expect it to be given the same enthusiasm as the main line of work.

No Conflict

While you render services to the Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing these Terms, you confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

Company Policies

As an employee of the Company, you agree to comply fully with all Company policies and procedures applicable to employees, as amended and implemented from time to time, including, without limitation, regulatory and compliance procedures. In order to retain

necessary flexibility in the administration of its policies and procedures, the Company reserves the right to change or revise its policies and procedures.

Non-Disclosure Agreement

Congratulations on your offer of employment with Persist Ventures! We are thrilled at the prospect of you joining our team. As part of your acceptance, we require your adherence to the terms of our Non-Disclosure Agreement outlined below to protect the proprietary and confidential information you will access during your employment.

Confidentiality Obligation: As an employee, you will be privy to confidential and proprietary information crucial to our business. This information includes, but is not limited to, business strategies, customer lists, operational practices, product specifications, and other materials deemed confidential by Persist Ventures. You agree not to disclose any confidential information during or after your employment period, except with written consent from Persist Ventures or as required by law.

Use of Information: The confidential information provided to you is for company-related purposes only. You are prohibited from using this information for personal gain or to the detriment of Persist Ventures.

Return of Company Property: Upon termination of employment, for any reason, you are required to return all materials containing confidential information, including documents, electronic devices, and other media, to Persist Ventures.

Duration of Obligation: Your obligation to maintain the confidentiality of Persist Ventures's information remains indefinitely, even after the termination of your employment.

Understanding and Agreement: By signing your offer letter, you acknowledge your understanding and agreement to abide by these confidentiality obligations as a condition of your employment with Persist Ventures.

Please sign this letter as a token of your acceptance of the Terms contained herein. We welcome you to our Company and wish you a long and successful career with our Company. Sincerely,

Shahdab Malik
Shahdab Malik
Persist Ventures

Prajwal Mandlik
Candidate Sign.



Completed Document Audit Report

Completed with SignWell.com

Title: Web Developer Offer Letter

Document ID: 2adca0d6-aab4-4c8a-ae23-9a697a2ff067







Time Zone: (GMT+00:00) Coordinated Universal Time

Files

web developer offer letter.pdf

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Activity

 Jackson Jesionowski	created the document	Feb 17, 2024 19:19:33 UTC
 Jackson Jesionowski	signed the document	Feb 17, 2024 19:19:33 UTC
 Jackson Jesionowski	sent the document to prajwalmandlik2004@gmail.com and jacksonjezio@gmail.com	Feb 17, 2024 19:19:33 UTC
 Prajwal Machhindra Mandlik IP: 123.201.215.102	started the document and provided their email as prajwalmandlik2004@gmail.com	Feb 17, 2024 19:20:28 UTC
 Prajwal Machhindra Mandlik IP: 123.201.215.102	first viewed document	Feb 17, 2024 19:20:28 UTC
 Prajwal Machhindra Mandlik IP: 123.201.215.102	signed the document	Feb 17, 2024 19:22:32 UTC