

### INTERNS STARTUP HANDBOOK

What every intern must know before starting with RanchiMall





## BLOCKCHAIN PRELIMINARIES





Welcome to RanchiMall.

We love having you work with us.





We are slightly different from other places of work.

So we would like to introduce ourselves.





First of all, RanchiMall is a blockchain-oriented enterprise.

All you need to have FLO Blockchain ID.





FLO Blockchain ID is also known as FLO Address.





A FLO address starts with "F" and looks something like this

F856i8r9f3SDpUx7LK2pk4bWyMguwNb4Zo

Except, each FLO ID is different.





Each FLO address has a FLO private key associated with it, and you must keep that private key very safe.





## The private key starts with "R" and looks something like this

R8npoiy3BxTJ8HvnvkK8dQzRYDoJ5yMEa7U173SZ2f766V6mktZX





Never share the private key with anyone.

Always store the private key in a secured location.





Your FLO ID is where you will get all your credits, payments, certificates, and your entitlements.







So just to repeat, keep your FLO private key very safe.





### WHAT WE SEEK IN INTERNS?





### RanchiMall has 4 levels of internship:

- 1.Starter
- 2. Motivated
- 3. Passionate
- 4. Self-driven







- 1. Completes 6 months of relationship with us, or
- 2. Completes 10 tasks with high quality.







So, it adds an initial layer to the internship program:

- 1. Task-Participation (Pre-internship)
- 2. Starter
- 3. Motivated
- 4. Passionate
- 5. Self-driven



You get a Task Statement Certificate from RanchiMall if you didn't make it to the intern level.





Task Statement Certificate is issued within a week.

Intern Level Certificate is issued after 30 days of performance assessment.



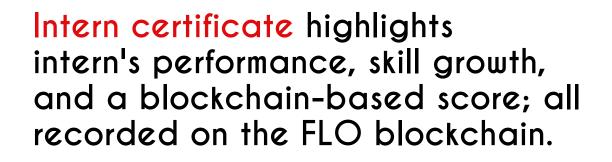




Task statement certificate mentions the time duration a participant has worked with us. Task participants can leave any time they want.







A 30-day prior notice is required before leaving the internship level.





If someone leaves without prior notice, we will not be able to issue the internship certificate to them, because it will fail our communication design.





So, in short, task participation is your way to the RanchiMall internship program.





# Task Participation Program

#### Internship Program

Task-based stipend
Task statement certificate
Task-based work

Task-based stipend Internship certificate Bigger opportunities





Each task has its own stipend and criteria. For the stipend to be claimed, the participants' work must meet the quality requirement.











If you have been offered the Starter Level internship, it means we think you have potential, and we can dedicate our resources to you.







RanchiMall is fully a remote organization, and if interns are not communicating promptly, then our organizational design fails.





So, no matter how skillful you are, if you are not a good communicator, you are not a good fit for RanchiMall.





Good communication includes responding to WhatsApp messages promptly, and asking questions immediately if you get stuck somewhere.





Interns are those who have a commitment to us, and we have a commitment to them.





When you are our intern, you are our ambassador.

We expect our interns to participate in social media activities, primarily Twitter.







If you are creative about it, we will notice it and appreciate it.







- 1. Communication skills
- 2. Social Media skills





Now, let's talk about the most important dimension:

The ability to be self-driven.





We are shaping you to be exceptional performers.





Good performance is not sufficient for us. Very good performance is also not sufficient for us.

We are looking for "Exceptional Performance."







And we have realized the most important factor in you being an "exceptional performer" is whether you complete projects on your own without day-to-day supervision.



Are you self-driven enough that when no one is looking around, you are still pushing the boundaries of performance?





We are designing RanchiMall to be an enterprise with no bosses.

However, when there are no bosses, most interns usually stop working.



And such interns do not fit with our long-term vision.





An intern who can be able to complete work on his own without supervision will immediately come to our attention and will go very far with us.



## So the story so far:

### Interns that we appreciate

- 1. Those who are good communicators
- 2. Those who participate in our daily Twitter activities.
- 2. Those who need the least supervision from us.





Now let's talk about the power of taking initiative.





Good communication, participation in daily Twitter activities, and being self-driven needing no supervision are essential skills that we expect at minimum.



But there are some extra abilities that will truly make you special. And that ability is the power of taking initiatives.



If you take initiatives in the broad area of your project that helps RanchiMall, then you just stand out.

You are irresistive at that point.





So till now, this is what we need from our interns:

- 1. Fast and prompt communication.
- 2. Participation in our daily Twitter activities.
- 3. Ability to be self-driven and needing very less supervision.

INTERNS STARTUP

And,

4. Someone who can take good initiatives.



#### HOW TO MAKE THE BEST USAGE OF THIS INTERNSHIP





Next, we will talk about what you can take form us.





We offer exposure to some of the latest technologies and a very futuristic system of working.





We hire only from our internship program, so an inspired performance is an automatic job for you.





We never let go of a great find. So if you meet our requirements as we expressed, you will not just have a job but job security with RanchiMall.







We think we provide tremendous operational freedom to those interns who prove that they can be trusted.

\*Although we test our interns through tough situations initially.





The skills and attitudes that you will learn during RanchiMall internship process will also give you an edge in your career wherever you go.

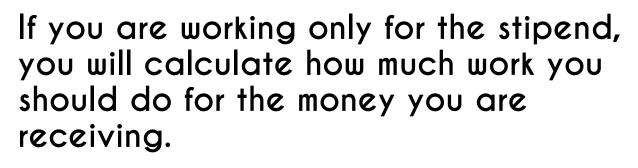


The real wealth we offer is knowledge, not your stipends.

The wisest interns will accumulate maximum knowledge and skills while working with us.







That attitude will prevent you from giving your best, and you will lose the opportunity to transform yourself personally.





Also, we will know those interns who are with us just for money.

It will show in their performance.

And they will not go far with us.





If you want to shine, give your best.

No matter what stipends are being offered to you.







And you will take away lifelong work ethics through this internship which will put you at a competitive advantage wherever you go.





# NTEGRITY AS A CORE VALUE





Integrity is so important to us that we need a full but short section on it.





No matter how skillful you are, if you have honesty-related issues, we will stop working with you immediately as soon as we know.





A single person who comes with questionable ethics can put everyone in trouble.





A single person who comes with questionable ethics can put everyone in trouble.





And that person can also seed a new culture where dishonesty is tolerated.





There are very simple ways we can detect lack of integrity.

Like false reporting about work, false travel bills, and lying.





Never give anyone an opportunity to raise finger at you on the matter of integrity.





If you feel conflicted about doing something which you feel could be interpreted wrongly, just ask and clarify.





# FINAL WORDS





Go beyond.

Be the Sun, not just the stars





You have come all this way.

Now take the stairs. Up.





### Welcome to RanchiMall



