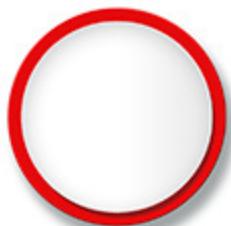


INTERNS STARTUP HANDBOOK

What *every* intern must know
before starting with RanchiMall



INTERNS STARTUP
HANDBOOK



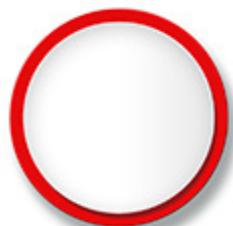
INTERNS STARTUP
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BLOCKCHAIN PRELIMINARIES



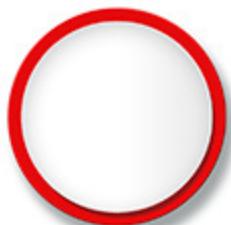
Welcome to RanchiMall.

We love having you work with us.



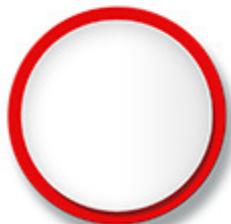
We are slightly different from other places of work.

So we would like to introduce ourselves.

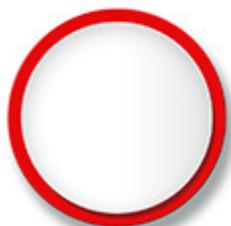


First of all, RanchiMall is
blockchain oriented enterprise.

All of you need to have
FLO Blockchain ID.



FLO Blockchain ID is
also known as **FLO Address**.



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



Never share
the private key with anyone.

Always store
the private key in secured location.

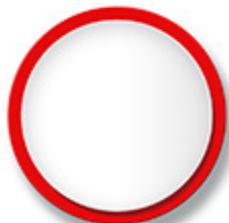


Your FLO ID is where you will get
all your **credits, payments, certificates**
and your **entitlements**.

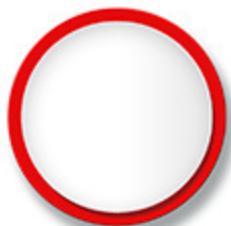


You can **claim ownership** of your credits and emoluments given to your FLO ID only if you have its **corresponding private key**.

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



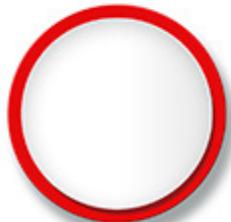
WHAT WE SEEK IN INTERNS ?



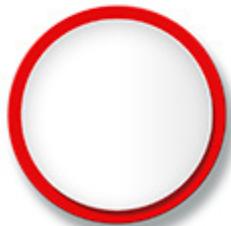
INTERNS STARTUP
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RanchiMall has **4 levels of Internship**

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



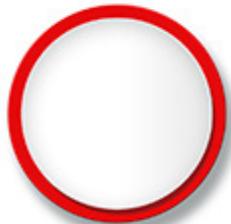
Everyone starts at starter level
if he gets accepted to
our internship program.



We offer **Starter level** internship after observing the interns for some time.

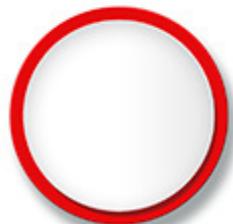


If you have been offered Starter Level internship, it means we think **you have potential**, and we can dedicate our resources to you.



All interns must be good and prompt
communicators.

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



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



Good Communications includes
responding to Whatsapp messages
promptly, and **asking** questions
immediately if you get stuck somewhere.



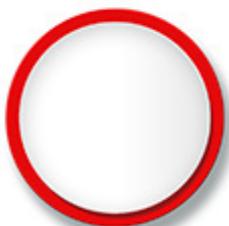
When you are our intern,
you are our ambassador.

So we expect our interns
to participate in social media
activities primarily Twitter.



Next important skill we look is
how much enthusiasm the intern
displays in forwarding and
retweeting our daily tweets
which will be given to you.

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



So till now, these are
important skills we seek

1. Communication skills
2. Social Media skills



Now lets talk about the
most important dimension :

The ability to be self driven.

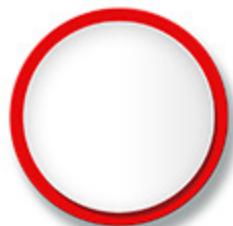


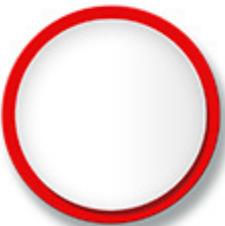
We are shaping you
to be exceptional performers.



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 your being an "exceptional performer" is whether **you complete projects on your own** without day to day supervision.

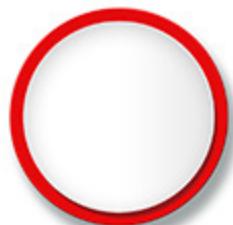
Are you **self driven enough** that
when no one is looking around,
you are still pushing the boundaries
of performance.



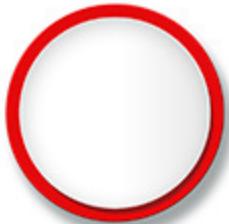
We are designing RanchiMall to be
an **enterprise** with no bosses.

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

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



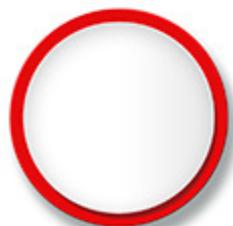
An intern who has the ability to be able to complete work on his own, without supervision will immediately come to our attention, and will go very far with us.



So the story so far:

Interns that we appreciate

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



Now lets talk about
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 **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 **irresistable** at that point.

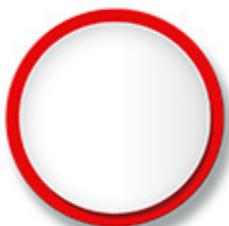


So till now, this is what we need from our interns

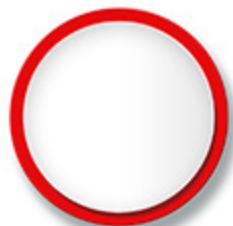
1. Fast and prompt **communications**
2. **Participation** in our daily twitter activities
3. Ability to be **self driven**, and needing very little supervision,

And,

4. Someone who can **take good initiatives**



HOW TO MAKE BEST USAGE OF INTERNSHIP

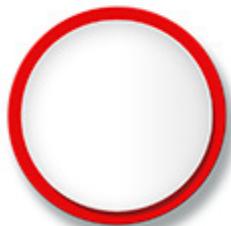


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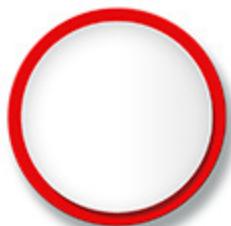
Next we will take about
what you can take from us.



We offer **exposure** in 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 have just not 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.

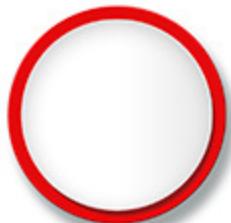


The skills and attitudes that you will learn during RanchiMall internship process will also give you an edge in your career wherever you go.



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

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



If you are working just for stipend, you will calculate how much work you should do for the money you are receiving.

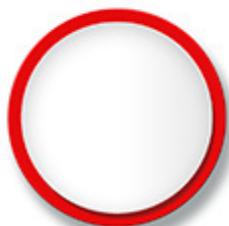
That attitude will prevent you from giving your best, and you will lose the opportunity to **transform yourself personally**.



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.



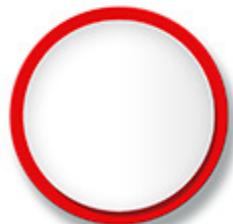
If you **want to shine, give your best.**

No matter what stipends are being offered to you.

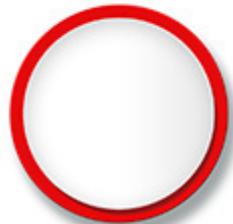


If giving your best no matter what is in offer becomes a habit for you,
you will be unstoppable.

And you will take away a **life long work ethics** through this internship which will put you in competitive advantage wherever you go.

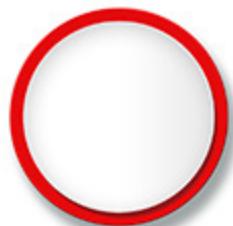


INTEGRITY AS A CORE VALUE

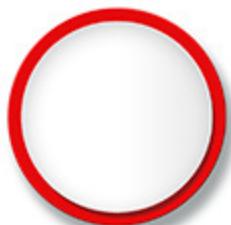


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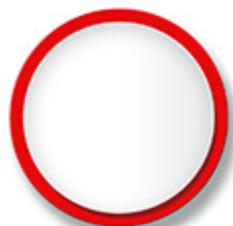
Integrity is so important for us, that
we need a full but short section on it.



No matter how skilful 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.

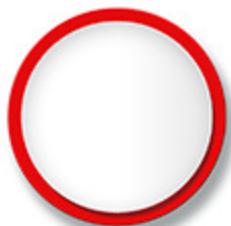


And that person can also seed a new culture where dishonesty is tolerated.

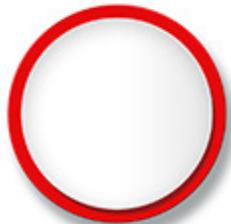


There are very simple ways we can detect lack of integrity.

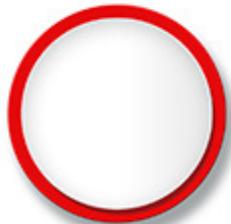
Like false reporting about work,
false travel bills and lying.



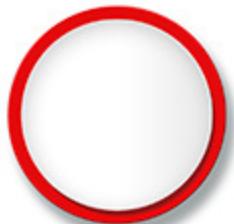
Never give anyone an opportunity
to raise finger on you on the matter
of integrity.



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



FINAL WORDS



INTERNS STARTUP
HANDBOOK

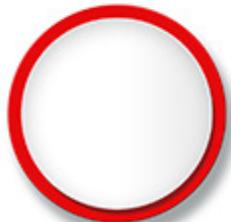
Go beyond.

Be the sun. Just not the stars.



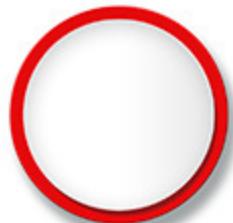
You have come **all this way.**

Now take the stairs. **Up.**





Welcome to RanchiMall



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