**ORGANIZATION FLOW CHARTHIERARCHY**

FLOW OF  
 PROFIT

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| **Core Team**  The function of the Core Team is to supervise and take part in the overall functioning of the company, plan, administrate and bring about revolutionary changes in the functioning of the company. The core team holds a superior hand over all other teams and they have the right to make any significant decision with proper consultation from the others. The Core Team will be under the direct administration of the CEO   |  | | --- | | 1. T.V.Vignesh –Founder & CEO, Head of WD & SEO, Studios, Hacking & Security 2. Manish Devadiga – Graphic Design Head 3. ArunPai – Marketing Head 4. Nikhil Abhinav – Marketing Head 5. AyushChoubey – Web Dev& Security Head 6. ShaumikDaityari – Web Dev& SEO Head 7. SourabhPrakash – Editor in Chief 8. Rahul Sawhney – Editor in Chief |   **BRANCH HEADS**  Branch Heads comprises of people from the CORE Team only and will be under the direct supervision of the CEO.  The role of branch heads is to take care of all sub domains in the respective branch, making sure if the module heads are doing their job properly, get timely reports which are to be regularly submitted to the CEO.  **MODULE HEADS**  Module Heads may or may not be from the CORE Team. The module heads will be under the supervision of branch heads. The role of module heads is to supervise a respective domain/category allotted to them, make sure that all the proceedings go well on the way. The person who is a module head must be proficient enough in the respective domain and also must be very well capable of administrating the entire team in the respective domain.  **MENTORS**  The mentors may or may not be from the CORE Team. All the mentors will be under direct supervision of the Module Heads. The role of mentors is to guide the execution team in doing the projects by taking a lead in every proceeding and making sure that the project is completed properly and well on time.  **Execution Team**  Execution Team is headed by the module heads and will be indirectly headed by the CEO. The role of the Execution Team is to carry out the work given to them by the mentors and the module heads |

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| **NOTE:**  Core Team will be headed by the CEO  If any person is removed from any team, proper reason must be given to the core team for the removal. Any decision taken by the CEO is final and binding and has to be accepted. For the decision making, the CEO may consult the Core Team or do the decision making on his own.  Anyone in the team has the right to give suggestions, constructive criticism regarding the proceedings or complaints regarding any of the team members if anything is not found to be satisfactory or up to their expectation. |

**WE WORK WITH**:

* C++
* JAVA
* PYTHON
* C #
* PHP
* MySQL
* HTML
* CSS
* JAVASCRIPT
* JQUERY
* AJAX
* CHROME EXTENSIONS SDK
* FIREFOX EXTENSIONS SDK
* VHDL
* Adobe Photoshop
* Adobe InDesign
* Adobe Illustrator
* Adobe after Effects
* Adobe Flash
* ANDROID SDK
* IOS SDK
* WINDOWS PHONE 7 SDK
* BLACKBERRY SDK
* MAYA/BLENDER
* AUTO CAD
* PERL

**RULES & REGULATIONS**:

1) The Core Team is subdivided into various parts. So, any person in domain X cannot interfere with decisions made in domain Y and the heads in the respective domain will have their own rights but any final decision made will come to the CEO and will be finalized since the team cannot come up with their own ideas and implement it without any consultation.

2) Anyone can be removed from Tech Ahoy if he/she is not found to do any productive work for the respective domain they are in or is found to demoralize the rest of the team or is found to be a problem for the company/team in any way, and the decisions of removal will be taken at a common meeting and the person can be in Core team/Execution Team/any other subcategories in Tech Ahoy and when any person is removed, proper justification is to be given for removal.

3) Attendance system will be followed regularly for the entire team and the Core Team attendance will be monitored by the CEO and the execution team by the respective heads and the same applies to all the categories and positions. Justifiable reasons are entertained but the respective person (even if he/she is member of Core Team) will be removed from the Team in case of any shortage. (A person can be absent for a maximum of 15 days in a year which excludes medical reasons. Set after proper calculations.)

4) Setting of prices will be done by the respective heads of the domain during every deal according to the orders received and the amount of work to be done and the time required for the work. The price will be later finalized by the CEO after discussions (if required).

5) The finance team will monitor all the transactions taking place and prepare budget schemes but will not have the right to set/modify prices for any of the services. Proper Receipts are to be maintained for every transaction taking place and if an individual spends money for the company from his/her pocket, a refund can be requested from the company with proper receipts and if the reason for the expenditure is proper and was informed to the team, refunds will be granted within a limited period of time.

6) All the income received will go to a pool i.e. a bank account which will be managed by the CEO and monitored by the finance team. So, any request for funds has to be done to the Core team and if the reason is justifiable, funding will be provided to the respective domain and every transaction will be recorded. A minimum balance will be maintained in the account and any withdrawal beyond the min. balance is not allowed in any case.

7) The ownership of the company will be solely in the hands of the founder   
(Vignesh T.V.) but the profits will be shared among the team and the sharing of the profits won’t be in equal proportions and will depend on the dedication the person has for the company, work he/she does, regularity, punctuality for training, development and meetings, feedback received from the team regarding the individual, leadership quality he/she has and many other parameters.

8) The team will start sharing incomes once there is sufficient funding in the bank account i.e. (Min. balance+XRs.+Y Rs.) where the amounts X and Y will be decided at a later stage. X is the amount to be retained in the bank account along with the minimum balance and Y is the money which may either be shared with the team or used for any development of Tech Ahoy.

9) Meetings are to be properly organized and options for timings and location will be according to the team's convenience. Every person must be given their own space to speak up in the meeting. There will be freedom to speech but the decisions will be taken after proper discussions (if required) with the team.

10) The team is very well encouraged to give any suggestions or constructive criticism to the working model of Tech Ahoy and will be immediately acted upon if found to be justifiable and necessary. Feedbacks regarding the working and team members will be taken regularly and will be analysed properly.

11) Every product that is built by the Tech Ahoy Team is a product of Tech Ahoy and not owned by any individual unless it is an External Project (Project deals received from any source for money or something similar to barter system). Every product made by the team will carry the company’s name, LOGO, trademarks, licence agreements and names of the creators of the respective product in an organised format. It may carry advertisements for revenue generation in case the product is free.

12) Every gender must be given equal importance in their workhouse and there must not be any discrimination made between them. No special importance will be given to any gender and everyone will be treated equally with respect.

13) Piracy is strictly banned and the employees will be given with registered copy of software to use as soon as possible before which they could use trial versions of the same.

14) Copyright violations are monitored very carefully and legal actions can be taken on persons responsible for the same.

15) Every person will be judged on the basis of their innovative mind/creativity, leadership and communication skills, punctuality, smart work and dedication to the work they do and the judging will be done by their respective heads.

16) There must be a total coordination between all domains existing at Tech Ahoy and it is the responsibility of branch heads to ensure that this happens.

17) Extra benefits and perks are given to the employees only when there is an outstanding profit to the company and the time and amount of disposal will be decided by the CEO.

18) The employees/staff members of Tech Ahoy are not allowed to distribute codes, fragments, videos, applications or any other type of products to the public on their own. The release of products will be made by Tech Ahoy after proper permissions from the hierarchy.

19) The projects developed by Tech Ahoy include all categories like Open Source, Free, commercial and every project will be properly licensed before its release.

20) In case there is any requirement to have meetings with any other companies or its officials regarding any project, proper notification has to be given to the team and Tech Ahoy will arrange for any such interactions/meetings if required.