**Mentor Agreement**

This Mentor Agreement (‘Agreement’) is between CARMa Venture Services (I) Private Limited, with its office at No 1028, 25th Main, 39th Cross, Jayanagar 4th T Block, Bangalore – 560 0041 (‘CARMa’) and -------------------

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This agreement is valid----------------- from to --------------------

CARMa Sutra mentoring program :

CARMa mentors start-ups, mature enterprises and family businesses to get them investment-ready through an intense diagnostic mentoring program called CARMa Sutra.

1. CARMa is a collaborative model wherein it partners with other stake-holders in the entrepreneurial eco-system so that the mentoring becomes scalable, high impact and far-reaching. It entails revenue-share.
2. The Mentor is either an entrepreneur himself or a seasoned corporate professional who ‘thinks’ like an entrepreneur. His expertise may be domain specific or he may have excellent organization building capabilities.
3. The Mentor should be willing to share his time, knowledge and experience with his mentees.
4. The Mentor should be aligned to the vision of his mentee.
5. Most of the mentoring is online through phone calls, skype, g- chat, and mails. There may be some face-to-face interactions from time to time. This may be necessitated by work exigencies and the frequency should be worked out between mentor and mentee.
6. The Mentor is not expected to be a know-all but should be receptive to a two-way learning process.
7. The Mentor should avoid becoming involved in day-to-day operations of his mentee.
8. The do’s and don’ts of mentorship, the expectations of a mentee and managing the relationship with mentor are outlined clearly in the CARMa Guidelines to Mentorship, a copy of which is attached to the Agreement.
9. The Mentor cannot enter into any kind of agreement, financial or otherwise, outside the scope of CARMa’s Mentorship Agreement with the mentee. The Mentor represents CARMa in every mentoring engagement assigned to him and is bound by CARMa’s terms of engagement with the mentee.
10. The mentor’s starting point is the Mentorship Agreement which CARMa and the mentee have signed. Mentors should obtain a copy of this from the allocated mentee to understand the scope of mentoring and to set expectations.
11. The mentor should minute all the interactions with the mentee and share it with CARMa on a fortnightly basis. The template for minutes is attached as well which can in turn be shared with the mentee.
12. The Mentor is also encouraged to bring in other competent people from his network from time to time to the CARMa platform as Mentors. The idea is to join hands with like-minded people to create the CARMa movement in the country.
13. It is very important that the Mentor allocates sufficient time to his mentee. Sufficient is defined as anything that will deliver the contracted result as outlined in the Scope of Agreement of the Mentorship Agreement signed between CARMa and mentee.
14. The Mentor can come back to CARMa for mentoring reinforcements if he feels that it is warranted for the benefit of the mentee.
15. The Agreement is for a period of one year, but the hope is that the Mentor will be an integral part of CARMa in shaping a conducive eco-system for entrepreneurs in India.
16. CARMa Connect’s Confidential Information policy applies all forms of communication (paper as well as digital – emails, blogs, social networks, and internet sites). As such, mentors are prohibited from revealing any CARMa Connect confidential or proprietary information, trade secrets or any other material prepared and owned by CARMa Connect.
17. Mentors shall not engage in any blogging and social networking that may harm or tarnish the image, reputation and/or goodwill of CARMa Connect and/or any of its mentees or fellow mentors. Mentors are also prohibited from making any discriminatory, disparaging, defamatory or harassing comments when blogging against of CARMa Connect.
18. Mentors may also not attribute personal statements, opinions or beliefs to CARMa Connect when engaged in Blogging and social networking. If a mentor is expressing his or her beliefs and/or opinions in blogs or posts in social networking sites, the mentor may not, expressly or implicitly, represent themselves as a mentee or representative of CARMa Connect. Mentors assume any and all risk associated with blogging and social networking.
19. Apart from following all laws pertaining to the handling and disclosure of copyrighted or export controlled materials, CARMa Connect’s trademarks, logos and any other CARMa Connect intellectual property may also not be used in connection with any blogging and social networking activity, unless explicitly approved by CARMa Connect.

**Come join the CARMa movement!**



For CARMa: **Prof Nandini Vaidyanathan** For:

Founder and Mentor

CARMa Venture Services (I) Private Limited

No. 1028, 25th Main, 39th Cross, Jayanagar 4th T Block, Bangalore – 560 041.

www.carmaconnect.in