



**Creating Access to Resources and Markets**

## **How we can mentor you**

This is an agreement between CARMa Venture Services (I) Private Limited with registered office at No. 1343, First Floor, 32nd E Cross, Jayanagar 4th T Block, Bangalore- 560041 and .

Ph:

E:

**The agreement is valid from \_\_\_\_\_ to \_\_\_\_\_.**

Oath:

*The signatory to this agreement is the entrepreneur himself and understands why he and his business need mentoring and is fully committed to building a great organization under the CARMa Sutra initiative. By signing this agreement, the entrepreneur pledges that he truly understands the imperative of mentorship. He also understands that if he does not put in the required effort despite repeated inputs from CARMa, CARMa is entitled to walk away from the mentoring engagement. He is also sure that it is he who has to build a great organization, not CARMa. If CARMa or mentee decide to terminate the engagement, they can do so but no refund of the mentoring fee, in part or whole, will be made. The mentee should also remember that mentorship is a mentee-driven engagement and it is up to him/her to get the best out of his/her mentor.*

### **1) Who are we?**

CARMa mentors entrepreneurs in various stages of business through an intense and unique engagement model called CARMa Sutra to help them become 'not just who they are but who they are capable of becoming'.

### **2) Who are you?**

Annexure I Brief profile of your business

### **3) What can we do for you?**

Annexure II called Scope of Mentoring

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### **4) Our terms of reference for mentoring:**

The areas that you have outlined where you need mentoring and the milestones agreed upon.

### **5) Our methodology:**

The membership is for a period of 6 months.

You will be assigned one Sutradhar who will be your main mentor. He will take responsibility for driving all the mentoring initiatives.

The Sutradhar will create 'pit-stops' which will help you take stock, change track, re-equip and continue onward without losing time or resources or your edge.

This could mean opening doors for you, bringing in other mentors who may spearhead specific initiatives, giving you exposure to events and developments relevant to you, and connecting you to other stake-holders in your habitat.

All mentoring will happen online, through conversations on phone, skype, and mail, and if face to face meetings are warranted and the mentor does not live in the same geographical location as you, you will have to bear his travel and accommodation expenses.

### **6) What you need to commit to:**

Needless to say the mentorship engagement model demands intense and consistent conversations between you and the Sutradhar. It is therefore imperative that you commit to sharing facts and regular updates with the CARMa team, participating in meetings and calls when scheduled, and driving the whole mentorship engagement, proactively.

### **7) Indemnification**

Please note that the services delivered by CARMa are purely advisory and a blue print for growth will be presented in good faith, mutual trust and without malice. CARMa cannot guarantee success and growth as even the best-laid plans may not yield the expected result either because of ineffective implementation, change in government policies, market shift, technology obsolescence, competition, change in political and economic will, inadequate capitalization, force majeure acts political and economic instability, currency fluctuation, wars and famine, absence of full disclosure from your side, and change in resource composition from within your organization. You will therefore indemnify CARMa and its mentors against any such acts of omission and commission.

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### **8) Milestones (Annexure III)**

### **9) What you will pay us for mentoring you:**

Annexure IV called Compensation

### **10) Oath of Confidentiality:**

CARMa understands that you will have to disclose confidential information during the mentorship process, so CARMa will, within its own organization, share it with mentors only on a need to know basis, unless required by law to do so. Under no circumstances CARMa will share this information with outsiders unless that information is deemed to be in the public domain.

Similarly, CARMa expects you to follow its Confidential Information policy, delineated under:

- CARMa's Confidential Information policy applies to all forms of communication (paper as well as digital – emails, blogs, social networks, and internet sites). As such, mentees are prohibited from revealing any CARMa confidential or proprietary information, trade secrets or any other material prepared and owned by CARMa.
- Mentees shall not engage in any blogging and social networking that may harm or tarnish the image, reputation and/or goodwill of CARMa and/or any of its mentors or fellow mentees. Mentees are also prohibited from making any discriminatory, disparaging, defamatory or harassing comments when blogging against of CARMa.
- Mentees may also not attribute personal statements, opinions or beliefs to CARMa when engaged in Blogging and social networking. If a mentee is expressing his or her beliefs and/or opinions in blogs or posts in social networking sites, the mentee may not, expressly or implicitly, represent themselves as a mentee or representative of CARMa. Mentees assume any and all risk associated with blogging and social networking.
- Apart from following all laws pertaining to the handling and disclosure of copyrighted or export controlled materials, CARMa's trademarks, logos and any other CARMa's intellectual property may also not be used in connection with any blogging and social networking activity, unless explicitly approved by CARMa.

### **11) NON-COMPETITION:**

After expiration or termination of this agreement, CARMa agrees to respect the confidentiality of your patents, trademarks, and trade secrets, and not disclose them to

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anyone. CARMa agrees never to set up business as a direct competitor of you following the expiration or termination of this agreement.

### **12) FORCE MAJEURE:**

Neither you nor CARMa shall be liable for any failure to perform its obligations where such failure is as a result of Acts of Nature (including fire, flood, earthquake, storm, hurricane or other natural disaster), war, invasion, act of foreign enemies, hostilities (whether war is declared or not), civil war, rebellion, revolution, insurrection, military or usurped power or confiscation, terrorist activities, nationalization, government sanction, blockage, embargo, labor dispute, strike, lockout or interruption or failure of electricity, telephone or internet services, and no other Party will have a right to terminate this Agreement in such circumstances.

**For CARMa**

**For you**

**Prof. Nandini Vaidyanathan**  
Founder and Director

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**ANNEXURE I**

**Who are you?**

**ANNEXURE II**

**Scope of mentoring**

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**ANNEXURE III**

**Mentoring Milestones**

Activity	Milestone

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