

## The Team Hiring Process

1. **Tell your Requirement** - Tell more about your plan, area of your work, associated technologies, type of projects to be done, number of people to be hired initially, etc.
2. **Feasibility Check** - We will review your requirement and check the feasibility. We will check the feasibility on technical ground, on resource ground, and on daily work schedule ground. If we are convinced that we are able to provide the desired level of quality service in the long term then only we will say yes.
3. **Agree on the Terms and Cost** - Once it has passed the feasibility test, we will discuss the terms and cost aspects. Immediate costs and all future possible costs. Agree on general concerns on both ends - IP rights, privacy, termination, resource hiring, etc.
4. **Sign the Service Agreement** - Once we agree on everything we just sign a formal service agreement to remove unnecessary concern on both ends - also as proof of our professional relationship. We will not need to refer to this document until there is a dispute. We believe in a win-win trust relationship.
5. **Pay the Initial Deposit** - To get started we will need a nominal fee equivalent to just 15 days work-bill since our billing system is a post-paid basis. We always bill in the next month for previous month work. We will also schedule a date to start at this moment.
6. **Start the Operation** - Start operation as agreed.