

CcWu20.AI

TALENT BOOK

Premium Book 2026

People First. Human Intelligence Leads. AI Empowers.

Global Employer Branding & Recruitment Handbook

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CHAPTER 01

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CHAPTER 1

Founding Declaration

A human-centered foundation for an artificial intelligence company

Human intelligence created artificial intelligence. Human wisdom must always guide artificial intelligence.

Cat Wu, Founder & CEO

CcWu20.AI begins with a clear conviction: technology is created by people, shaped by people and accountable to people. Artificial intelligence can calculate, generate, predict and automate. Human beings determine why those capabilities should be used, whom they should serve and what consequences are acceptable.

We are building an enterprise AI company for the real economy. Our work is intended to support people who deliver healthcare, manufacture essential goods, grow food, operate infrastructure and run complex organizations. In these environments, trust matters as much as performance. A model can be impressive and still be unsuitable for deployment. A product becomes valuable only when it fits real workflows, protects sensitive information and helps people achieve better outcomes.

Our purpose is therefore not to place artificial intelligence at the center of society. It is to place people at the center of intelligent systems. We build AI to extend human capability, reduce unnecessary work, improve access to knowledge and help professionals make better decisions. Important judgment remains human. Responsibility remains human. Leadership remains human.

This founding declaration is the standard against which our products, hiring decisions, partnerships and operating practices should be evaluated. As technologies change, these principles should remain stable.

CHAPTER 2

The Founder Story

Building useful AI for the people who keep the real economy moving

Cat Wu founded CcWu20.AI around a practical question: why do many organizations see rapid progress in artificial intelligence yet struggle to use it in everyday operations? The answer is rarely a shortage of models. It is usually a shortage of well-designed workflows, trusted systems, implementation support and people who can connect technology with operational reality.

The company was created to close that gap. CcWu20.AI is not positioned as another consumer chatbot business and does not depend on the ambition to train the largest foundation model. It focuses on enterprise infrastructure, intelligent agents, knowledge systems and industry solutions that can be deployed responsibly in healthcare, manufacturing, agriculture and smart infrastructure.

Cat Wu's product philosophy is grounded in a simple observation: as AI makes software faster and less expensive to build, product judgment becomes more valuable. Teams still need to identify the right problem, understand the user, design around model limitations, test assumptions and decide what should not be built. Speed is useful only when it produces learning and customer value.

Her leadership vision for CcWu20.AI combines disciplined engineering with low-friction collaboration. Teams should be able to test ideas quickly, speak directly with customers and ship small improvements without unnecessary bureaucracy. At the same time, enterprise security, regulatory obligations and human oversight are never treated as optional.

We are not building AI to remove people from meaningful work. We are building AI to help people do meaningful work better.

Cat Wu

CHAPTER 3

Who We Are

Enterprise AI infrastructure for the real economy

CcWu20.AI is an enterprise artificial intelligence company developing a shared technology platform and industry-specific solutions. The company’s initial focus is healthcare, manufacturing and agriculture, with selected capabilities applicable to smart infrastructure and public services.

Our platform combines model access, retrieval-augmented generation, AI agents, workflow orchestration, enterprise search, integration services, security controls and governance. The purpose of the platform is not to expose customers to technical complexity. It is to help them adopt useful AI without rebuilding their entire technology environment.

We operate with a platform-plus-solutions model. Reusable platform capabilities create consistency and scale, while industry solutions adapt the technology to domain workflows, terminology, data requirements and regulation. This enables the company to learn deeply in one use case and reuse infrastructure across additional products.

Company Focus	What We Build	Who We Serve
Enterprise AI	AI platform, agents, knowledge and workflow systems	Hospitals, manufacturers, agribusinesses and enterprises
Industry Solutions	HealthAI, IndustryAI and AgriAI	Operational leaders and frontline professionals
Trusted Deployment	Security, governance and integration	Regulated and mission-critical organizations

CHAPTER 4

Vision, Mission and Promise

Vision

To become one of the world's most trusted enterprise AI companies, enabling people and organizations to transform essential industries through secure, practical and responsible artificial intelligence.

Mission

To empower the real economy by combining human expertise with intelligent software that improves decisions, reduces repetitive work and creates measurable operational value.

Employer Promise

We offer meaningful problems, early ownership and the opportunity to shape a company from the beginning. In return, we expect curiosity, professionalism, integrity, accountability and respect for the people affected by our technology.

CHAPTER 5

Our Corporate Spirit

People first, humanity leads, AI empowers

Before there were models, there were mathematicians, scientists, engineers, teachers and communities of people sharing knowledge. Artificial intelligence is a continuation of human imagination. It is not separate from humanity, and it should never be treated as more important than the people it affects.

Our corporate spirit has five connected commitments:

- People First — product and employment decisions begin with their effect on people.
- Human Intelligence Leads — humans define purpose, responsibility and acceptable outcomes.
- AI Empowers — intelligent systems should extend human capability and access to knowledge.
- Trust Endures — secure, honest and dependable behavior creates long-term value.
- Together We Build — progress is created through teams, customers, partners and communities.

This spirit is particularly important in the industries we serve. A clinician, engineer or farmer brings experience that cannot be reduced to a prompt. Our products should respect domain expertise and make it easier to apply—not hide it behind technology.

CHAPTER 6

Values in Practice

Value	Observable Behavior
Integrity	Tell the truth, disclose limitations and protect commitments even when doing so is inconvenient.
Customer Value	Build around real workflows and measurable outcomes rather than technology demonstrations.
Ownership	Act on problems, finish important work and consider the long-term effect of decisions.
Learning	Study new technology, customer industries and evidence; share what you learn.
Craftsmanship	Create software, documents and experiences that are clear, reliable and maintainable.
Respect	Treat colleagues, candidates, customers and partners with dignity and professionalism.
Responsible Innovation	Move quickly where appropriate, but never treat safety, privacy or human oversight as obstacles.

CHAPTER 7

What We Build

A platform and product portfolio designed around real work

CcWu AI Platform

Shared enterprise infrastructure for models, agents, knowledge, workflows, security, monitoring and integration.

CcWu HealthAI

Clinical and administrative workflow support, knowledge retrieval, documentation assistance and patient-service automation with appropriate human oversight.

CcWu IndustryAI

Predictive maintenance, quality support, operational knowledge, production intelligence and industrial workflow automation.

CcWu AgriAI

Crop and farm knowledge, monitoring support, decision assistance, resource planning and operational reporting.

Enterprise AI Agents

Task-focused agents that work within defined permissions and business processes.

Knowledge Intelligence

Retrieval, search, citation and governed access to organizational information.

Products evolve through customer discovery. We do not claim that every proposed capability is already commercially available. Candidates should expect a startup environment in which prototypes, pilots and validated production products exist at different stages of maturity.

CHAPTER 8

Technology Platform

Modular, model-agnostic and enterprise-ready

The technology strategy is designed to reduce dependency on any single model or infrastructure vendor. CcWu20.AI can integrate appropriate language, vision, speech and multimodal models based on performance, cost, deployment and regulatory needs.

Layer	Purpose
Experience	Web applications, dashboards, conversational interfaces and workflow surfaces.
Application	HealthAI, IndustryAI, AgriAI and cross-industry enterprise applications.
Intelligence	Model routing, RAG, agents, evaluation, prompt management and multimodal services.
Knowledge & Data	Vector search, document systems, structured data, metadata and permission-aware retrieval.
Integration	APIs, connectors, identity systems and enterprise software interfaces.
Governance & Security	Access control, audit logs, monitoring, evaluation, privacy and deployment policies.
Infrastructure	Cloud services, containers, observability, backup, recovery and scalable compute.

CHAPTER 9

Product Philosophy

Design for today's AI, not an imaginary perfect system

AI products are probabilistic. They may misunderstand, stop unexpectedly, omit context or produce incorrect answers with confidence. Good product design does not hide these realities. It creates workflows that make uncertainty manageable and give users appropriate control.

- Start with the customer's job, not the model's capability.
- Design complete workflows, not isolated prompt boxes.
- Make sources, assumptions and next actions visible where useful.
- Use approval steps for high-impact operations.
- Create graceful failure modes and clear escalation paths.
- Evaluate quality continuously using realistic tasks.
- Simplify the user experience even when the underlying system is complex.

Product taste is the discipline of selecting the right problem, choosing coherent trade-offs and knowing what to leave out. In an era when code generation becomes faster, these decisions increasingly determine product quality.

CHAPTER 10

Engineering Culture

Build systems that customers can depend on

Enterprise engineering is a commitment to reliability, maintainability and responsible change. Teams should move with purpose, but no deadline justifies hiding risk or deploying systems that have not received appropriate review.

Engineering Principles

- Simplicity over unnecessary complexity.
- Clear interfaces and explicit ownership.
- Peer review for production changes.
- Automated testing and reproducible environments.
- Observability before scale.
- Security by design and least-privilege access.
- Document decisions that future teammates need to understand.
- Run incident reviews to learn, not to assign blame.

Definition of Done

1. The intended customer outcome is clear.
2. Implementation is reviewed.
3. Relevant tests pass.
4. Security and privacy implications are addressed.
5. Documentation is updated.
6. Monitoring or feedback mechanisms are in place.
7. A responsible rollout or rollback approach exists.

CHAPTER 11

Research and Learning Culture

CcWu20.AI is a learning organization. Research is not limited to a specialized laboratory; it includes the systematic work of understanding models, customer domains, interface design, security, regulation and operating outcomes.

Teams are encouraged to read papers, analyze product behavior, run controlled experiments, share internal notes and challenge assumptions. New ideas should move through a simple loop: explore, prototype, validate and scale. A prototype becomes a product only when it creates repeatable value and can be operated responsibly.

Key areas of interest include enterprise agents, human–AI collaboration, retrieval quality, multimodal workflows, model evaluation, secure tool use, explainability, industrial intelligence and domain-specific interfaces. Research priorities will evolve with customer needs and technical progress.

CHAPTER 12

How We Work

Fast feedback, clear ownership and documented decisions

We aim to create an environment with enough structure to protect quality and enough autonomy to encourage initiative. Teams work in short learning cycles and maintain direct contact with the people using their products.

8. Discover — understand the user, workflow, constraints and desired outcome.
9. Define — specify the problem, success measure and boundaries.
10. Design — test user flows and technical options before committing heavily.
11. Build — deliver small, reviewable increments.
12. Validate — test function, usability, security and AI quality.
13. Deploy — release progressively with monitoring and support.
14. Learn — use evidence and customer feedback to improve the next version.

Important decisions should be written down. Meetings are used for discussion and alignment, not as a substitute for durable knowledge. Risks should be raised early, and disagreements should focus on ideas rather than personalities.

CHAPTER 13

Leadership Principles

Serve Before Directing

Leadership begins with understanding the work and helping others succeed.

Create Clarity

Explain priorities, trade-offs, decisions and expectations.

Develop People

Give feedback, create stretch opportunities and support learning.

Protect Trust

Act honestly with customers, employees and investors.

Use Evidence

Seek data and first-hand context while recognizing uncertainty.

Think Long-Term

Avoid choices that create hidden damage for short-term appearance.

Accept Accountability

Leaders own outcomes and make corrective action visible.

Leadership is not limited to managers. An engineer who improves a critical system, a designer who protects accessibility or a candidate coordinator who treats applicants with respect can all demonstrate leadership.

CHAPTER 14

The Candidate We Seek

Builders with character, curiosity and practical judgment

We do not expect candidates to know every tool or model. The AI landscape changes too quickly for static expertise to be enough. We look for strong fundamentals, a record of learning and the ability to work responsibly with others.

- Curiosity — asks thoughtful questions and explores unfamiliar areas.
- Ownership — acts on problems and follows through.
- Judgment — considers customer value, risk and maintainability.
- Communication — explains ideas clearly and listens carefully.
- Collaboration — improves team outcomes rather than pursuing individual heroics.
- Integrity — acknowledges limitations, mistakes and uncertainty.
- Mission alignment — believes AI should strengthen people and the real economy.

CHAPTER 15

Career Opportunities

Role	Mission	Core Capabilities
AI Engineer	Build AI applications, agent workflows, retrieval systems and evaluations.	Python; APIs; LLM/RAG fundamentals; testing; product judgment.
Machine Learning Engineer	Develop model pipelines, evaluation systems and production ML capabilities.	ML foundations; data pipelines; model serving; monitoring.
Backend Engineer	Build secure services, integrations, databases and workflow systems.	Python/FastAPI or equivalent; SQL; distributed systems; security.
Frontend Engineer	Create clear, fast enterprise interfaces and interaction patterns.	React/Next.js or equivalent; TypeScript; accessibility; testing.
Full-Stack Engineer	Deliver complete product capabilities across interface and platform services.	Web systems; APIs; databases; cloud delivery; strong ownership.
Platform / DevOps Engineer	Operate cloud, CI/CD, observability, security and reliability capabilities.	Containers; Kubernetes; cloud; monitoring; incident response.
Product Manager	Define outcomes, understand users and coordinate product delivery.	Customer discovery; prioritization; analytics; B2B product thinking.
Product Designer	Design human-centered enterprise workflows and coherent systems.	Research; interaction design; prototyping; accessibility.
Customer Success Manager	Guide onboarding, adoption, support and account growth.	Communication; enterprise software; project coordination; empathy.
Enterprise Sales Manager	Develop trusted relationships and lead value-based commercial processes.	B2B sales; discovery; proposals; negotiation; industry understanding.

CHAPTER 16

Career Framework

Growth through increasing scope, judgment and impact

Level	Expected Scope
L1 / Associate	Learns foundations, contributes with guidance and communicates progress.
L2 / Professional	Owns defined work independently and delivers reliable outcomes.
L3 / Senior	Leads projects, mentors others and improves systems beyond assigned tasks.
L4 / Staff or Lead	Influences multiple projects, defines standards and solves ambiguous problems.
L5 / Principal	Provides company-wide technical or functional leadership.
M1 / Manager	Creates team clarity, develops people and owns delivery quality.
M2 / Director	Leads multiple teams, operating systems and strategic outcomes.
Executive	Sets company direction, protects culture and remains accountable to stakeholders.

Career progression is not based on tenure alone. It reflects sustained capability, judgment, collaboration and impact. Detailed level definitions will evolve as the organization grows.

CHAPTER 17

Your First 90 Days

Days 1–10: Understand

- Meet teammates and learn company priorities.
- Set up tools and review security practices.
- Explore products, architecture and customer context.
- Agree on an onboarding plan with your manager.

Days 11–30: Contribute

- Complete a meaningful, bounded piece of work.
- Participate in planning and review.
- Document what was learned and what remains unclear.
- Observe customer or user feedback where possible.

Days 31–60: Own

- Own a small feature, workflow or operating improvement.
- Coordinate across relevant functions.
- Use metrics or qualitative evidence to assess quality.
- Request and apply feedback.

Days 61–90: Improve

- Deliver a production-quality outcome.
- Identify one system or process improvement.
- Present lessons and next-step recommendations.
- Agree on longer-term growth goals.

CHAPTER 18

Hiring Process

Structured, respectful and relevant to the work

Application Review

We assess relevant experience, evidence of learning and alignment with the role.

Introductory Conversation

A two-way discussion about the company, role, motivation and expectations.

Role Assessment

A practical exercise or portfolio discussion designed to resemble meaningful work.

Team Interviews

Structured conversations about capability, judgment, collaboration and values.

Founder or Leadership Conversation

Alignment on mission, ownership and the realities of an early-stage company.

References and Offer

Role-appropriate checks followed by written employment terms.

Onboarding

A structured transition from candidate to contributing teammate.

Candidates should not be asked to provide substantial unpaid production work. Assessments should be proportionate, clearly explained and treated confidentially.

CHAPTER 19

Interview Standards

Interviewers use consistent criteria and record evidence rather than relying on vague impressions. We seek signal about the candidate's ability to perform the role and grow with the company.

Dimension	What Good Evidence Looks Like
Functional capability	Explains relevant decisions and demonstrates usable fundamentals.
Problem solving	Structures ambiguity, tests assumptions and makes sensible trade-offs.
Communication	Explains clearly, listens and adapts to the audience.
Ownership	Takes responsibility and follows work through to outcomes.
Collaboration	Handles disagreement respectfully and improves team effectiveness.
Integrity	Is honest about uncertainty, mistakes and personal contribution.
Mission alignment	Shows interest in human-centered enterprise AI and real-world impact.

CHAPTER 20

Compensation and Recognition Philosophy

CcWu20.AI aims to provide fair and competitive compensation appropriate to the role, location, experience and stage of the company. Formal offers will describe the applicable salary, benefits, incentives and employment terms.

Where the company later introduces equity or long-term incentive plans, participation will be governed by formal plan documents and approvals. This handbook does not promise equity, a specific percentage, remote work, bonuses or benefits that have not been adopted in writing.

Recognition should reflect outcomes, craftsmanship, collaboration, learning and the strengthening of company systems—not visibility alone. Managers are expected to make feedback regular and specific rather than reserving it for annual reviews.

CHAPTER 21

Learning and Development

Continuous learning is part of the work, not an extracurricular activity. Employees are expected to maintain the knowledge required for their responsibilities, and the company should create reasonable opportunities for development.

- Individual growth goals linked to role expectations.
- Mentoring and regular feedback.
- Architecture, product and customer case reviews.
- Internal knowledge-sharing sessions.
- Research reading and responsible experimentation.
- Cross-functional projects and leadership opportunities.
- External courses, events or certifications when justified by business needs.

CHAPTER 22

Responsible AI

Responsible AI is an operating discipline. It includes understanding intended use, affected people, model limitations, data handling, security, human oversight and post-deployment monitoring.

Human responsibility

People remain accountable for important decisions and system deployment.

Purpose limitation

AI capabilities should be used for clearly defined and appropriate objectives.

Privacy

Data should be collected, accessed and retained according to legitimate requirements.

Security

Models, tools, data and integrations require defense against misuse and unauthorized access.

Transparency

Users should receive meaningful information about system purpose and limitations.

Fairness

Teams should assess avoidable bias and unequal effects where relevant.

Evaluation

Performance should be tested on realistic tasks before and after deployment.

Escalation

High-impact uncertainty or failure should reach qualified human reviewers.

CHAPTER 23

Security and Confidentiality

Enterprise customers may trust CcWu20.AI with sensitive operational information. Every employee and contractor shares responsibility for protecting that trust.

- Use approved systems and access only information needed for legitimate work.
- Protect credentials and use multi-factor authentication where provided.
- Do not enter confidential data into unapproved AI or third-party services.
- Report suspected incidents, loss or unauthorized access immediately.
- Follow secure development and change-management practices.
- Respect intellectual property belonging to the company, customers and third parties.
- Continue confidentiality obligations after employment ends.

CHAPTER 24

Code of Conduct

CcWu20.AI expects professional, lawful and respectful behavior. Every person should be able to contribute without harassment, discrimination, retaliation or intimidation.

- Treat people with dignity across cultures, identities and roles.
- Use company resources responsibly.
- Disclose potential conflicts of interest.
- Do not offer or accept improper benefits.
- Keep accurate records and communicate honestly.
- Raise concerns in good faith without fear of retaliation.
- Follow applicable laws, contracts and company policies.

Detailed employment policies should be maintained separately and reviewed for compliance with the laws of each operating jurisdiction.

CHAPTER 25

Diversity, Inclusion and Belonging

Complex industries require diverse knowledge. Healthcare, manufacturing and agriculture are shaped by different professions, cultures and lived experiences. A company that listens to a narrow group will build narrow products.

We aim to create fair access to opportunity, respectful collaboration and an environment where individuals can contribute without hiding important parts of who they are. Inclusion does not mean avoiding disagreement; it means making disagreement productive and ensuring that decisions are based on relevant evidence rather than bias or status.

Hiring teams should use role-related criteria, structured evaluation and accessible processes. Managers should address exclusionary behavior and create multiple ways for people to communicate and contribute.

CHAPTER 26

Candidate Frequently Asked Questions

Is CcWu20.AI already a mature global company?

No. It is an early-stage company with a global ambition. Candidates should expect evolving products, processes and priorities.

Do I need prior AI experience?

Some roles require it. For others, strong fundamentals, domain knowledge and the ability to learn may be more important.

Is every product described here already available?

No. The portfolio includes current development priorities and longer-term product direction. Specific product status should be discussed during interviews.

Will I work only within one narrow job description?

Roles have clear responsibilities, but early employees often collaborate across functions and help build company systems.

Does the handbook guarantee remote work, benefits or equity?

No. Only written employment terms and adopted policies are binding.

How is performance evaluated?

Through role expectations, outcomes, quality, collaboration, learning and behavior consistent with company values.

What makes CcWu20.AI different?

Its focus on human-centered enterprise AI for the real economy, combining platform technology with industry workflows and responsible deployment.

CHAPTER 27

Corporate Creed

Principles intended to outlast individual products

PEOPLE BEFORE TECHNOLOGY.

HUMAN INTELLIGENCE LEADS.

ARTIFICIAL INTELLIGENCE EMPOWERS.

HUMAN DIGNITY IS NON-NEGOTIABLE.

TRUST IS EARNED THROUGH ACTION.

RESPONSIBILITY CANNOT BE DELEGATED TO AN ALGORITHM.

LEARNING NEVER ENDS.

CHARACTER DEFINES LEADERSHIP.

INNOVATION MUST SERVE A MEANINGFUL PURPOSE.

BUILD FOR GENERATIONS, NOT HEADLINES.

CHAPTER 28

The Builder's Oath

I will build responsibly, protect trust, respect people and leave every system better than I found it.

I will understand the problem before proposing technology. I will communicate limitations honestly. I will protect confidential information. I will ask for review when consequences exceed my expertise or authority. I will learn from failure without hiding it. I will share knowledge and help teammates succeed.

I will remember that every model, interface and workflow affects real people. I will not mistake automation for wisdom or speed for progress. I will seek the simplest responsible solution that creates lasting value.

I accept that artificial intelligence is one of humanity's most powerful tools and that its future depends on the character of the people who build it.

CHAPTER 29

A Letter to Future Team Members

Dear Future Teammate,

You may be joining when the company is very different from the version described in this first edition. Products will change. Teams will grow. Some assumptions will prove wrong. New technologies will alter what is possible.

What should not change is our reason for building: people created artificial intelligence, people remain responsible for it and its highest purpose is to help people flourish. Your work will shape more than software. It will shape customer trust, team culture and the standards inherited by people who join after you.

We cannot promise that an early-stage company will always be comfortable or predictable. We can promise that meaningful work exists here. You will have the opportunity to solve real problems, learn rapidly, influence decisions and help create a company whose values are visible in its actions.

Leave every product clearer. Leave every customer stronger. Leave every colleague more capable. Leave the company better than you found it.

Welcome to CcWu20.AI.

Cat Wu
Founder & CEO

CHAPTER 30

Closing Manifesto

Human intelligence leads. Artificial intelligence empowers.

Artificial intelligence will become faster, more capable and more deeply integrated into everyday work. That progress will create extraordinary opportunities. It will also make human judgment, ethics, empathy and responsibility more important—not less.

CcWu20.AI chooses to build at that intersection. We combine engineering with product judgment, ambition with discipline and innovation with human-centered purpose. We seek teammates who understand that trust is not a slogan and culture is not a document. Both are created through repeated behavior.

The future will not be determined by technology alone. It will be determined by the people who choose what to build, how to build it and whom it should serve.

People imagined it. People built it. People guide it. People are responsible for it.

PEOPLE FIRST | HUMANITY LEADS | AI EMPOWERS

Together, we build trusted AI for the real economy.

CHAPTER A

Appendix: Candidate Preparation Guide

- Understand the role and identify two examples demonstrating relevant impact.
- Be prepared to explain decisions, trade-offs and lessons—not only final results.
- Review the company mission and consider why human-centered enterprise AI matters to you.
- Bring questions about product maturity, customers, role scope, team structure and expectations.
- Do not disclose confidential information from current or previous employers.
- Ask for clarification if any interview task is unclear or appears disproportionate.

CHAPTER B

Appendix: Interviewer Checklist

15. Define the role-related signal before the interview.
16. Use consistent questions and evaluation criteria.
17. Take evidence-based notes.
18. Avoid questions unrelated to job requirements or prohibited by applicable law.
19. Leave time for candidate questions.
20. Submit feedback independently before debriefing.
21. Treat candidate materials confidentially.
22. Communicate decisions respectfully and promptly where practical.

CHAPTER C

Appendix: Document Governance

Owner: Founder & CEO / People Operations

Review cycle: At least annually, and whenever company strategy, employment policies or applicable law changes materially.

Version: Publishing Edition 2026, First Edition

This handbook is an employer-branding and recruitment document. It is not an employment contract and does not replace formally adopted policies or local legal requirements.