

VIREX AI — GLOBAL JOB POLICY MATRIX

Sovereign Hiring Codes, Experience Tier Ingestion Framework, and IP Preservation Rules

Document Ref:	VAB-JP-2026-V1	Issued By:	Virex Apex Board (VAB)
Effective Date:	June 28, 2026	Classification:	Strict Corporate Mandate / Internal Clearance Required

SOVEREIGN SYSTEM OVERRIDE NOTICE:

This document completely deprecates all previous drafts and registers the absolute version 1 (V1) of the Virex Job Policy framework. All criteria are synced into active HR portals globally.

SECTION 1: MANDATORY ZERO-TOLERANCE CODE FOR NEPOTISM

1A: Anti-Nepotism Restrictions & Core Systems Integrity

- 1A.1** Virex AI, Zyntra Motion Pictures, and Quantara Learning operate under an absolute, ironclad Zero-Tolerance Policy against Nepotism across all tiers.
- 1A.2** No immediate relative, family member, or personal close connection of any existing management executive can bypass the standard blind technical testing channels.
- 1A.3** Any attempt by an internal operator or middle manager to provide relational preference or skip evaluation steps triggers immediate termination of that manager's credentials.
- 1A.4** All selection workflows must pass through the decentralized automated screening layer to completely isolate human influence or personal favors.
- 1A.5** Referrals from existing employees serve purely as data points; the candidate must match identical competency standards as an external open market applicant.
- 1A.6** VAB technical audits will trace the history of every active talent quarterly to identify, flag, and neutralize potential clusters of nepotistic onboarding.
- 1A.7** Favouring applicants based on personal equations rather than mathematical code performance logs will face immediate systemic demotion.
- 1A.8** Every contract, vendor alignment, or freelance project must undergo an absolute third-party verification to ensure clean arms-length processing.
- 1A.9** Any candidate attempting to leverage an internal connection's influence will face instant automatic blacklisting from all database registries.

- 1A.10** The final hiring audit trail is committed into the un-alterable ledger system, requiring clear, objective validation before budget allocation codes trigger.

SECTION 2: APPLICATION FOR JOB ROUTING MATRIX FOR DIFFERENT EXPERIENCES

2A: Freshie Tier Specifications (6A Cluster — 0 Years Experience)

- 2A.1 ROUND 1 [Resume Shortlisting]:** Processing is strictly split based on institutional timelines into two specific tracks: Case I (Final Year Candidates for Off-Campus Intake) and Case II (Graduated Candidates).
- 2A.2 CASE I [Final Year Timelines]:** If the candidate's graduation is scheduled for completion in year \$20XX\$, registration must be executed in the exact previous calendar year during a fixed timeline from 1st May to 31st May exclusively.
- 2A.3 CASE I [Data Ingestion]:** Mandatory fields require precision injection of Name, Home Address, University Name, University Address, Course Pursued, and Branch Opted (e.g., BS in Physics, B.Tech in CSE).
- 2A.4 CASE I [Document Verification]:** Applicants must upload clear digital copies of their Class X Marksheet (or Birth Certificate), cumulative past 6 semesters marksheets strictly in continuous .pdf format, and an updated professional resume in .pdf format.
- 2A.5 CASE I [Result Logs]:** Round 1 shortlisting data will be released in the 2nd week of June. Confirmed candidates will receive automated invitations only from authorized email ids containing domains "@virexai.org", "@virexai.odoo.com", or the official system email "virexai26@gmail.com".
- 2A.6 ROUND 2 [On-Site Elimination Test]:** Scheduled between 1st August and 15th October. Selected assets must visit our nearest designated operations office where they are assigned a localized modular project block with a strict completion timeline of 3 Hours. Work evaluation determines pipeline graduation.
- 2A.7 ROUND 2 [Result Release]:** Test assessment metrics will lock and output between 20th October and 31st October, making cleared elements eligible for the final tier.
- 2A.8 ROUND 3 [Final Interview Hybrid Rules]:** If the candidate's registered university location exceeds a distance barrier of 10 Kilometers from our corporate branch office, they will be granted an exclusive on-site/virtual hybrid option; otherwise, absolute on-site verification applies.
- 2A.9 CASE II [Graduated Candidates]:** Immediate standard market profile checking applies, checking active tech portfolios, algorithm efficiency scores, and immediate live code testing loops for direct placement.

2B: Junior Associate Tier (6B Cluster — 1-2 Years Experience)

- 2B.1** Applications track based on existing enterprise framework exposure, requiring verification of live operational features.
- 2B.2** Evaluation loops map functional component modifications, checking execution stability and runtime efficiency.

2C: Mid-Level Professional Tier (6C Cluster — 2-5 Years Experience)

- 2C.1** Candidates are routed through high-concurrency microservice scaling tests and modular codebase load management audits.

2C.2 Assessment includes complete ownership routing for standalone features with mandatory zero cold-start criteria.

2D: Senior Staff Architect Tier (6D Cluster — 5 Years Experience)

2D.1 Hiring requires complete validation of multi-platform integration setups, high-level cryptography design, and Odoo ERP sync tools.

2D.2 Candidates must clear a comprehensive system infrastructure architecture defense before the executive VAB committee.

2E: Principal Director Tier (6E Cluster — Greater Than 5 Years Experience)

2E.1 Elite level access validation checking global organizational direction, product scaling management, and cross-company orchestration workflows.

2E.2 Direct evaluation loops run directly via structural review boards under personal tracking from the Chief Executive Officer.

SECTION 3: SYSTEM SECURITY & ABSOLUTE DATA PROTECTION

3A: Anti-Leak, Anti-Commercialization, & Criminal Prosecution Clauses

3A.1 Absolute Commercial Exploitation Ban: No corporate asset, code block, system component, application logic, upcoming product model (Advance AI / Elzarto AI), or unreleased cinematic asset (Zyntra's Mystery Box series) can be copied, leaked, modified, distributed, or sold to third parties.

3A.2 Classification of Criminal Offense: Any verified breach of system data, parameter leaks, or unauthorized asset distribution is classified by the company as a major **Criminal Offense**.

3A.3 Immediate Legal Actions: On detection of an optimization breach or leak vector, the VAB systems will trigger an automatic Oms credential freeze, followed by filing a formal ****Criminal Complaint (First Information Report - FIR)**** with law enforcement.

3A.4 Financial & Civil Liabilities: The enterprise legal panel will pursue severe financial damage recovery, complete compensation claims, and continuous civil/criminal asset tracking against the offending entity.

TOTAL COMPLIANCE POINTS REGISTERED // DOCUMENT STATE: ABSOLUTE CORE V1 LOCKED

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