

ElectronAI - Salary Structure & Compensation Policy

Compensation Philosophy

ElectronAI follows a performance-aligned and market-competitive compensation strategy.

Compensation is designed to reward both individual contribution and long-term company growth.

Salary Structure

Base Salary: Fixed annual compensation based on role and experience level.

Performance Bonus: Variable pay linked to quarterly and annual KPIs.

Equity Options: Stock options offered to senior engineers and leadership roles.

Salary Bands (Example)

Junior AI Engineer: \$70,000 - \$90,000 per year.

Mid-Level AI Engineer: \$100,000 - \$130,000 per year.

Senior AI Engineer: \$140,000 - \$180,000 per year.

Principal AI Architect: \$190,000+ with equity participation.

Promotion & Review Policy

Performance reviews occur bi-annually.

Promotions are based on measurable impact, leadership qualities, and technical expertise.