



**Aurion Group**  
Connecting Humanity with Intelligence

# **Staff On Demand (SOD) & Compensation Framework**

*Redefining Work, Compensation, and Career Growth for the Future*

# The Future of Work is Here

Traditional employment models are broken. **The future is about flexibility, performance, and reward-based execution.**

Aurion Group's **Staff On Demand (SOD)** model is built for high performers who want limitless growth, ownership, and compensation based on real impact.



# Why the Old Way No Longer Works



Fixed salaries limit earning potential.



Performance is often disconnected from compensation.



Career growth is slow and bureaucratic.



Employees are bound by rigid contracts instead of real impact.

# Introducing Aurion Group's Staff On Demand (SOD) Model

At Aurion Group, we believe work should be **dynamic, rewarding, and based on results.**

SOD is our innovative framework that **aligns compensation with execution, growth, and ownership.**



# How SOD Works



## **Time-Based Compensation:**

Your earnings scale based on your level of commitment.



## **Project-Based Compensation:**

Deliver impact and earn based on KPIs and OKRs achieved.



## **Equity-Based Compensation:**

Own your success with stock options linked to long-term value creation.

# The 996 Work Model & Fractional Compensation

Aurion Group defines full-time as  
**996 – 9 AM to 9 PM, 6 days a week (72 hours per week).**

If you work fractionally, your compensation is adjusted as a **percentage of the 72-hour standard.**

**100%** commitment (Full-Time)  
= 100% salary, ESOP, and bonuses.

**50%** commitment  
= 50% compensation structure.

**20%** commitment  
= Flexible pay model based on impact.

# SOD Compensation – Built for Infinite Growth



## **Base Salary**

Competitive industry-standard, flexible based on time commitment.



## **Equity (ESOP)**

Ownership in the company, ensuring long-term wealth creation.



## **Performance Bonuses**

Directly linked to your execution and value creation.



## **Profit-Sharing & Growth Rewards**

When the company wins, you win.

# The Power of Ownership – Equity & ESOP

Traditional employment gives you a paycheck. **At Aurion, we give you ownership.**



Employees receive **stock options (ESOP)** based on contribution and impact.



The more you execute, the more you own.



Your long-term wealth grows as the company scales.



# Career Acceleration in the SOD Model

At Aurion, growth is not based on tenure but on **execution**.



No waiting for annual promotions – you grow when you deliver impact.



High performers can transition from part-time to full-time leadership roles.



Your career progression is defined by your results, not office politics.

# Who Thrives in Aurion's SOD Model?

We are looking for:

✓ High performers who want unlimited earning potential.



✓ Self-starters who thrive in dynamic, execution-driven environments.



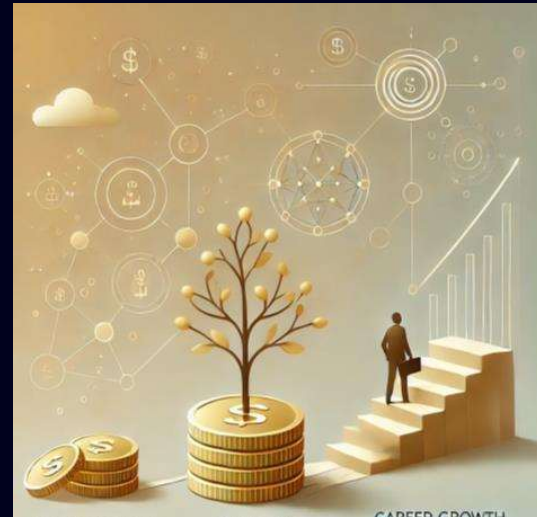
✓ Leaders who believe in ownership, execution, and innovation.



# The Future of Work is Now – Join Aurion Group

Aurion Group is pioneering **the future of compensation, ownership, and career growth.**

Are you ready to be part of an elite ecosystem where you are **rewarded based on your execution, impact, and leadership?**



# Next Steps – Be Part of the Future

💡 Own your future – **Work. Execute. Earn. Grow.**



Apply Now  
Join the Aurion Group SOD Model.



Connect with us and explore  
high-impact opportunities.

*Welcome to Aurion Group – Where the Future of Work Begins.*