

SENIOR ROBOTICS ENGINEER COMPENSATION GUIDELINES 2023

SENIOR ROBOTICS ENGINEER COMPENSATION

NaviFloor Robotics, Inc.

Effective Date: January 1, 2023

1. PURPOSE AND SCOPE

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1. This document establishes the compensation framework and guidelines for

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2. These guidelines apply to all Senior Robotics Engineers employed by the

2. DEFINITIONS

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1. "Senior Robotics Engineer" refers to engineering professionals with:

a) Minimum 5 years of relevant robotics engineering experience

b) Demonstrated expertise in autonomous systems, LiDAR technology, or terrain mapping

c) Level 4 (L4) or above classification in the Company's engineering career ladder

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2. "Total Target Compensation" (TTC) comprises base salary, annual performance

3. BASE SALARY STRUCTURE

- - 2 -

1. Base Salary Range:

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L4 (Senior): \$140,000 - \$180,000

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L5 (Staff): \$170,000 - \$210,000

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L6 (Principal): \$200,000 - \$250,000

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2. Geographic Differentials:

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Silicon Valley/SF Bay Area: +15%

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Boston/NYC Metro: +10%

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Other major tech hubs: +5%

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Remote positions: Based on primary residence location

4. EQUITY COMPENSATION

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1. Restricted Stock Unit (RSU) Grants:

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L4: 15,000 - 25,000 RSUs

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L5: 25,000 - 40,000 RSUs

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L6: 40,000 - 60,000 RSUs

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2. Vesting Schedule:

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4-year vesting period

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1-year cliff for 25% of initial grant

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Quarterly vesting thereafter

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Accelerated vesting provisions per Company's Equity Incentive Plan

5. PERFORMANCE BONUS

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1. Annual Target Bonus (% of base salary):

- - 5 -

L4: 15%

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L5: 20%

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L6: 25%

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2. Bonus Determination Factors:

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Individual Performance Rating (50%)

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Company Performance Multiplier (30%)

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Patent/IP Development Contributions (20%)

6. ADDITIONAL BENEFITS AND ALLOWANCES

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1. Technical Development:

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Annual conference attendance allowance: \$5,000

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Professional certification reimbursement: Up to \$7,500

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Technical publication bonus: \$2,500 per peer-reviewed publication

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2. Research and Development:

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Patent filing bonus: \$10,000 per approved patent

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Innovation award eligibility: Up to \$25,000 annually

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Research lab equipment allowance: \$2,500 annually

7. PERFORMANCE REVIEW AND COMPENSATION

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1. Review Cycle:

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Annual performance reviews conducted in Q4

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Mid-year progress assessments in Q2

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Off-cycle reviews for exceptional circumstances

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2. Salary Adjustment Factors:

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Market competitiveness analysis

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Individual performance metrics

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Technical leadership contributions

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Patent and IP development

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Project delivery impact

8. ADMINISTRATION AND GOVERNANCE

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1. These guidelines shall be administered by the Company's Human Resources

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2. Exceptions to these guidelines require approval from:

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Engineering VP and HR Director: For variances up to 10%

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CTO and CEO: For variances exceeding 10%

9. CONFIDENTIALITY AND PROPRIETARY INFORMATION

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1. This document contains confidential and proprietary information of Naviflex

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2. All compensation information is confidential and should not be shared with

10. AMENDMENTS AND UPDATES

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1. These guidelines are subject to annual review and updates based on market

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2. Material changes require approval from the Board of Directors' Compensation

11. LEGAL COMPLIANCE

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1. These guidelines comply with all applicable federal and state employment

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2. In case of conflict between these guidelines and applicable laws, the latter

Approved by:

Dr. Sarah Chen

CEO, NaviFloor Robotics, Inc.

James Wilson

CFO, NaviFloor Robotics, Inc.

Richard Torres

COO, NaviFloor Robotics, Inc.

Date: December 15, 2022

