

TECHNICAL TALENT RETENTION STRATEGY 2023-2024

TECHNICAL TALENT RETENTION STRATEGY

NaviFloor Robotics, Inc.

Effective Date: January 1, 2023

1. PURPOSE AND SCOPE

-

1. This Technical Talent Retention Strategy ("Strategy") establishes the fram

-

2. This Strategy applies to all technical employees classified as Level T3 or a

2. DEFINITIONS

-

1. "Key Technical Personnel" refers to employees who possess critical know

-

2. "Retention Period" means the twenty-four (24) month period commencing

-

3. "Critical Project" means any development effort related to the Company's

3. RETENTION COMPENSATION STRUCTURE

-

1. Time-Based Retention Bonus

-

Eligible employees shall receive retention bonuses structured as follows:

- a) 25% of base salary at 12 months of continued employment
- b) 35% of base salary at 24 months of continued employment

-

2. Performance-Based Equity Grants

-

Annual Restricted Stock Unit (RSU) grants equal to:

- a) Level T3: 1,000 RSUs
- b) Level T4: 2,000 RSUs
- c) Level T5: 3,500 RSUs
- d) Level T6+: 5,000 RSUs

-

3. Patent and Innovation Incentives

- - 3 -

\$10,000 bonus per approved patent application

-

Additional equity grant of 500 RSUs for significant technical innovations

4. PROFESSIONAL DEVELOPMENT

-

1. Technical Training Allowance

-

Annual allowance of \$5,000 per employee for:

a) Technical certifications

b) Conference attendance

c) Advanced coursework

d) Research publications

- - 4 -

2. Research Time Allocation

-

20% time allocation for research and innovation projects

-

Quarterly innovation showcase opportunities

5. RETENTION REQUIREMENTS

-

1. Continued Employment

-

Employee must maintain continuous, active employment status

-

Performance ratings must meet or exceed "Meets Expectations"

- - 5 -

No documented policy violations

-

2. Non-Competition and Confidentiality

-

Maintenance of existing confidentiality agreements

-

Compliance with IP assignment obligations

-

Adherence to non-solicitation provisions

6. CRITICAL ROLE SUCCESSION PLANNING

-

1. Knowledge Transfer Requirements

-

Quarterly documentation updates of technical systems

-

Cross-training participation requirements

-

Mentorship program participation

-

2. Technical Documentation

-

Maintenance of code repositories

-

System architecture documentation

-

Process workflow documentation

7. ADMINISTRATION AND GOVERNANCE

-

1. Oversight Committee

-

CTO oversight of program implementation

-

Quarterly review by Executive Committee

-

Annual program effectiveness assessment

-

2. Budget Allocation

- - 8 -

Annual budget of \$4.5M for retention compensation

-

\$750,000 for professional development

-

\$500,000 for innovation incentives

8. MODIFICATIONS AND TERMINATION

-

1. The Company reserves the right to modify or terminate this Strategy at any time.

-

Earned benefits will be honored

-

30 days' notice will be provided for material changes

- - 9 -

Existing retention bonus commitments will be maintained

9. LEGAL COMPLIANCE

-

1. This Strategy shall be implemented in accordance with:

-

Delaware corporate law

-

Federal securities regulations

-

Applicable employment laws

-

Company bylaws and policies

10. CONFIDENTIALITY

-

1. This document contains confidential and proprietary information of NaviF

APPROVAL AND EXECUTION

APPROVED by the Board of Directors of NaviFloor Robotics, Inc. on December 1, 2022.

By:

Dr. Sarah Chen

Chief Executive Officer

By:

Marcus Depth

Chief Technology Officer

By:

James Wilson

Chief Financial Officer

Date: December 15, 2022

