

Professional Certification and Continuing Education Policy

Nexus Intelligent Systems, Inc.

1. PURPOSE AND SCOPE

1 This Professional Certification and Continuing Education Policy ("Policy") establishes the framework for professional development, skill enhancement, and ongoing learning for all employees of Nexus Intelligent Systems, Inc. (the "Company").

2 The Policy applies to all full-time and part-time employees across all departments and levels of the organization, with specific provisions tailored to different professional tracks and career stages.

2. POLICY OBJECTIVES

1 Professional Development Goals

- Maintain and enhance the technical and professional competencies of the Company's workforce
- Support strategic organizational capabilities in enterprise AI services and predictive analytics
- Ensure continuous alignment of employee skills with emerging technological and industry standards
- Promote a culture of continuous learning and professional growth

2 Key Objectives

- (a) Establish clear guidelines for professional certification and educational support
- (b) Define financial and administrative support mechanisms for employee development
- (c) Create transparent processes for certification reimbursement and professional development
- (d) Align individual professional growth with organizational strategic objectives

3. CERTIFICATION SUPPORT FRAMEWORK

1 Eligible Certifications

The Company will provide financial and administrative support for professional certifications in the following categories:

- Technical Certifications (AI, Machine Learning, Cloud Computing)
- Project Management Certifications

- Industry-Specific Professional Credentials
- Advanced Analytics and Data Science Certifications
- Cybersecurity and Information Systems Certifications

2 Reimbursement Structure

(a) Full-Time Employees

- Up to \$5,000 annually for approved professional certifications
- 100% reimbursement for certifications directly aligned with current role
- 50% reimbursement for adjacent or strategic skill development certifications

(b) Part-Time and Contract Employees

- Pro-rated certification support based on hours worked
- Specific terms outlined in individual employment agreements

4. CONTINUING EDUCATION PROVISIONS

1 Educational Assistance

- Annual educational stipend of \$3,000 for approved professional development programs
- Support for conference attendance, workshops, and specialized training
- Online and in-person learning modalities supported

2 Approval Process

(a) Employees must submit a detailed professional development plan

(b) Plans must demonstrate:

- Clear alignment with organizational objectives
- Potential impact on current or future role
- Measurable learning outcomes
- Estimated return on investment

5. COMMITMENT AND SERVICE OBLIGATIONS

1 Repayment Conditions

Employees receiving certification or educational support must:

- Remain employed with the Company for a minimum of 24 months following certification
- Demonstrate successful completion with minimum qualifying scores

- Apply learned skills within their current or future role

2 Repayment Schedule

- 100% reimbursement requires full 24-month commitment
- Prorated repayment for early departure:
- 0-12 months: 100% repayment
- 12-18 months: 50% repayment
- 18-24 months: 25% repayment

6. ADMINISTRATIVE IMPLEMENTATION

1 Governance

- Human Resources Department administers policy
- Annual review and potential policy modifications
- Transparent communication of program updates

2 Reporting and Tracking

- Quarterly reporting on certification and educational investments
- Individual professional development tracking
- Annual assessment of program effectiveness

7. DISCLAIMER AND MODIFICATIONS

1 The Company reserves the right to modify, suspend, or terminate this policy at any time, with reasonable notice to employees.

2 This policy does not constitute a contractual obligation and is subject to the Company's discretionary implementation.

8. EFFECTIVE DATE

This policy is effective as of January 22, 2024, superseding all prior professional development policies.

Approved By: Dr. Elena Rodriguez, Chief Executive Officer

Date: January 22, 2024