

Executive Leadership Team Structure & Reporting Lines

DeepShield Systems, Inc.

Last Updated: January 11, 2024

Document Reference: ORG-ELT-2024-001

1. Purpose and Scope

This document outlines the formal organizational structure, reporting relationships, and governance framework for DeepShield Systems, Inc.'s ("Company") Executive Leadership Team ("ELT"). This structure has been approved by the Board of Directors and is effective as of January 1, 2024.

2. Executive Leadership Team Composition

2.1 Core Executive Officers

The ELT consists of the following officer positions:

- Chief Executive Officer (CEO)
- Chief Technology Officer (CTO)
- Chief Financial Officer (CFO)
- Chief Security Architect (CSA)
- Vice President of Engineering
- Vice President of Sales & Business Development
- Vice President of Customer Success
- General Counsel & Corporate Secretary

2.2 Current Leadership Appointments

As of the effective date, the following individuals hold executive positions:

- CEO: Dr. Marcus Chen
- CTO: Sarah Blackwood
- CFO: Robert Kessler
- Chief Security Architect: Dr. Elena Rodriguez
- VP of Engineering: James Morrison

- VP of Sales & Business Development: Position Currently Vacant
- VP of Customer Success: Michael Torres
- General Counsel: Amanda Walsh

3. Reporting Structure

3.1 Board Reporting

The CEO reports directly to the Board of Directors and serves as the primary liaison between the Board and the ELT.

3.2 Executive Reporting Lines

The following positions report directly to the CEO:

- Chief Technology Officer
- Chief Financial Officer
- Chief Security Architect
- VP of Sales & Business Development
- General Counsel

The following positions report to the CTO:

- VP of Engineering
- VP of Customer Success

3.3 Functional Reporting Relationships

Each executive maintains dotted-line relationships with other functional areas as follows:

- Chief Security Architect maintains functional alignment with Engineering and Customer Success
- CFO maintains functional oversight of Procurement and Vendor Management
- General Counsel maintains functional oversight of Compliance and Risk Management

4. Roles and Responsibilities

4.1 Chief Executive Officer

- Strategic direction and corporate vision

- Board relations and corporate governance
- Executive team leadership and development
- Strategic partnerships and M&A activities
- Investor relations and external communications

4.2 Chief Technology Officer

- Technology strategy and roadmap
- Product development oversight
- R&D initiatives and innovation
- Technical partnerships
- Architecture and infrastructure

4.3 Chief Financial Officer

- Financial planning and analysis
- Treasury and cash management
- Accounting and tax compliance
- Investor relations support
- Risk management and insurance

4.4 Chief Security Architect

- Security architecture design
- Threat modeling and risk assessment
- Security standards and compliance
- Customer security requirements
- Industry security partnerships

5. Governance Framework

5.1 Executive Committee Meetings

- Weekly ELT meetings (Monday, 9:00 AM ET)
- Monthly business review sessions
- Quarterly strategic planning sessions
- Annual leadership retreat

5.2 Decision-Making Authority

- Strategic decisions: Full ELT consensus required
- Operational decisions: Functional leader discretion
- Financial commitments: Per approved authorization matrix
- Personnel decisions: Per HR policies and procedures

6. Succession Planning

6.1 Emergency Succession

In the event of an unexpected vacancy:

- CEO: Board Chair assumes interim leadership
- Other ELT roles: CEO designates interim leader

6.2 Planned Succession

- Annual succession planning review
- Development of internal candidates
- External candidate pipeline maintenance
- Leadership development programs

7. Compensation and Performance Management

7.1 Compensation Structure

- Base salary aligned with market benchmarks
- Annual performance bonus
- Long-term equity incentives
- Benefits package
- Retention agreements as applicable

7.2 Performance Review Process

- Quarterly objectives review
- Annual performance evaluation
- 360-degree feedback
- Development planning

8. Amendments and Updates

This structure may be amended by:

- Board approval for material changes
- CEO approval for non-material updates
- Annual review requirement

9. Confidentiality

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10. Document Control

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Document Owner: General Counsel

Approved By: Board of Directors

APPROVED AND ADOPTED:

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Dr. Marcus Chen

Chief Executive Officer

Date: January 11, 2024

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Richard Thompson

Chairman of the Board

Date: January 11, 2024