RECRUITMENT PROCESS FOR SECURITY ENGINEERS

DeepShield Systems, Inc.

Effective Date: January 15, 2024

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Classification: Confidential - Internal Use Only

1. PURPOSE AND SCOPE

1. This document establishes the standardized recruitment process for Security Engineering positions within DeepShield Systems, Inc. ("Company") to ensure the identification and selection of highly qualified candidates for roles critical to the Company's industrial cybersecurity and critical infrastructure protection operations.

2. This process applies to all Security Engineering positions, including but not limited to:

- Senior Security Engineers

- Industrial Control Systems (ICS) Security Engineers

- SCADA Security Specialists

- OT Security Engineers

- Maritime Security Systems Engineers

2. QUALIFICATION REQUIREMENTS

1. Minimum Educational Requirements:

- Bachelor's degree in Computer Science, Cybersecurity, Electrical Engineering, or related field

- Master's degree preferred for senior positions

- Relevant industry certifications (CISSP, GICSP, CEH, or equivalent)

2. Experience Requirements:

- Minimum 5 years' experience in industrial cybersecurity for senior positions

- Demonstrated expertise in OT/ICS environments

- Prior experience with SCADA systems and industrial protocols

- Maritime sector experience required for maritime security positions

3. RECRUITMENT PROCESS STAGES

1. Initial Screening

a) Review of application materials against minimum qualifications

b) Technical skills assessment

c) Background verification initiation

d) Security clearance pre-screening where applicable

2. Technical Assessment

a) Online technical evaluation

b) Practical security architecture assessment

c) Code review exercise

d) ICS/SCADA systems knowledge test

3. Interview Process

a) Initial technical screening with Engineering Manager

b) Deep-dive technical interview with Senior Security Architect

c) System design discussion with Engineering team

d) Final interview with Department Director

e) Culture fit assessment with HR

4. SECURITY CLEARANCE AND VERIFICATION

1. All candidates must successfully complete:

- Criminal background check

- Employment verification

- Education verification

- Professional certification verification

- Credit check (for senior positions)

- Drug screening

2. Additional Requirements:

- Export control compliance verification

- Maritime security clearance (if applicable)

- Critical infrastructure access eligibility

5. COMPENSATION AND OFFER PROCESS

1. Compensation Structure:

- Base salary aligned with market rates

- Annual performance bonus

- Equity compensation (RSUs)

- Security certification allowance

- Relocation assistance (if applicable)

2. Offer Authorization:

- VP of Engineering approval required

- Compensation Committee review for senior positions

- HR Director final sign-off

6. ONBOARDING REQUIREMENTS

1. Security Training:

- Proprietary security architecture training

- ICS security protocols orientation

- Maritime security procedures (if applicable)

- Company security policies and procedures

2. Documentation Requirements:

- Non-disclosure agreement

- Intellectual property assignment

- Security protocols acknowledgment

- Code of conduct acceptance

7. COMPLIANCE AND REPORTING

1. All recruitment activities must comply with:

- Federal and state employment laws

- Export control regulations

- Maritime security regulations

- Critical infrastructure protection requirements

- Company security policies

2. Documentation and Record Keeping:

- Maintain detailed recruitment records for 7 years

- Security clearance documentation retention

- Interview evaluation documentation

- Technical assessment results

8. MODIFICATIONS AND UPDATES

1. This process is subject to periodic review and updates based on:

- Regulatory changes

- Security requirement modifications

- Company policy updates

- Industry best practices

9. CONFIDENTIALITY

1. All information related to the recruitment process, candidate details, and security requirements shall be treated as confidential and proprietary to DeepShield Systems, Inc.

APPROVAL AND EXECUTION

APPROVED AND ADOPTED by DeepShield Systems, Inc.

By:

James Morrison

VP of Engineering

By:

Robert Kessler

Chief Financial Officer

Date: January 15, 2024