

ENGINEERING CAREER ADVANCEMENT FRAMEWORK

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NaviFloor Robotics, Inc.

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1. PURPOSE AND SCOPE

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1. This Engineering Career Advancement Framework ("Framework") establi

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2. This Framework supersedes all previous career advancement policies and

2. DEFINITIONS

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1. "Career Level" refers to the designated position level within the engineering

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2. "Technical Track" refers to the individual contributor advancement path for

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3. "Management Track" refers to the leadership advancement path focusing on

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4. "Competency Matrix" refers to the standardized evaluation criteria for each

3. ENGINEERING CAREER LEVELS

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1. Technical Track Levels:

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E1: Associate Engineer

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E2: Engineer

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E3: Senior Engineer

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E4: Staff Engineer

-

E5: Principal Engineer

- - 3 -

E6: Distinguished Engineer

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E7: Fellow Engineer

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2. Management Track Levels:

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M1: Engineering Team Lead

-

M2: Engineering Manager

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M3: Senior Engineering Manager

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M4: Director of Engineering

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M5: Senior Director of Engineering

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M6: VP of Engineering

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M7: Chief Technology Officer

4. ADVANCEMENT CRITERIA

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1. Technical Competencies

-

Robotics systems design and implementation

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AMR navigation and control systems

- - 5 -

LiDAR and sensor integration

-

Machine learning and AI applications

-

System architecture and scalability

-

Code quality and technical documentation

-

Performance optimization and debugging

-

2. Leadership Competencies

-

Technical project management

- - 6 -

Team mentorship and development

-

Cross-functional collaboration

-

Strategic planning and execution

-

Resource allocation and budgeting

-

Innovation and research direction

-

Stakeholder management

5. ADVANCEMENT PROCESS

- - 7 -

1. Review Cycles

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Regular performance reviews conducted semi-annually

-

Career advancement reviews conducted annually

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Off-cycle promotions permitted for exceptional performance

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2. Documentation Requirements

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Self-assessment documentation

-

Manager recommendation

- - 8 -

Peer feedback (minimum 3 reviews)

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Project impact assessment

-

Technical contribution portfolio

-

Leadership contribution evidence (if applicable)

-

3. Approval Chain

-

Direct Manager

-

Department Head

- - 9 -

Engineering Review Committee

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Chief Technology Officer (for E5+ and M3+ positions)

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CEO (for E7 and M7 positions)

6. COMPENSATION ALIGNMENT

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1. Each Career Level corresponds to a defined compensation band, including

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Base salary range

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Annual bonus target

- - 10 -

Equity grant guidelines

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Professional development allowance

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2. Compensation adjustments shall be reviewed concurrent with level advancement

7. PROFESSIONAL DEVELOPMENT

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1. Required Training

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Technical certification requirements by level

-

Leadership development programs

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Industry conference participation

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Internal knowledge sharing sessions

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2. Development Resources

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Annual learning and development budget

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Mentorship program participation

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Research publication support

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Patent application support

8. IMPLEMENTATION AND COMPLIANCE

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1. The Human Resources department, in conjunction with the Engineering le

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2. All engineering career advancement decisions must comply with this Fram

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3. Exceptions to this Framework require written approval from both the CTC

9. CONFIDENTIALITY

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1. This Framework contains confidential and proprietary information of Nav

10. AMENDMENTS

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1. This Framework may be amended by the Company at any time, with notif

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

ACKNOWLEDGMENT

The undersigned acknowledges receipt and understanding of this Engineering Career Advancement Framework.

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[Employee Name]

[Title]

Date: _

Marcus Depth

Chief Technology Officer

NaviFloor Robotics, Inc.

Date: _

Dr. Sarah Chen

Chief Executive Officer

NaviFlo~~g~~ Robotics, Inc.

Date: _

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