

Engineering Career Progression Framework

DeepShield Systems, Inc.

Effective Date: January 15, 2024

Document Version: 2.0

1. Purpose and Scope

1. This Engineering Career Progression Framework ("Framework") establishes the official career development and advancement structure for all engineering roles within DeepShield Systems, Inc. ("Company").

2. This Framework applies to all full-time and part-time engineering employees across software engineering, security engineering, systems engineering, and industrial control systems engineering disciplines.

2. Career Tracks

1. Technical Individual Contributor (IC) Track

- Associate Engineer (L1)
- Engineer (L2)
- Senior Engineer (L3)
- Staff Engineer (L4)
- Principal Engineer (L5)
- Distinguished Engineer (L6)

2. Engineering Management Track

- Engineering Team Lead (M1)
- Engineering Manager (M2)
- Senior Engineering Manager (M3)
- Director of Engineering (M4)
- VP of Engineering (M5)

3. Advancement Criteria

1. Technical Expertise

- Demonstrated mastery of industrial control systems (ICS)
- Proficiency in OT security architectures
- Understanding of SCADA networks and protocols
- Expertise in relevant programming languages and frameworks
- Knowledge of maritime and subsea infrastructure systems

2. Project Impact

- Contribution to company's core security platform
- Implementation of critical features and systems
- Technical leadership on strategic initiatives
- Innovation in industrial cybersecurity solutions
- Performance optimization and scalability improvements

3. Leadership and Influence

- Mentorship of junior engineers
- Cross-functional collaboration
- Technical decision-making
- Architecture and design leadership
- Industry thought leadership

4. Evaluation Process

1. Performance Reviews

- Bi-annual comprehensive evaluations
- Continuous feedback from direct managers
- Peer feedback collection
- Project outcome assessments
- Technical skill evaluations

2. Promotion Cycles

- Regular promotion reviews conducted quarterly
- Emergency promotions permitted for exceptional cases
- Minimum tenure requirements per level

- Performance documentation requirements
- Compensation adjustment procedures

5. Skill Matrix Requirements

1. Technical Skills

- Industrial control system security
- Network protocol analysis
- Threat detection and response
- System architecture design
- Performance optimization
- Security compliance frameworks

2. Professional Skills

- Project management
- Technical communication
- Team collaboration
- Client interaction
- Problem-solving
- Innovation leadership

6. Compensation Structure

1. Each level corresponds to a defined compensation band, including:

- Base salary range
- Annual bonus target
- Equity compensation
- Performance incentives
- Special project bonuses

2. Compensation adjustments are reviewed:

- Upon promotion
- During annual review cycles
- For market adjustments

- For exceptional performance
- For critical retention cases

7. Development Resources

1. The Company provides:

- Training and certification programs
- Conference attendance allowance
- Professional development budget
- Technical workshop participation
- Industry certification support

8. Administrative Provisions

1. Framework Administration

- VP of Engineering owns Framework maintenance
- HR administers promotion processes
- Annual Framework review required
- Quarterly metrics analysis
- Regular benchmark against industry standards

2. Documentation Requirements

- Performance review documentation
- Promotion justification records
- Skill assessment results
- Project impact evidence
- Leadership contribution records

9. Legal Considerations

1. This Framework is not a contract of employment and does not alter the at-will employment relationship between the Company and its employees.
2. The Company reserves the right to modify this Framework at any time, with or without notice.

10. Approval and Implementation

APPROVED AND ADOPTED by DeepShield Systems, Inc. on January 15, 2024.

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[HR Director Name]

Director of Human Resources