ENGINEERING CAREER ADVANCEMENT FRAMEWORK

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NaviFloor Robotics, Inc.

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1. PURPOSE AND SCOPE

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

3. ENGINEERING CAREER LEVELS

- 1. Technical Track Levels:
- E1: Associate Engineer
- E2: Engineer
- E3: Senior Engineer
- E4: Staff Engineer

E5: Principal Engineer

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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

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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

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Robotics systems design and implementation

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AMR navigation and control systems

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LiDAR and sensor integration

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Machine learning and AI applications

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System architecture and scalability

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Code quality and technical documentation

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Performance optimization and debugging

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2. Leadership Competencies

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Technical project management

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Team mentorship and development

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Cross-functional collaboration

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Strategic planning and execution

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Resource allocation and budgeting

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Innovation and research direction

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Stakeholder management

5. ADVANCEMENT PROCESS

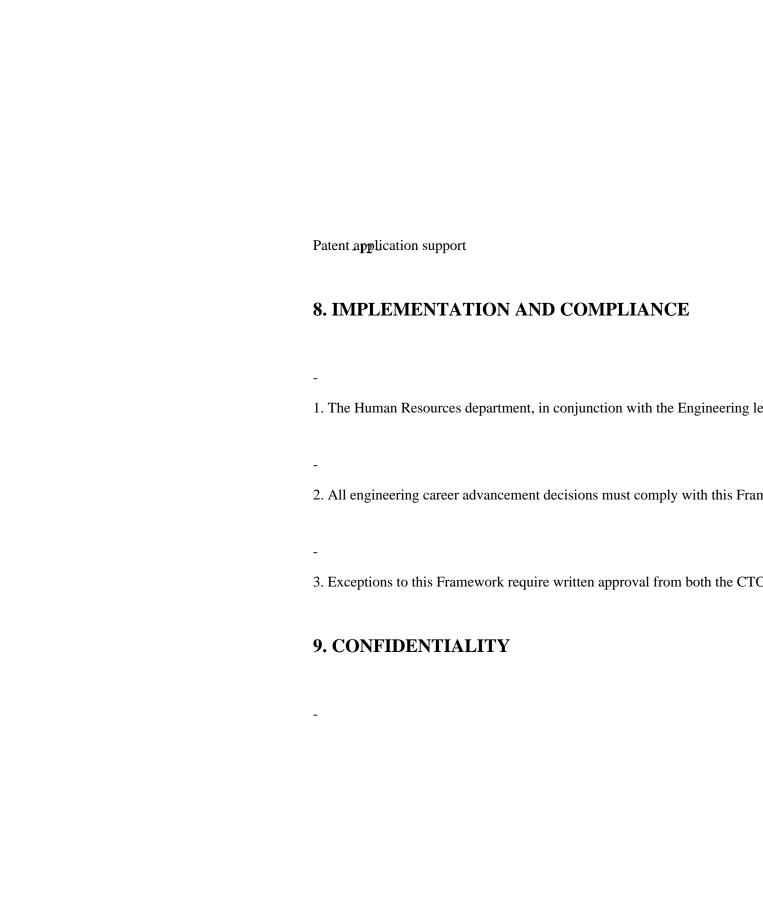
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1. Review Cycles
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Regular performance reviews conducted semi-annually
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Career advancement reviews conducted annually
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Off-cycle promotions permitted for exceptional performance
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2. Documentation Requirements
-
Self-assessment documentation
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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

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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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Each Career Level corresponds to a defined compensation band, including
Each Career Level corresponds to a defined compensation band, including Base salary range
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Equity grant guidelines
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Professional development allowance
-
2. Compensation adjustments shall be reviewed concurrent with level advance
7. PROFESSIONAL DEVELOPMENT
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1. Required Training
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Technical certification requirements by level
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Leadership development programs
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Industry conference participation
-
Internal knowledge sharing sessions
-
2. Development Resources
-
Annual learning and development budget
-
Mentorship program participation
-
Research publication support
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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 Engineerin
Career Advancement Framework.

[Employee Name]

[Title]

Date: _

Marcus Depth

Chief Technology Officer

NaviFloor Robotics, Inc.

Date: _

Dr. Sarah Chen

Chief Executive Officer

Date: _

