

# **Nexus Intelligent Systems, Inc. Employee Compensation Framework 2024**

## **CONFIDENTIAL DOCUMENT**

### **PREAMBLE**

This Employee Compensation Framework ("Framework") is established by Nexus Intelligent Systems, Inc., a Delaware corporation (hereinafter "Company"), effective as of January 22, 2024, to define comprehensive compensation strategies and principles for all employees.

### **1. DEFINITIONS**

1 "Base Compensation" shall mean the fixed annual salary paid to an employee, exclusive of bonuses, equity, or additional incentive payments.

2 "Variable Compensation" shall include performance-based bonuses, commissions, and equity-based incentive awards.

3 "Total Target Compensation" shall represent the aggregate of Base Compensation and potential Variable Compensation for each employee classification.

### **2. COMPENSATION PHILOSOPHY**

#### **1 Guiding Principles**

- Competitive market positioning
- Performance-driven reward structures
- Alignment with company strategic objectives
- Equity and transparency in compensation practices

#### **2 Compensation Objectives**

- Attract and retain top-tier talent in enterprise AI and technology sectors
- Motivate high performance through meaningful incentive structures
- Maintain internal pay equity
- Support company growth and innovation goals

### **3. COMPENSATION STRUCTURE**

#### **1 Salary Bands**

Compensation will be structured across six professional levels:

- Entry Level: \$65,000 - \$95,000
- Junior Professional: \$95,000 - \$125,000
- Mid-Level Professional: \$125,000 - \$165,000
- Senior Professional: \$165,000 - \$225,000
- Leadership: \$225,000 - \$350,000
- Executive: \$350,000 - \$500,000

## 2 Variable Compensation Components

### a) Annual Performance Bonus

- Range: 10% - 30% of Base Compensation
- Determined by individual and company performance metrics
- Discretionary component based on strategic contributions

### b) Equity Compensation

- Stock Option Grants
- Vesting Schedule: 4-year cliff with 1-year initial vestment
- Annual Allocation: 0.1% - 2% of total company equity
- Restricted Stock Units (RSUs)
- Targeted at leadership and critical technical roles
- Performance-based vesting conditions

## 4. BENEFITS FRAMEWORK

### 1 Standard Benefits

- Comprehensive medical, dental, and vision insurance
- 401(k) matching up to 6% of Base Compensation
- Flexible spending accounts
- Life and disability insurance
- Professional development allowance

### 2 Additional Perks

- Remote work flexibility
- Annual technology stipend

- Wellness program credits
- Continuous learning and certification support

## **5. PERFORMANCE EVALUATION**

### **1 Annual Review Process**

- Comprehensive 360-degree performance assessment
- Objective key performance indicators (KPIs)
- Peer and leadership feedback mechanisms

### **2 Compensation Adjustment Criteria**

- Individual performance
- Market competitiveness
- Company financial performance
- Strategic role criticality

## **6. LEGAL PROVISIONS**

### **1 Non-Discrimination**

This Framework shall be implemented without regard to race, color, religion, gender, sexual orientation, national origin, age, disability, or veteran status.

### **2 Modification Rights**

The Company reserves the right to modify, suspend, or terminate this Framework at any time, with appropriate notice.

## **7. CONFIDENTIALITY**

All compensation details contained herein are strictly confidential and may not be disclosed without explicit written authorization from the Chief Human Resources Officer.

## **EXECUTION**

Approved and Executed:

Dr. Elena Rodriguez

Chief Executive Officer

Nexus Intelligent Systems, Inc.

Date: January 22, 2024