

Corporate Workforce Demographics and Diversity Metrics

Confidential Document

Prepared for: Potential Investors and Due Diligence Review

Date of Preparation: January 22, 2024

Company: Nexus Intelligent Systems, Inc.

1. EXECUTIVE SUMMARY

1 This document provides a comprehensive analysis of workforce demographics and diversity metrics for Nexus Intelligent Systems, Inc. (hereinafter "the Company"), prepared in connection with potential investment and strategic review processes.

2 The metrics and data contained herein represent a comprehensive snapshot of the Company's human capital composition as of December 31, 2023, and are intended to provide transparent insights into the organization's workforce structure and diversity initiatives.

2. WORKFORCE COMPOSITION

1 Total Headcount

- Total Employees: 87
- Full-Time Employees: 82
- Part-Time Employees: 5
- Contract Workers: 12

2 Gender Distribution

- Male Employees: 59 (67.8%)
- Female Employees: 26 (29.9%)
- Non-Binary/Other: 2 (2.3%)

3 Age Demographics

- Under 30 years: 32 (36.8%)
- 30-40 years: 38 (43.7%)
- 41-50 years: 14 (16.1%)
- Over 50 years: 3 (3.4%)

3. DIVERSITY METRICS

1 Racial/Ethnic Composition

- White/Caucasian: 42 (48.3%)
- Asian/Pacific Islander: 28 (32.2%)
- Hispanic/Latino: 9 (10.3%)
- Black/African American: 6 (6.9%)
- Two or More Races: 2 (2.3%)

2 Leadership Representation

- Executive Leadership Team: 3 members
- Female Representation: 1 (33.3%)
- Racial/Ethnic Minority Representation: 2 (66.7%)

3 Technical Roles

- Total Technical Positions: 52
- Female Technical Employees: 12 (23.1%)
- Racial/Ethnic Minority Technical Employees: 28 (53.8%)

4. COMPENSATION EQUITY

1 Compensation Analysis

- Median Total Compensation: \$124,500
- Gender Pay Ratio (Male to Female): 1.12:1
- Racial Pay Equity Variance: 3.5%

2 Compensation Bands

- Entry-Level Positions: \$75,000 - \$95,000
- Mid-Level Positions: \$110,000 - \$145,000
- Senior Positions: \$160,000 - \$225,000
- Executive Positions: \$250,000 - \$375,000

5. DIVERSITY AND INCLUSION INITIATIVES

1 Current Programs

- Unconscious Bias Training: Mandatory annual program
- Mentorship Program: Structured cross-demographic mentoring
- Recruitment Diversity Targets: 40% underrepresented groups by 2025

2 External Certifications

- Great Place to Work Certification: Achieved in 2023
- Diversity in Tech Leadership Award: Recipient in 2022

6. LEGAL DISCLAIMERS

1 Data Accuracy

The information presented herein has been compiled from internal human resources records and represents the most accurate representation of workforce demographics as of the preparation date.

2 Confidentiality

This document is strictly confidential and intended solely for authorized review purposes. Unauthorized reproduction or distribution is prohibited.

7. CERTIFICATION

I, Dr. Elena Rodriguez, CEO of Nexus Intelligent Systems, Inc., certify that the information contained in this document is true, accurate, and complete to the best of my knowledge.

—

Dr. Elena Rodriguez

Chief Executive Officer

Nexus Intelligent Systems, Inc.

Date: January 22, 2024