

Workforce Demographic Analysis

Confidential Document - Nexus Intelligent Systems, Inc.

1. PRELIMINARY STATEMENT

This Workforce Demographic Analysis ("Analysis") is prepared as of January 22, 2024, by Nexus Intelligent Systems, Inc., a Delaware corporation (the "Company"), for the purpose of providing a comprehensive overview of the Company's human capital composition and strategic workforce characteristics.

2. WORKFORCE COMPOSITION

2.1 Total Headcount

As of December 31, 2023, the Company maintains a total workforce of 87 full-time employees, distributed across the following organizational segments:

- Engineering & Product Development: 42 employees (48.3%)
- Sales & Business Development: 18 employees (20.7%)
- Operations & Support: 15 employees (17.2%)
- Executive Leadership & Administration: 12 employees (13.8%)

2.2 Age Demographics

The workforce age distribution is structured as follows:

- 22-30 years: 38 employees (43.7%)
- 31-40 years: 35 employees (40.2%)
- 41-50 years: 10 employees (11.5%)
- 51+ years: 4 employees (4.6%)

2.3 Gender Representation

Gender composition reflects the following profile:

- Male: 62 employees (71.3%)
- Female: 23 employees (26.4%)
- Non-Binary/Other: 2 employees (2.3%)

2.4 Educational Background

Employee educational credentials demonstrate the following distribution:

- Advanced Degrees (Ph.D/Master's): 29 employees (33.3%)
- Bachelor's Degrees: 48 employees (55.2%)
- Other Technical Certifications: 10 employees (11.5%)

3. COMPENSATION & BENEFITS OVERVIEW

3.1 Compensation Structure

The Company maintains a competitive compensation framework with the following characteristics:

- Base Salary Range: \$75,000 - \$225,000
- Median Base Compensation: \$118,500
- Annual Bonus Potential: 10-25% of base salary
- Equity Compensation: Restricted Stock Units (RSUs) for key personnel

3.2 Benefits Package

Comprehensive benefits include:

- Health Insurance (Medical, Dental, Vision)
- 401(k) Retirement Plan with Company Match
- Flexible Work Arrangements
- Professional Development Stipend
- Comprehensive Parental Leave Policy

4. WORKFORCE DIVERSITY & INCLUSION

4.1 Diversity Metrics

The Company is committed to maintaining a diverse and inclusive workplace:

- Ethnic Diversity:
- White/Caucasian: 52%
- Asian: 28%
- Hispanic/Latino: 12%
- Black/African American: 6%

- Other/Mixed: 2%

4.2 Inclusion Initiatives

Active programs include:

- Unconscious Bias Training
- Mentorship Programs
- Diverse Recruitment Strategies

5. LEGAL DISCLAIMERS

5.1 Confidentiality

This document contains proprietary and confidential information. Unauthorized disclosure is strictly prohibited.

5.2 Limitations

This analysis represents a snapshot of workforce demographics as of December 31, 2023, and is subject to change.

6. CERTIFICATION

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

—

Dr. Elena Rodriguez

Chief Executive Officer

Nexus Intelligent Systems, Inc.

Date: January 22, 2024