

# Workforce Demographic and Talent Distribution Analysis

**Confidential Document - Nexus Intelligent Systems, Inc.**

## **PRELIMINARY STATEMENT**

This Workforce Demographic and Talent Distribution Analysis (the "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 assessment of the Company's human capital resources, organizational structure, and talent distribution.

### **1. EXECUTIVE SUMMARY**

1 The Company maintains a strategic workforce composition aligned with its enterprise AI services and predictive analytics business model, with a total of 87 employees as of the date of this Analysis.

2 The workforce represents a critical intellectual asset, with 62% of employees holding advanced degrees in computer science, data engineering, machine learning, and related technical disciplines.

### **2. DEMOGRAPHIC COMPOSITION**

#### 1 Age Distribution

- 18-25 years: 12% of workforce
- 26-35 years: 48% of workforce
- 36-45 years: 29% of workforce
- 46-55 years: 9% of workforce
- 55+ years: 2% of workforce

#### 2 Gender Representation

- Male: 68%
- Female: 29%
- Non-binary/Other: 3%

#### 3 Ethnic Diversity

- Asian: 42%
- White: 38%
- Hispanic/Latino: 12%

- Black/African American: 6%
- Other/Mixed: 2%

### **3. TALENT SEGMENTATION**

#### **1 Organizational Breakdown**

- Engineering/Technical Roles: 52%
- Product Management: 15%
- Sales and Business Development: 12%
- Research and Innovation: 10%
- Administrative and Support: 11%

#### **2 Educational Qualifications**

- Ph.D. Level: 18%
- Master's Degree: 44%
- Bachelor's Degree: 35%
- Other/Professional Certifications: 3%

### **4. TALENT ACQUISITION AND RETENTION**

#### **1 Recruitment Metrics**

- Average Time-to-Hire: 47 days
- Annual Turnover Rate: 8.6%
- Internal Promotion Rate: 22%

#### **2 Compensation Structure**

- Median Total Compensation: \$142,500
- Equity Compensation Participation: 65% of employees
- Performance Bonus Eligibility: 80%

### **5. SKILL DISTRIBUTION**

#### **1 Core Technical Competencies**

- Machine Learning Engineering: 35%
- Data Science: 28%
- Cloud Architecture: 15%

- AI Model Development: 12%
- DevOps and Infrastructure: 10%

## 2 Domain Expertise

- Manufacturing Predictive Maintenance: 40%
- Energy Sector Analytics: 25%
- Transportation Infrastructure: 20%
- Enterprise Digital Transformation: 15%

## 6. TALENT DEVELOPMENT

### 1 Professional Development

- Annual Training Budget: \$1,250 per employee
- Continuing Education Support: 100% tuition reimbursement
- Internal Training Programs: 120 hours annually per employee

### 2 Career Progression

- Defined Career Tracks: Technical, Management, Research
- Mentorship Program Participation: 75%
- Leadership Development Initiatives: Quarterly workshops

## 7. LEGAL DISCLAIMERS

1 This Analysis represents a snapshot of the Company's workforce as of January 22, 2024, and is subject to change.

2 All information is provided on a confidential basis and may not be reproduced or distributed without explicit written consent.

3 The Company reserves the right to modify its workforce composition and talent strategy at its sole discretion.

## CERTIFICATION

The undersigned hereby certifies that the information contained herein is true, accurate, and complete to the best of their knowledge.

Executed this 22nd day of January, 2024.

Dr. Elena Rodriguez

Chief Executive Officer

Nexus Intelligent Systems, Inc.