

# **Compensation Benchmarking Report**

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

## **Executive Summary**

This Compensation Benchmarking Report ("Report") provides a comprehensive analysis of compensation structures, market positioning, and competitive talent strategies for Nexus Intelligent Systems, Inc. (the "Company") within the enterprise AI services and predictive analytics sector.

## **1. Methodology and Scope**

### **1 Data Collection**

The compensation benchmarking analysis was conducted using the following methodological approaches:

- Proprietary salary survey data from Willis Towers Watson
- Compensation databases from Radford Global Technology Survey
- Direct peer group compensation comparables
- Internal Company compensation records

### **2 Comparative Cohort**

The comparative analysis included the following peer group characteristics:

- Technology services firms in enterprise AI sector
- Companies with \$8-25M annual revenue
- Headcount between 50-150 employees
- Series A/B venture-backed technology companies
- Geographic focus: United States (West Coast and Northeast regions)

## **2. Compensation Structural Analysis**

### **1 Total Compensation Framework**

The Company's total compensation structure comprises:

- Base Salary
- Annual Performance Bonus
- Equity Compensation (Stock Options/RSUs)

- Health and Wellness Benefits
- Professional Development Allowances

## 2 Salary Band Positioning

Compensation bands are structured across five primary levels:

- Entry Level: \$85,000 - \$125,000
- Mid-Level: \$125,000 - \$185,000
- Senior Level: \$185,000 - \$250,000
- Leadership Level: \$250,000 - \$375,000
- Executive Leadership: \$375,000 - \$650,000

## 3. Competitive Benchmarking Insights

### 1 Base Salary Competitiveness

Nexus Intelligent Systems demonstrates competitive base salary positioning at approximately:

- 92nd percentile for AI/Machine Learning Engineers
- 87th percentile for Data Scientists
- 85th percentile for Product Management roles
- 80th percentile for Sales Engineering positions

### 2 Equity Compensation Analysis

Equity compensation structures reveal:

- Standard 4-year vesting schedule
- 25% annual cliff vesting
- Typical grant ranges:
- Entry Level: 0.05% - 0.15% total equity
- Mid-Level: 0.15% - 0.35% total equity
- Senior Level: 0.35% - 0.75% total equity
- Leadership Level: 0.75% - 2.0% total equity

## 4. Market Positioning Recommendations

### 1 Talent Attraction Strategies

Recommended compensation adjustments to maintain competitive positioning:

- Increase base salary bands by 3-5% annually
- Enhance equity grant percentages for critical technical roles
- Implement performance-based bonus structures

## 2 Retention Mechanisms

Proposed retention enhancements:

- Accelerated vesting for high-performance employees
- Additional performance-based equity grants
- Professional development and training budgets

## 5. Legal and Compliance Considerations

### 1 Regulatory Compliance

This report has been prepared in compliance with:

- Fair Labor Standards Act (FLSA)
- Equal Employment Opportunity (EEO) guidelines
- California Equal Pay Act requirements

### 2 Confidentiality

This document is strictly confidential and intended solely for internal strategic planning and potential investor due diligence purposes.

## 6. Limitations and Disclaimers

### 1 Scope of Analysis

- Data represents point-in-time market assessment
- Actual compensation may vary based on individual performance
- External market conditions may impact recommendations

### 2 Disclaimer

This report is provided without warranty. Nexus Intelligent Systems, Inc. retains sole discretion in compensation decision-making.

## Appendices

- Detailed Salary Comparables

- Methodology Documentation
- Survey Data Sources

**Prepared By**

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Date: January 22, 2024

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