Engineering Team Structure Review Q3 2023

DeepShield Systems, Inc.

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Effective Date: September 30, 2023

1. Executive Summary

This document provides a comprehensive review of DeepShield Systems, Inc.'s ("Company") engineering organizational structure as of Q3 2023, including team composition, reporting relationships, and operational effectiveness analysis. This review has been prepared by the Office of General Counsel in collaboration with Human Resources and Engineering leadership.

2. Current Engineering Organization Structure

2.1 Core Engineering Teams

The engineering organization consists of the following primary teams:

a) Platform Engineering (42 FTEs)

- Core Platform Development (18 FTEs)
- Infrastructure & DevOps (12 FTEs)
- Quality Assurance (8 FTEs)
- Platform Architecture (4 FTEs)

b) Security Engineering (28 FTEs)

- Threat Detection Systems (10 FTEs)
- OT Security Solutions (12 FTEs)
- Maritime Systems Security (6 FTEs)

c) Product Engineering (31 FTEs)

- UI/UX Development (8 FTEs)
- API & Integration (12 FTEs)
- Client Systems (11 FTEs)

2.2 Reporting Structure

The engineering organization maintains a matrix reporting structure:

- VP of Engineering (James Morrison) - Direct report to CTO
- Three Senior Directors managing core teams
- Eight Engineering Managers with team-specific responsibilities
- Four Technical Architects providing cross-functional leadership

3. Team Distribution and Allocation

3.1 Geographic Distribution

- Headquarters (Delaware): 65% of engineering staff
- Boston Office: 20% of engineering staff
- Remote (US-based): 15% of engineering staff

3.2 Project Allocation

Current project allocation across teams:

- Maritime Security Platform: 35%
- Core Platform Development: 30%
- OT Security Solutions: 25%
- Research & Innovation: 10%

4. Operational Assessment

4.1 Strengths

Strong technical leadership with industry-specific expertise

Effective matrix organization enabling cross-functional collaboration

Balanced allocation between core product and innovation initiatives

Successful integration of remote and office-based teams

4.2 Areas for Enhancement

Need for additional senior security architects

Opportunity to expand maritime systems expertise

Resource constraints in DevOps team

Training pipeline for specialized OT security skills

5. Compliance and Security

5.1 Security Clearance Status

- 82% of engineering staff maintain required security clearances
- 100% of senior leadership team holds advanced clearances
- All maritime systems team members hold MTSA certification

5.2 Regulatory Compliance

The engineering organization maintains compliance with:

- NIST Cybersecurity Framework
- IEC 62443 Industrial Security Standards
- Maritime Transportation Security Act requirements
- CFIUS reporting obligations

6. Growth Planning

6.1 Planned Headcount Expansion

FY2024 approved headcount additions:

- Security Engineering: +8 FTEs
- Platform Engineering: +6 FTEs
- Product Engineering: +4 FTEs

6.2 Critical Roles for Immediate Hiring

Senior Security Architect (2 positions)

Principal DevOps Engineer (2 positions)

Maritime Systems Technical Lead (1 position)

Senior OT Security Engineers (3 positions)

7. Legal Considerations

7.1 Intellectual Property Protection

All engineering team members are bound by:

- Proprietary Information and Inventions Assignment Agreement
- Non-Competition Agreement (where legally enforceable)
- Source Code Protection Protocol

7.2 Contractual Obligations

Team structure maintains compliance with:

- Government contract staffing requirements
- Client security clearance obligations
- Partner agreement technical requirements

8. Confidentiality Notice

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9. Document Control

Document Owner: Office of General Counsel

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10. Approval

REVIEWED AND APPROVED:

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