

Technical Staff Salary and Compensation Guidelines

Nexus Intelligent Systems, Inc.

CONFIDENTIAL DOCUMENT

Effective Date: January 22, 2024

1. PURPOSE AND SCOPE

1 These Technical Staff Salary and Compensation Guidelines ("Guidelines") establish the comprehensive compensation framework for technical personnel at Nexus Intelligent Systems, Inc. (the "Company"), designed to attract, retain, and motivate top-tier talent in enterprise AI and predictive analytics.

2 These Guidelines apply to all full-time technical employees, including but not limited to software engineers, data scientists, machine learning specialists, and technical project managers.

2. COMPENSATION STRUCTURE

1 Base Salary Bands

1.1 Entry-Level Technical Positions (0-2 years experience)

- Junior Software Engineer: \$85,000 - \$110,000
- Junior Data Scientist: \$90,000 - \$120,000
- Technical Support Specialist: \$70,000 - \$95,000

1.2 Mid-Level Technical Positions (3-5 years experience)

- Senior Software Engineer: \$125,000 - \$165,000
- Data Scientist: \$135,000 - \$180,000
- Machine Learning Engineer: \$140,000 - \$190,000

1.3 Senior Technical Positions (6+ years experience)

- Principal Engineer: \$180,000 - \$250,000
- Senior Architect: \$195,000 - \$275,000
- Distinguished Scientist: \$220,000 - \$300,000

3. VARIABLE COMPENSATION COMPONENTS

1 Annual Performance Bonus

- Ranges from 10% to 30% of base salary
- Determined by individual and company performance metrics
- Evaluated through comprehensive performance review process

2 Equity Compensation

2.1 Stock Option Allocation

- Entry-Level: 0.05% - 0.15% of total equity pool
- Mid-Level: 0.15% - 0.35% of total equity pool
- Senior-Level: 0.35% - 1.0% of total equity pool

2.2 Vesting Schedule

- Four-year vesting with one-year cliff
- 25% vests after initial 12 months
- Remaining equity vests monthly over subsequent 36 months

4. BENEFITS PACKAGE

1 Health and Wellness

- Comprehensive medical, dental, and vision coverage
- Mental health support program
- Annual wellness stipend of \$1,500
- Fitness membership reimbursement

2 Professional Development

- Annual training budget: \$5,000 per technical employee
- Conference attendance support
- Certification and continuing education reimbursement

3 Additional Perks

- Remote work flexibility
- Flexible working hours
- Advanced technology equipment refresh every 24 months
- Home office setup stipend of \$2,000

5. ADJUSTMENT AND REVIEW MECHANISMS

1 Annual Compensation Review

- Comprehensive market benchmarking
- Salary adjustments based on:
 - a) Individual performance
 - b) Market competitive rates
 - c) Company financial performance

2 Promotion and Advancement Criteria

- Clear, transparent progression pathways
- Skill-based advancement framework
- Bi-annual performance and potential assessments

6. LEGAL DISCLAIMERS

1 These Guidelines are subject to change at the Company's sole discretion.

2 This document does not constitute an employment contract.

3 All compensation decisions remain at the discretion of Nexus Intelligent Systems, Inc. management.

7. EXECUTION

Approved by:

Dr. Elena Rodriguez

Chief Executive Officer

Nexus Intelligent Systems, Inc.

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