

Technical Team Organizational Structure

CONFIDENTIAL DOCUMENT

Prepared for Due Diligence Review

Nexus Intelligent Systems, Inc.

1. PRELIMINARY DEFINITIONS

1 "Company" shall mean Nexus Intelligent Systems, Inc., a Delaware corporation with principal offices located at 1200 Technology Park Drive, San Jose, California 95134.

2 "Technical Team" shall refer to all employees and contractors engaged in product development, engineering, data science, machine learning, and related technological innovation functions within the Company.

3 "Organizational Structure" means the hierarchical and functional arrangement of personnel, reporting relationships, roles, and responsibilities within the Technical Team.

2. TECHNICAL TEAM COMPOSITION

1 Current Headcount

The Technical Team currently comprises 37 full-time employees and 6 contracted specialists, representing approximately 49% of the Company's total workforce.

2 Departmental Breakdown

- Machine Learning Engineering: 12 personnel
- Software Development: 9 personnel
- Data Science: 8 personnel
- Infrastructure & DevOps: 4 personnel
- Quality Assurance: 4 personnel
- Research & Advanced Development: 6 personnel

3. LEADERSHIP STRUCTURE

1 Chief Technology Officer

Michael Chen serves as the Chief Technology Officer, with direct oversight of all technical functions and strategic technology development.

2 Reporting Hierarchy

- a) CTO reports directly to CEO Dr. Elena Rodriguez
- b) Department Heads report to CTO
- c) Team Leads report to respective Department Heads
- d) Individual contributors report to Team Leads

4. SKILL DISTRIBUTION

1 Technical Expertise Categorization

- Advanced Machine Learning: 35%
- Software Engineering: 25%
- Data Engineering: 20%
- Cloud Infrastructure: 10%
- Quality Assurance: 10%

2 Educational Background

- Ph.D. Level: 8 personnel
- Master's Degree: 22 personnel
- Bachelor's Degree: 13 personnel

5. COMPENSATION AND EQUITY STRUCTURE

1 Compensation Bands

- Entry Level: \$95,000 - \$125,000
- Mid-Level: \$125,000 - \$185,000
- Senior Level: \$185,000 - \$250,000
- Leadership Level: \$250,000 - \$375,000

2 Equity Allocation

- Stock Option Pool: 15% of total company equity
- Technical Team Allocation: Approximately 8.7% of total stock options

6. RECRUITMENT AND RETENTION STRATEGY

1 Hiring Channels

- Direct Recruitment: 60%

- Referral Programs: 25%
- University Partnerships: 10%
- Recruiting Agencies: 5%

2 Retention Mechanisms

- Competitive Compensation
- Equity Grants
- Continuous Learning Programs
- Flexible Work Arrangements

7. LEGAL DISCLAIMERS

1 Confidentiality

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

2 Limitations

The organizational structure is subject to change and represents a snapshot as of January 22, 2024.

8. EXECUTION

Executed this 22nd day of January, 2024.

Dr. Elena Rodriguez

Chief Executive Officer

Nexus Intelligent Systems, Inc.

Michael Chen

Chief Technology Officer

Nexus Intelligent Systems, Inc.