

Employee Recognition Program

Nexus Intelligent Systems, Inc.

1. PURPOSE AND OBJECTIVES

1 This Employee Recognition Program ("Program") is established by Nexus Intelligent Systems, Inc. (the "Company") to:

- a) Enhance employee engagement and motivation
- b) Recognize and reward exceptional performance and contributions
- c) Reinforce the Company's core values and strategic objectives
- d) Promote a culture of continuous improvement and innovation

2 The Program shall apply to all full-time and part-time employees of Nexus Intelligent Systems, Inc., including employees across all departments and levels of the organization.

2. PROGRAM COMPONENTS

1 Performance Recognition Awards

a) Quarterly Performance Excellence Awards

- Awarded to top-performing employees in each department
- Criteria based on measurable performance metrics, innovation, and alignment with company objectives
- Cash bonus of \$2,500 - \$5,000 depending on performance level

b) Annual Pinnacle Achievement Award

- Recognizes employees who demonstrate extraordinary contributions
- Selection by cross-functional leadership committee
- Includes monetary compensation and potential equity grant

2 Innovation Recognition

a) AI Innovation Catalyst Award

- Recognizes employees who develop breakthrough AI solutions
- Awards range from \$10,000 to \$25,000
- Potential patent recognition and accelerated career development opportunities

b) Digital Transformation Impact Award

- Acknowledges employees who drive significant client transformation
- Includes performance bonus and potential leadership track consideration

3. ELIGIBILITY AND QUALIFICATION CRITERIA

1 General Eligibility

- a) Minimum of six (6) months continuous employment
- b) No active performance improvement plans
- c) Demonstrated alignment with company values
- d) Positive performance evaluation in preceding review period

2 Performance Metrics

Evaluation based on:

- Quantitative performance indicators
- Client satisfaction scores
- Project delivery excellence
- Collaborative capabilities
- Innovation and problem-solving skills

4. AWARD ADMINISTRATION

1 Selection Process

- a) Quarterly and annual reviews conducted by Leadership Assessment Committee
- b) Objective scoring methodology using standardized evaluation framework
- c) Multiple input sources including peer reviews, management assessments, and quantitative performance data

2 Award Disbursement

- a) Monetary awards processed through standard payroll mechanisms
- b) Equity grants subject to standard vesting schedules
- c) Awards taxed in accordance with applicable federal and state regulations

5. PROGRAM GOVERNANCE

1 Program Management

- Overseen by Chief Human Resources Officer
- Annual review and potential modification of program structure
- Ensures ongoing alignment with company strategic objectives

2 Compliance and Ethics

- a) Zero tolerance for manipulation of recognition criteria
- b) Strict confidentiality of selection processes
- c) Periodic external audit of program administration

6. LEGAL DISCLAIMERS

1 The Company reserves the right to modify, suspend, or terminate this Program at any time without prior notice.

2 Participation in the Program does not constitute a contractual obligation or guarantee of continued employment.

3 All awards are discretionary and subject to final determination by the Leadership Assessment Committee.

7. EXECUTION

Approved and 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.