

SEVERANCE PACKAGE GUIDELINES

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NaviFloor Robotics, Inc.

Effective Date: January 1, 2024

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1. PURPOSE AND SCOPE

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1. This document establishes the standard guidelines and procedures for severance

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2. These guidelines apply to all full-time employees who have completed at least one year of service.

2. DEFINITIONS

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1. "Cause" means termination resulting from (i) willful misconduct, (ii) breach of contract, or (iii) other cause as determined by the Board of Directors.

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2. "Eligible Employee" means a full-time employee who meets the criteria set forth in the Employee Handbook.

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3. "Base Salary" means the employee's regular annual base salary in effect in the year of termination.

3. SEVERANCE PAY CALCULATION

- - 2 -

1. Standard Severance Schedule:

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Director level and above: Four (4) months base salary

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Manager level: Three (3) months base salary

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Professional/Technical level: Two (2) months base salary

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Support/Administrative level: One (1) month base salary

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2. Additional Service Credit:

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One (1) additional week of base salary per completed year of service

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Maximum additional service credit: Twelve (12) weeks

4. BENEFITS CONTINUATION

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1. Health Insurance

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Company will provide COBRA coverage continuation for the duration of the

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Premium costs will be covered at the same employer/employee cost-sharing

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2. Equity Compensation

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Vested stock options must be exercised within ninety (90) days of termination

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Unvested equity awards are forfeited upon termination unless otherwise specified

5. ADDITIONAL PROVISIONS

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1. Payment Schedule

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Severance pay will be disbursed according to regular payroll schedule

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All payments subject to applicable tax withholdings and deductions

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Final payment contingent upon return of all Company property

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2. Outplacement Services

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Three (3) months of outplacement support provided through designated vendor

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Career counseling and job search assistance included

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Service level varies by employee grade

6. CONDITIONS AND REQUIREMENTS

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1. Separation Agreement

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Receipt of severance benefits contingent upon execution of Separation Agreement

- - 6 -

Agreement must include release of claims and non-disparagement provisions

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Employee has twenty-one (21) days to review and seven (7) days to revoke

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2. Restrictive Covenants

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Non-competition agreement remains in effect per original terms

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Confidentiality obligations continue post-employment

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Non-solicitation provisions apply for twelve (12) months

7. EXCEPTIONS AND MODIFICATIONS

- - 7 -

1. The Company reserves the right to modify these guidelines at any time with

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2. Any exceptions to these guidelines require written approval from both:

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Chief Human Resources Officer or designee

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Chief Financial Officer or designee

8. ADMINISTRATION

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1. Human Resources Department shall administer these guidelines.

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2. Questions regarding interpretation should be directed to Human Resources

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3. These guidelines do not create contractual rights or obligations.

9. APPROVAL AND REVISION HISTORY

Approved by: Board of Directors

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