

SALARY STRUCTURE GUIDELINES - ENGINEERING DEPARTMENT

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Polar Dynamics Robotics, Inc.

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Document Version: 2.0

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1. PURPOSE AND SCOPE

1. This document establishes the official salary structure guidelines for the Engineering Department.

2. These guidelines apply to all full-time and part-time engineering employees.

2. ENGINEERING CAREER LEVELS

1. The Company maintains the following engineering career levels:

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Level E1: Junior Engineer

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Level E2: Engineer

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Level E3: Senior Engineer

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Level E4: Staff Engineer

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Level E5: Principal Engineer

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Level E6: Distinguished Engineer

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Level E7: Fellow

2. Each level corresponds to specific experience requirements, technical

3. SALARY BANDS

1. Base Salary Ranges (Annual)

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E1: \$85,000 - \$115,000

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E2: \$100,000 - \$140,000

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E3: \$125,000 - \$175,000

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E4: \$150,000 - \$210,000

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E5: \$180,000 - \$250,000

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E6: \$220,000 - \$300,000

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E7: \$275,000 - \$375,000

2. Geographic Differentials

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Base ranges assume primary office location (Boston, MA)

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Secondary markets: -10% adjustment

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Remote positions: Adjusted based on geographic cost-of-living index

4. EQUITY COMPENSATION

1. New Hire Equity Grants

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E1-E2: 0.01% - 0.03% of fully diluted shares

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E3-E4: 0.03% - 0.08% of fully diluted shares

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E5-E6: 0.08% - 0.15% of fully diluted shares

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E7: 0.15% - 0.25% of fully diluted shares

2. Vesting Schedule

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Four-year vesting period

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One-year cliff

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Monthly vesting thereafter

5. BONUS STRUCTURE

1. Annual Performance Bonus Target (% of base salary)

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E1-E2: 5-10%

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E3-E4: 10-15%

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E5-E6: 15-20%

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E7: 20-25%

2. Bonus Determination Factors

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Individual performance: 60%

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Company performance: 30%

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Department performance: 10%

6. SPECIALIZED SKILL PREMIUMS

1. Additional compensation may be awarded for critical technical skills

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BlueCore(TM) Platform expertise: Up to 15%

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Cold-environment robotics specialization: Up to 12%

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Advanced navigation systems: Up to 10%

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Machine learning specialization: Up to 10%

7. REVIEW AND ADJUSTMENT PROCEDURES

1. Salary Review Cycle

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Annual reviews conducted in Q4

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Mid-year adjustments for promotions

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Market adjustment reviews every 6 months

2. Promotion-Related Increases

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Minimum 10% increase for level advancement

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Maximum 25% increase without executive approval

8. ADMINISTRATION

1. These guidelines shall be administered by:

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Human Resources Department

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Engineering Leadership Team

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Compensation Committee

2. Exceptions require approval from:

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Director level: Engineering VP

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VP level: CEO

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Above VP: Board Compensation Committee

9. CONFIDENTIALITY

1. This document contains confidential and proprietary information of the Company.

10. MODIFICATIONS AND UPDATES

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

2. Material changes require approval from:

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Chief Human Resources Officer

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Chief Technology Officer

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Chief Executive Officer

APPROVALS

APPROVED BY:

Victoria Wells

Chief Financial Officer

Date: December 15, 2023

Dr. Elena Frost

Chief Executive Officer

Date: December 15, 2023

Marcus Chen

Chief Technology Officer

Date: December 15, 2023

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