TECHNICAL CAREER LADDER FRAMEWORK

Summit Digital Solutions, Inc.

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1. PURPOSE AND SCOPE

1. This Technical Career Ladder Framework ("Framework") establishes the official career progression structure for technical roles within Summit Digital Solutions, Inc. ("Company") and serves as the governing document for technical career advancement, role classification, and associated compensation bands.

2. This Framework applies to all full-time technical employees within the Company's Engineering, Data Science, Machine Learning, IoT Systems, and Technical Architecture divisions.

2. DEFINITIONS

1. "Technical Role" refers to any position primarily involved in software development, systems architecture, data science, machine learning engineering, IoT engineering, or technical architecture.

2. "Career Level" means the designated progression tier within the technical career ladder, ranging from T1 to T8.

3. "Competency Domain" refers to the specific areas of technical expertise and leadership capabilities evaluated for advancement.

3. TECHNICAL CAREER LEVELS

1. Individual Contributor Track

-       T1: Associate Engineer

-       T2: Engineer

-       T3: Senior Engineer

-       T4: Staff Engineer

-       T5: Principal Engineer

-       T6: Distinguished Engineer

- T7: Fellow

- T8: Senior Fellow

2. Technical Management Track

- M1: Technical Team Lead

- M2: Engineering Manager

- M3: Senior Engineering Manager

- M4: Director of Engineering

- M5: Senior Director

- M6: VP of Engineering

- M7: SVP of Engineering

- M8: CTO/Chief Architect

4. ADVANCEMENT CRITERIA

1. Technical Competency Requirements

- Technical depth in relevant domains

- System design and architecture capabilities

- Code quality and engineering practices

- Innovation and problem-solving ability

- Technical leadership and mentorship

2. Leadership Competency Requirements

- Project leadership and execution

- Team influence and collaboration

- Strategic thinking and business impact

- Organizational leadership

- External thought leadership

5. EVALUATION AND PROMOTION PROCESS

1. Promotion Cycles

- Regular promotion cycles occur bi-annually in June and December

- Off-cycle promotions may be considered for exceptional circumstances

- All promotions require documented evidence of meeting level requirements

2. Documentation Requirements

- Promotion packet with achievement documentation

- Peer and manager recommendations

- Technical project portfolio

- Impact assessments

- Client/stakeholder feedback

6. COMPENSATION STRUCTURE

1. Each career level corresponds to a defined compensation band, including:

- Base salary range

- Annual bonus target percentage

- Equity grant eligibility

- Special project bonuses

- Technical achievement awards

2. Compensation Review

- Annual market adjustment review

- Level-specific compensation review

- Geographic differentials

- Special skills premiums

7. MAINTENANCE AND GOVERNANCE

1. Framework Governance

- Technical Leadership Council oversight

- Annual framework review and updates

- Market competitiveness assessment

- Skills and competency updates

2. Exception Process

- Documentation requirements

- Approval authorities

- Review procedures

- Appeal process

8. CONFIDENTIALITY AND INTELLECTUAL PROPERTY

1. All technical work products, innovations, and intellectual property developed while employed at any technical career level remain the exclusive property of the Company.

2. Employees shall maintain strict confidentiality regarding proprietary technical information, methodologies, and innovations encountered in their roles.

9. LEGAL COMPLIANCE

1. This Framework complies with all applicable federal and state employment laws and regulations.

2. The Company reserves the right to modify this Framework at any time, with appropriate notice to affected employees.

10. ACKNOWLEDGMENT

The undersigned acknowledges receipt and understanding of this Technical Career Ladder Framework.

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**Employee Name:** _

**Employee Signature:** _

**Date:** _

**Company Representative:** _

**Title:**

**Signature:**

**Date:**
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11. DOCUMENT CONTROL

Document Owner: Human Resources

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