EMPLOYEE RECOGNITION PROGRAM DETAILS

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NaviFloor Robotics, Inc.

Effective Date: January 1, 2024

Document Version: 2.0

Last Updated: December 15, 2023

1. PROGRAM OVERVIEW

1. NaviFloor Robotics, Inc. ("Company") hereby establishes this Employee I

1 - 2. This Program operates pursuant to the Company's HR policies and proced
2. ELIGIBILITY
-
1. All full-time employees who have completed their initial 90-day probation
- 2. Part-time employees working more than 20 hours per week become eligib
- 3. Contractors, temporary workers, and interns are not eligible for participati
3. RECOGNITION CATEGORIES

	- 2 -
	1. Innovation Excellence
	Awarded for significant contributions to the Company's proprietary terrain-n
]	Notable improvements to LiDAR and depth-sensing algorithms
]	Patent submissions and successful technological advancement
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2	2. Customer Impact
-	-
]	Exceptional implementation of AMR solutions at client facilities
]	Demonstrated cost savings or efficiency improvements for customers

3 -
Outstanding client feedback and relationship management
-
3. Operational Excellence
-
Process improvements in manufacturing or deployment
-
Safety initiative leadership
-
Quality control achievements
-
4. Leadership Recognition
-

Mentorship and team development

- 4 -

Cross-functional collaboration

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Project management excellence

4. AWARD STRUCTURE

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1. Monetary Awards

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Tier 1: \$5,000 for transformative innovations

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Tier 2: \$2,500 for significant improvements

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Tier 3: \$1,000 for notable contributions

5 -
Special Project Bonus: Up to \$10,000 for extraordinary achievements
-
2. Non-Monetary Recognition
-
Certificate of Excellence
-
Recognition at quarterly town halls
-
Feature in company newsletter
-
Additional paid time off (2-5 days based on award level)
5. NOMINATION AND SELECTION PROCESS

6-	
1. Nominations	
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May be submitted by any employee at or above manager level	
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Must include specific examples and measurable impact	
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Quarterly submission deadlines: March 15, June 15, September 15, December 15, Decem	b
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2. Review Committee	
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Composed of department heads and rotating senior staff	
-	
Minimum of five (5) committee members per review cycle	

- - 7 -

Recusal required for conflicts of interest

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3. Selection Criteria

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Innovation impact (40%)

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Business value (30%)

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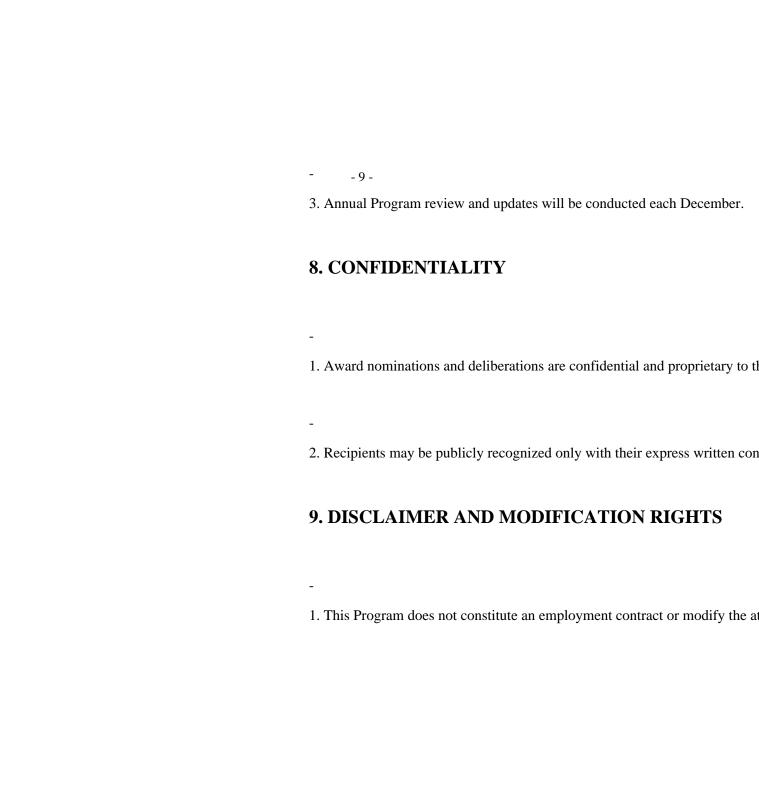
Implementation effectiveness (20%)

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Collaboration quality (10%)

6. TAX AND COMPLIANCE

 All monetary awards are subject to applicable federal, state, and local state. Awards will be reported on recipient's Form W-2 for the applicable. The Company maintains compliance with all relevant compensation. PROGRAM ADMINISTRATION. The Human Resources Department administers this Program under the Human Resources Department administers this Program under the Lucal State of the Administers of the Applicable of		8 -
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- 1. The Human Resources Department administers this Program unde		
-	7. PR	OGRAM ADMINISTRATION
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- 2. Quarterly reports on Program metrics and impact will be provided	_	
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2. The Company reserves the right to modify, suspend, or terminate this Programme 2.
10. APPROVAL AND EXECUTION
APPROVED AND ADOPTED by NaviFloor Robotics, Inc.
By:
Dr. Sarah Chen
Chief Executive Officer
Date:
By:
James Wilson

Chief Fipancial Officer
Date:
By:
Richard Torres
Chief Operating Officer
Date:

