

PROFESSIONAL DEVELOPMENT PROGRAM OVERVIEW

Polar Dynamics Robotics, Inc.

Effective Date: January 1, 2024

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1. PROGRAM PURPOSE AND SCOPE

1. This Professional Development Program Overview ("Program") establishes the framework for employee development initiatives at Polar Dynamics Robotics, Inc. ("Company"), designed to enhance technical expertise, leadership capabilities, and organizational effectiveness in the industrial automation and robotics manufacturing sector.
2. This Program applies to all full-time employees of the Company who have completed their initial 90-day probationary period, subject to the eligibility requirements detailed in Section 3.

2. DEFINITIONS

1. "Technical Track" refers to the development pathway focused on robotics engineering, software development, and systems integration expertise.
2. "Leadership Track" refers to the development pathway focused on management, team leadership, and organizational development skills.
3. "Certification Programs" refers to Company-approved professional certifications relevant to autonomous mobile robots (AMRs) and industrial automation systems.

3. ELIGIBILITY AND ENROLLMENT

1. Employees must meet the following criteria to participate:
 - a) Minimum of 90 days continuous employment
 - b) Satisfactory performance rating on most recent evaluation
 - c) No active performance improvement plans
 - d) Manager approval for program participation
2. Enrollment Windows:

- Technical Track: Quarterly enrollment (January, April, July, October)
- Leadership Track: Semi-annual enrollment (January, July)
- Certification Programs: Rolling enrollment based on business needs

4. PROGRAM COMPONENTS

1. Technical Development Path

- a) Advanced Robotics Engineering Curriculum
- b) Cold Environment Systems Specialization
- c) IceNav(TM) Platform Architecture Training
- d) Thermal Management Systems Certification
- e) Autonomous Navigation Programming

2. Leadership Development Path

- a) Engineering Team Leadership
- b) Project Management for Robotics Development
- c) Strategic Planning in Industrial Automation
- d) Cross-functional Team Management
- e) Innovation Leadership

3. Professional Certifications

- a) Robotics Industry Association (RIA) Certifications
- b) Cold Chain Management Professional (CCMP)
- c) Professional Engineer (PE) Licensing Support
- d) Project Management Professional (PMP)

5. FUNDING AND RESOURCE ALLOCATION

1. Annual Development Budget:

- Technical Track: Up to \$7,500 per employee
- Leadership Track: Up to \$10,000 per employee
- Certification Programs: Up to \$5,000 per certification

2. Time Allocation:

- Up to 8 hours per month for program activities
- Additional time allowance for certification examination preparation

6. COMPLETION REQUIREMENTS AND COMMITMENTS

1. Program participants must:

- a) Maintain minimum 80% completion rate for assigned modules
- b) Submit quarterly progress reports to direct supervisor
- c) Complete all assessments with minimum 75% score
- d) Apply learned skills in current role

2. Post-Completion Commitment:

- Minimum 12-month continued employment following program completion
- Knowledge transfer sessions with team members
- Mentoring junior employees in area of expertise

7. INTELLECTUAL PROPERTY AND CONFIDENTIALITY

1. All materials, methodologies, and innovations developed during program participation remain Company property.

2. Participants must maintain confidentiality regarding proprietary information, including but not limited to IceNav(TM) technology and thermal management systems.

8. PROGRAM ADMINISTRATION

1. The Professional Development Committee ("Committee") oversees program administration:

- Chief Technology Officer (Committee Chair)
- Human Resources Director
- Chief Robotics Officer
- Department Directors

2. The Committee responsibilities include:

- Program content review and approval
- Budget allocation oversight
- Participant progress monitoring

- Program effectiveness evaluation

9. AMENDMENTS AND MODIFICATIONS

1. The Company reserves the right to modify, suspend, or terminate this Program at its discretion, with 30 days' notice to participants.
2. Material changes require Committee approval and CEO authorization.

10. GOVERNING LAW

1. This Program shall be governed by and construed in accordance with the laws of the State of Delaware.

AUTHORIZATION

APPROVED AND ADOPTED by the Board of Directors of Polar Dynamics Robotics, Inc.

By:

Dr. Elena Frost

Chief Executive Officer

Date:

By:

Katherine Wells

Chief Financial Officer

Date: