

# Salary policy for StIT:

## 1. Introduction:

At StIT, we believe in transparency, fairness, and competitiveness in our compensation practices, and we are committed to providing our employees with a comprehensive and competitive salary and benefits package.

In this salary policy, we aim to outline the principles, guidelines, and processes that we follow in determining and reviewing our employees' salaries, and to provide a reference and a guide for our employees and managers.

## 2. Our Principles and Guidelines:

Our salary policy is based on the following principles and guidelines:

- \* **Transparency:** We believe in being open and transparent about our salary policy and practices, and in providing our employees with the information and resources that they need to understand and manage their compensation.
- \* **Fairness:** We believe in providing our employees with a fair and equitable salary, based on their skills, experience, performance, and market value, and in avoiding any discrimination or bias in our compensation decisions.
- \* **Competitiveness:** We believe in providing our employees with a competitive and attractive salary, based on the relevant market data and benchmarks, and in reviewing and adjusting our salary ranges and structures regularly to ensure that they remain competitive.

## 3. Our Salary Ranges and Structures:

Based on the different profiles and roles that we have at StIT, we have established the following salary ranges and structures:

- \* **CEO:** The salary range for our CEO is between \$250,000 and \$350,000 per year, based on the relevant market data and benchmarks, and subject to the approval of our board of directors.
- \* **COO:** The salary range for our COO is between \$150,000 and \$250,000 per year, based on the relevant market data and benchmarks, and subject to the approval of our CEO.
- \* **CTO:** The salary range for our CTO is between \$150,000 and \$250,000 per year, based on the relevant market data and benchmarks, and subject to the approval of our CEO.
- \* **CISO:** The salary range for our CISO is between \$150,000 and \$250,000 per year, based on the relevant market data and benchmarks, and subject to the approval of our CEO.
- \* **Product Lead:** The salary range for our product lead is between \$100,000 and \$200,000 per year, based on the relevant market data and benchmarks, and subject to the approval of our CTO.

\* Senior Product Developer: The salary range for our senior product developer is between \$80,000 and \$150,000 per year, based on the relevant market data and benchmarks, and subject to the approval of our CTO.

\* Junior Product Developer: The salary range for our junior product developer is between \$60,000 and \$100,000 per year, based on the relevant market data and benchmarks, and subject to the approval of our CTO.

\* Junior HR: The salary range for our junior HR is between \$40,000 and \$80,000 per year, based on the relevant market data and benchmarks, and subject to the approval of our COO.

\* Senior HR: The salary range for our senior HR is between \$60,000 and \$100,000 per year, based on the relevant market data and benchmarks, and subject to the approval of our COO.

#### 4. Our Salary Review and Adjustment Process:

We review and adjust our employees' salaries on an annual basis, based on their performance, skills, experience, and market value, and subject to the approval of the relevant manager and the availability of budget.

In addition to the annual salary review and adjustment process, we also provide our employees with the opportunity to request and discuss a salary review and adjustment at any time, based on their individual circumstances and needs.

#### 5. Conclusion:

At StIT, we believe that our salary policy and practices are an important part of our culture and our success, and we are committed to providing our employees with a fair, transparent, and competitive salary and benefits package.

We also recognize that our salary policy and practices are a living and evolving document, and we encourage and welcome feedback, suggestions, and questions from our employees and managers.

The proposed salary ranges for the different profiles and roles at StIT are based on the relevant market data and benchmarks, and are intended to provide a general and approximate guide for the company's compensation practices.

However, it is important to note that the actual salaries and compensation packages that are offered and paid to the company's employees will depend on a number of factors, such as their individual skills, experience, performance, and market value, as well as the company's budget, financial situation, and strategic priorities.

Therefore, it is possible that the proposed salary ranges may not match or align perfectly with the company's finances and budget as previously defined, and that some

adjustments or modifications may be needed to ensure that they are realistic, feasible, and sustainable.

To determine and confirm the accuracy and feasibility of the proposed salary ranges, it would be necessary to conduct a more detailed and comprehensive analysis of the company's finances and budget, as well as the relevant market data and benchmarks for the different profiles and roles, and to consult and engage with the relevant stakeholders, such as the company's management, employees, and advisors.