

Career Ladder

The company understands that our success is dependent on our employees and KCI wishes to provide mechanisms for recognition. The following employee designations and compensation programs have been established to reward individual achievements and contributions. Furthermore, this policy will provide a defined career ladder so employees can set their professional goals based upon their own personal objectives. As with any company policy, the information below will evolve over time and is subject to modification at the discretion of the Board of Directors.

Professional Production Employee Classifications

P1

- Engineering Analyst I
- Receives specific/detailed instructions. Usually has no responsibility for directing others.
- 0-18 months experience

P2

- Engineering Analyst II
- Performs routine professional work applying standard techniques, procedures, and criteria in carrying out a sequence of related tasks. Exercises limited amount of judgment. May supervise or provide guidance to others.
- 1-4 years experience

P3

- Engineering Analyst III
- Experienced analyst. Independently evaluates, selects and applies standard techniques, procedures, and criteria. Typically supervises and trains others.
- 2-6 years experience

P4

- Engineer
- A competent professional engineer in all conventional aspects of standard applications and/or a specialty. Devises new / alternative approaches and solutions to problems. Supervises and trains others. Communicates project status and performance with project managers. Typically coordinates with external team members.
- 4+ years experience

P5-P6

- Engineer / Senior Engineer, PM / Senior PM
- Independently leads, plans, and develops all aspects of projects and/or performs specialty work requiring complex and advanced techniques. Makes decisions independently on problems and methods, seeking minimal guidance. Supervises a team and coordinates with external team members. Represents the company in conferences and meetings.
- Approx. 6+ years experience

Career Ladder (continued)

P7-P8

- Senior Engineer, Senior PM, Manager, Officer
- Independently leads, plans and develops major projects, seeking minimal guidance. Directs an important segment of the company. Supervises project managers and has authority over personnel. Makes decisions independently on problems and methods. Represents the company in all regards.
- Approx. 12+ years experience