

**Addendum 4: List of the first induction of personnel hired for the NL operations:**

		<b>Annual Package @ ±</b>
<b>Induction of personnel to gain full strength by 3<sup>rd</sup> 1/4 2019</b>		<b>Estimated @ 100%</b>
<b>Corporate &amp; Administration:</b>		<b>1'417'019.45 €</b>
CEO & MD	1	250'000.00 €
COO – the Netherlands	2	156'624.00 €
CFO & Compliance Manager	3	156'624.00 €
HR Director, based on UK £100,963	4	120'301.45 €
CTO - Head of Data Security	5	150'106.00 €
Head of Public Relations - Accountability	6	75'043.00 €
Officer's PA	7	53'494.00 €
Reception 1 & back-up PA to Officer's PA	8	36'552.00 €
Reception/security 2	9	57'049.00 €
Accountant/Bookkeeper 1	10	36'698.00 €
Enterprise Architect IT - Information Manager	11	75'043.00 €
CAD/CAE/FEM, CGI & Animation	12	50'147.00 €
Head of Website & Journalist for Blogs	13	53'494.00 €
Website/researcher/responder	14	40'190.00 €
Website - current & maintenance 3	15	35'218.00 €
Office PA "General" 1	16	35'218.00 €
Office PA "General" 2	17	35'218.00 €
<b>Source Code &amp; IoT Sensors Development Labs:</b>		<b>751'808.00 €</b>
Technical Manager - Head screams & IoT Lab	18	75'000.00 €
Lead Software Engineer (best not median)	19	95'576.00 €
Software Engineer 1	20	39'114.00 €
Software Engineer 2	21	39'114.00 €
Software Developer 1	22	40'190.00 €
Software Developer 2	23	40'190.00 €
Senior Software Engineer / Developer Programmer	24	50'585.00 €
Senior Software Engineer / Developer Programmer	25	50'585.00 €
IoT Senior Firmware sensor designer & developer	26	50'972.00 €
IoT Firmware sensor designer & developer	27	44'209.00 €
Software Apprenticeship & work experience 1	28	25'356.00 €
Software Apprenticeship & work experience 2	29	25'356.00 €
Senior Hardware & semiconductor designer 1	30	50'972.00 €
Hardware & semiconductor designer 1	31	44'209.00 €
Secure screams support personnel 1	32	40'190.00 €
Secure screams support personnel 2	33	40'190.00 €

<b>Powertrain Labs</b>		<b>1'437'463.00 €</b>
<i>Technical Manager - Head of Powertrains</i>	34	<i>75'000.00 €</i>
<i>Materials Engineer 1</i>	35	<i>45'117.00 €</i>
<i>Materials Engineer 2</i>	36	<i>45'117.00 €</i>
<i>Industrial Chemist / Scientist</i>	37	<i>107'624.40 €</i>
<i>Chemist Engineer 1</i>	38	<i>82'788.00 €</i>
<i>Senior/Lead Mechanical Engineer 1</i>	39	<i>51'214.00 €</i>
<i>Mechanical Engineer 2</i>	40	<i>38'275.00 €</i>
<i>Mechanical Engineer 3</i>	41	<i>38'275.00 €</i>
<i>Mechanical Engineer 4 - Apprenticeship</i>	42	<i>26'864.00 €</i>
<i>Mechanical Engineer 5 - Apprenticeship</i>	43	<i>26'864.00 €</i>
<i>Electrical Scientist</i>	44	<i>107'624.40 €</i>
<i>Senior/Lead Electrical Engineer 1</i>	45	<i>59'988.00 €</i>
<i>Electrical Engineer 2</i>	46	<i>47'192.00 €</i>
<i>Electrical Engineer 3 - Apprenticeship</i>	47	<i>24'539.00 €</i>
<i>Electronics Design / Scientist</i>	48	<i>107'624.40 €</i>
<i>Electronics Engineer 1</i>	49	<i>59'988.00 €</i>
<i>Electronics Engineer 2</i>	50	<i>59'988.00 €</i>
<i>Electronics Engineer 3 - Apprenticeship</i>	51	<i>24'539.00 €</i>
<i>Electronics Engineer 4 - Apprenticeship</i>	52	<i>24'539.00 €</i>
<i>Thermal Dynamics Scientist</i>	53	<i>107'624.40 €</i>
<i>FEM Thermal Dynamics</i>	54	<i>59'988.00 €</i>
<i>FEM Fluid Dynamics</i>	55	<i>59'988.00 €</i>
<i>Junior Engineer/trainee 1</i>	56	<i>24'539.00 €</i>
<i>Junior Engineer/trainee 2</i>	57	<i>24'539.00 €</i>
<i>Consulting Scientist 1</i>	58	<i>107'624.40 €</i>
<b>Products Lab:</b>		<b>379'715.00 €</b>
<i>Products Manager - Head Products Development</i>	59	<i>99'949.00 €</i>
<i>Leader &amp; Product Manager, MAPS</i>	60	<i>65'998.00 €</i>
<i>Product Design 1</i>	61	<i>36'300.00 €</i>
<i>Product Design 2</i>	62	<i>36'300.00 €</i>
<i>Product Engineer 1</i>	63	<i>36'005.00 €</i>
<i>Product Engineer 2</i>	64	<i>36'005.00 €</i>
<i>Product Manager IT</i>	65	<i>69'158.00 €</i>
<i>Personnel overheads</i>	25%	<i>996'501.36 €</i>
<b>Total Personnel</b>		<b>4'982'506.82 €</b>

**Fig. 22: Personnel planned for early induction in Screems Project, in Assen, NL.**

In addition to the above, there are 3 scientists and professors coming on to the payroll as well, and they are already consulting to the **Screems Project incognito**.

**END of Addendum 4:**