### TEKNOWLEDGE STAFFING PLAN

**July 1, 1981 to June 30, 1984**

<table>
<thead>
<tr>
<th></th>
<th>YEAR 1</th>
<th>YEAR 2</th>
<th>YEAR 3</th>
</tr>
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</tbody>
</table>

#### GENERAL MANAGEMENT

**President**
- Bring on Board full time Jan. 1 1982
- Rick Hayes-Roth or ?
- .5
- 1
- 1

**Executive Vice-President**
- 1/2 time 10/1/81 - 12/30/81
- full time 1/1/82 - 6/30/82
- I. Kuhn
- .62
- 1
- 1

**Executive Secretary**
- E. Engelmore
- .5
- 1
- 1

**Secretary-Administratively Assistant**
- .5
- 1
- 1

**Other - as needed**

#### DIVISION I

**Director**
- Nii - D. Brown
- .5-.75
- 1
- 1

**Training Coordinator**
- D. Barr
- 1
- 1
- 1

**Technical Staff**
- .5
- 2
- 2.5

**Secretarial/Clerical**
- .5
- 1.5
- 2

**Technical Consultants**
DIVISION II

<table>
<thead>
<tr>
<th>Position</th>
<th>Division 1</th>
<th>Division 2</th>
<th>Division 3</th>
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</thead>
<tbody>
<tr>
<td>Director</td>
<td>.5</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Product Development- Head</td>
<td>.5</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Marketing and Sales - Head</td>
<td>1</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Marketing and Sales - Staff</td>
<td>2</td>
<td>4</td>
<td></td>
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<tr>
<td>Secretarial/clerical</td>
<td>.5</td>
<td>1.5</td>
<td>2</td>
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DIVISION III

<table>
<thead>
<tr>
<th>Position</th>
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<th>Division 2</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Director</td>
<td>.5</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>B. Engelmore year 1</td>
<td></td>
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<tr>
<td>Technical Staff</td>
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RECRUITING PLAN As of September 8, 1981

OPTION I

Direct primary recruiting efforts to the identification of a person with skills relating to Product Development and marketing for Division II.

Continue talks with Rick Hayes-Roth for possible presidential position, with the plan to bring on board during the first year and coordinated with securing venture capital. Or identify another Presidential Candidate with AI credentials.

For Venture Capitalists and other interested parties, the company's management team, consists of:

- The Executive Vice President with responsibility for operations and planning. This person has a business background, MBA and PhD in Business, and extensive administrative experience.

- Overall Technical and Scientific Direction is the responsibility of two members of the Board of Directors: the Chairman and a Principal Scientific Advisor (who is also currently Acting President).

- Directors for Division I and Division III. (And Division II when Hired) have operational and technical responsibility for their respective divisions. (As full time staff come into these positions, they may be made at the Vice-President level rather than Directors.)

After a Person is hired for Division II, product development Then recruit for additional staff, depending on priorities.

OPTION II

Direct Primary Recruiting Efforts toward hiring a president.

Criteria:

AI Background and Experience
Computer/Engineering Background and Experience
Software Product Development - Marketing
Previous successful experience with start up company
Business / Financial

Don't know how this can be tied in to talks with Rick Hayes-Roth.

After a President is hired, let the president develop and implement staffing plan.
CONSIDERATIONS FOR SELECTING OPTIONS.

What skills do we need in a full time person and what skills can we acquire from advisors and consultants on a part time basis.

Product Development - Marketing: FULL-TIME

AI Background: FULL-TIME

If we have a company dealing in AI technology, we need persons with AI expertise on a full time basis, relying on our pool of consultants will not do.

Computer/Engineering Background and Experience:

Previous successful experience with start up company: FULL or PART TIME

Having a person on board with previous start up experience would be valuable, however hiring consultants or having board members with this experience may be equally effective.

Business / Financial: PART TIME

Assuming the I. Kuhn is full time, top level business and financial needs may be met through consultants or board of director membership.