

Human !' Humanoid Transition | Executive One-Pager

Strategic Summary

- ~49 roles modeled for elimination, 26 roles retained for control/compliance/capital governance.
- Estimated annual net savings: ~\$2.65M after transition stabilization.
- Recommended transition window: 36 months across 3 phases.

Where Labor Compression Occurs

- Plant execution: framing/MEP/finishes/material movement/visual QA replaced by robotics + machine vision.
- Logistics: dispatch and coordination absorbed by control-tower systems and automated orchestration.
- Field install: reduction in repetitive labor; licensed/regulated sign-offs remain human.
- Community operations: AI leasing/concierge/autonomous maintenance reduce routine staffing.

Human-Critical Roles to Keep

- Executive governance, legal/compliance, finance control, safety leadership, QA authority, and final sign-offs.
- Plant leadership, risk escalation, and cross-functional decision authority remain human-accountable.

Board-Level Decision Gates

- Gate 1: Validate ROI assumptions and capex profile by phase.
- Gate 2: Confirm regulatory/labor compliance and workforce transition obligations.
- Gate 3: Authorize phased deployment tied to KPI readiness and fail-safe controls.

Prepared for internal planning. Transition assumptions should be validated against legal, labor, and safety requirements before execution.