



Excellence is our Business

Business units

Human Resources & Community Development

Incentive Plan

| Client Type | Granted Incentive |
|--|---|
| Corporations, organizations and institutions | Either of the following: ¹ 1. Free subsequent course to be granted to the outstanding trainee issued to him/her as a "Free Course Coupon" with the Course Completion Certificate; at the end of the completed course; upon obtaining a minimum score of 100%. ² 2. Both of items a & b: a. For the client: 10% discount on the total sum of the course fee to be refunded to the client if one of its trainees obtains a minimum score of 98%. b. For the outstanding trainee: 20% discount on any course fee selected by the trainee to be issued to him/her as a "Discount Coupon" with the Course Completion Certificate; upon obtaining a minimum score of 98%.. ^{2,3} |
| Groups ⁴ | 1. Both of items a & b: a. For the group: 10% discount on the course fee to be granted to each individual of the group upon registration. b. For the outstanding trainee: Free subsequent course to be granted to the outstanding trainee issued to him/her as a "Free Course Coupon" with the Course Completion Certificate; at the end of the completed course; upon obtaining a |

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| | <p>minimum score of 100%.² Or 25% discount on the discounted course fee to be refunded to the trainee with the certificate upon obtaining a minimum score of 95%.⁵</p> |
| Individuals ⁶ | <p>Either of the following:</p> <ol style="list-style-type: none"> 1. Free subsequent course to be granted to the outstanding trainee issued to him/her as a "Free Course Coupon" with the Course Completion Certificate; at the end of the completed course; upon obtaining a minimum score of 100%.² 2. A discount of 35% on the course fee to be refunded to the trainee with the certificate upon obtaining a minimum score of 95%.⁵ |

Notes:

1. The minimum number of trainees should be 10 (ten) for the corporations, organizations and institutions to be eligible for this discount.
2. The number of allowed absence times is 0 (zero) for the trainee to be eligible for this discount. However arriving late for limited number of times may be tolerated.
3. The selected course should be one of the scheduled courses and its fee is the same as the attended course. However if the selected course fee is higher than the attended course fee, then the percentage discount shall be 20% divided by the Increment Factor (selected course fee/attended course fee), or if the selected course fee is lower than the attended course fee, then the percentage discount shall be 20% divided by the Decrement Factor (selected course fee/attended course fee).
4. The definition of "Group" intended for this plan is the collection of 8 (eight) or more individuals. Each individual should be "Independent" person as defined in item 6. However the individual may be employed or unemployed.
5. The number of allowed absence times is 1 (one) for the trainee to be eligible for this discount. However arriving late for limited number of times may be tolerated.
6. The definition of "Individual" intended for this plan is any "Independent" person. "Independent" means that the person pays the course or program fee from his/her direct account.
7. This Incentive Plan is applicable only in some countries of operation. Please contact Business Unit for more information.
8. Global Excellence reserves the right to delete, modify, alter, supplement or otherwise update the content of this Incentive Plan, in whole or in part, or to cancel it, at its sole discretion, at any time, without further notice to anyone.