



Cyber Avalanche (Pty) Ltd Incentive Policy

1. Introduction

This policy outlines the incentive structure for participants contributing to the success of CyberTED through its platform (www.cyberted.co.za):

- a. Successful sales of CyberTED courses.
- b. Successful onboarding of new courses.
- c. Successful onboarding of new Employers subscribing to Employer Packages.
- d. Development of relevant, high-quality courses aligned with CyberTED's offerings.

Definitions:

- **Salesperson:** A person who successfully facilitates a placement, deal, or subscription and qualifies for commission.
- **Course Contributor:** A person who develops and uploads new courses to CyberTED's platform.

2. General Conditions

- a. **Policy Review:** This document may be reviewed and updated at any time.
- b. **Payment Timing:** Incentive payments will only be made after receiving cleared funds from the client into the Cyber Avalanche (Pty) Ltd bank account.
- c. **No Incentive Without Profit:** Incentives are only payable after CyberTED has fully recovered related costs and the company has made a profit.
- d. **Cost Recovery:** Any expenses incurred by CyberTED (e.g., course uploads, accreditation fees) must be fully recovered before an incentive payment is considered.

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ted@cyberted.co.za



cyberted.co.za



CYBER AVALANCHE (PTY) LTD. T/A CYBERTED

Reg No: 2017/074371/07 | VAT No: 4900284649

Director: S C Jansen van Vuuren



3. Incentive Payment Guidelines

- a. **Client Defaults:** Incentives will not be paid if a client forfeits payment or if CyberTED receives no direct benefit.
- b. **Tax Compliance:** All incentives are subject to South African Revenue Service (SARS) taxation regulations.
- c. **Payment Frequency:** Incentives will be disbursed on a monthly basis following approval of eligibility.
- d. **Rate Adjustments:** Cyber Avalanche (Pty) Ltd reserves the right to amend commission rates to maintain financial sustainability or meet legitimate business needs.

4. Incentives Per Category

| Category | Incentive | Comments |
|---|--------------------------|--|
| Sales of CyberTED courses | 10% commission | Does not apply to courses developed by the salesperson. |
| Introduction of new Course Contributors | R5,000 (once-off) | Incentive is payable after the Contributor provides their first approved course and CyberTED makes profit. |
| Onboarding of new Employers | R1,000 (once-off) | Applicable upon employer subscribing to an employer package. |
| Development of new courses | 40% of each sale | Commission applies only to the developer of the specific course(s). |

Validity: This incentive structure is valid until **31 July 2025** unless extended or modified.

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