Sage HR & Payroll, Sage Forum Criteria and benefits, terms and conditions: Effective 01 October 2016 or as stipulated

| Applicable to: Reselling Forum members on Pastel Partner Payroll only. | | | Once Off Sign-up Fee R 2999.00 (incl. VAT) | | |
|------------------------------------------------------------------------------------------------------------------------------------|---------|---------|--------------------------------------------|--|--|
| Status | Bronze | Silver | Gold | | |
| P- Buck Targets | | | | | |
| Targets for 12 months. 01 October to 30 September. Net of discount. Targets will be pro-rated based on joining date | P32,000 | P52,000 | P82,000 | | |
| Discount structure: Only for standard and advanced PCI's | | | | | |
| Software | 35% | 40% | 45% | | |
| Stationery | 10% | 15% | 15% | | |
| SDN's | 30% | 30% | 30% | | |
| In-house ALF Discount | 50% | 75% | 100% | | |
| ALF Rebates | 5% | 10% | 15% | | |

Note: Advanced PCI Forum Members will receive rebates on all their linked clients. Standard PCI Forum Members will only receive rebates on non-Advantage linked clients. Selling Forum members may refer new sale prospects for Sage VIP Classic; Sage VIP Premier; Sage VIP People and Sage X3 products, referral rebates structure for non-selling members will apply on successful sales. P-bucks on referral business for other Sage HR & Payroll products will be allocated on a like for like bases of a Pastel Partner Payroll Package.

| Discount structure: Non- PCI's | | | | |
|--------------------------------|-----|-----|-----|--|
| Software | 30% | 30% | 30% | |
| Stationery | 10% | 10% | 10% | |
| In-house ALF Discount | 25% | 25% | 25% | |

Note: Non-PCI Forum Members that fail to meet P1,000 will be converted to Non-Selling member status.

| Training/workshops | | | | |
|--------------------|-----|-----|-----|--|
| PCI's | 30% | 30% | 30% | |
| Non-PCI's | 20% | 20% | 20% | |
| Seminars | | | | |
| PCI's | 30% | 35% | 40% | |
| Non- PCI's | 20% | 20% | 20% | |
| E-Books | | | | |

Please note that ALL Forum Members will receive 100 P-Bucks for each e-book sold as a manual add back.

| | Training |
|--------|-----------------------------------------------------------------------------------------------------------------------------------|
| | A PCI Refresher Exam would need to be written between July and August annually. |
| Notes: | b) Pass rate on all examinations is 75%. |
| | All employees consulting or training on any Sage Pastel Payroll products should hold a PCI certification. |

| (| d) | When a PCI employee leaves the employment of the BP, the SHP |
|---|----|------------------------------------------------------------------|
| | | BP team needs to be informed within 30days of this termination, |
| | | where this employee is the only PCI certified employee of the BP |
| | | the BP needs to submit a replacement strategy for the Vacant |
| | | position or lose PCI Status and benefits |

*Pastel Certified Installer (PCI) - is a partner that has been through training (Classroom/self-study) and has passed the PCI Exam. We advise all BP's to be certified but it's not compulsory, on completion of your application you will default to non-PCI status until you have passed the PCI Exam. Benefits to PCI Dealers:

- Better discounts
- Sage HR & Payroll endorsed consulting services
- Rebates were applicable
- 25 Employee package for In-House use as well as a Dealer pack to use for consulting purposes.

| Referral Commission Structure: Applicable to Non-selling members | | | | | |
|------------------------------------------------------------------|-----------------------------------|----------------------------------|--------------------------------|--------------------------------|--------------------------------|
| | Sage Pastel Partner Payroll | Sage VIP Classic Payroll & HR | Sage Premier People & HRM | Sage VIP People & HRIS | Sage X3 People |
| On Sale Rebate | 25% (Max R12500 per system) | 25% (Max R25000 per system) | 25% (Max R25000 per system) | 25% (Max R25000 per system) | 25% (Max R25000 per system) |
| Benefits | | | | | |
| In-House ALF Discou Sage Pastel Partner I | nt Payroll software users only | , | 20% | | |
| Training/seminars/workshops | | | 15% | | |
| Newsletter (product and specials info) | | | Yes | | |
| Reseller Zone | | | Yes | | |

| Dedicated Account Manager | Yes | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|--|--|
| Partner Information Sessions | Yes | | |
| Notes: Referral commission is payable on successful referrals only. Paid on the software portion invoiced; maximums are applied per system purchased - Payroll, HR & ESS have individual limits. Rebates are paid into Sage Pay accounts only. Referrals must be emailed to you Liaison with the following details: Company name; contact person; contact number email address and physical address. Non-selling members will not be required to accept contracts annually. | | | |