



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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cyberted.co.za



3 Albus Road, Sunset Beach, Cape Town South Africa



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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