



## Cegid President's Club 2024 – Rules

V 30.04.2024 – *This version may be adjusted during the year and replaced by a new version.*

## Eligibility requirements

- The individual must have **achieved or exceeded his/her 2024 cumulative objective**.
- The individual must have held a sales rep or sales manager role from January 1, 2024 to December 31, 2024, with **an effective presence of 11 months over this period**.
- The individual **should be employed by the group at the date of the trip**. Resigning employees are not eligible.
- For Field Reps (IC, ICS), Field Team Leaders, Sales Managers and Sales Directors, the **reference objectives are those distributed at the beginning of the year**.
- For Inside Sales Reps and Inside Sales Team Leaders, **the reference objectives are the sum of the objectives distributed monthly** (minimum 11 months of objectives distributed).
- If an individual is transitioning to a new role during the contest period, **his/her reference objective will be the sum of the objectives on each of his/her roles** and he/she will compete for the BU and the category in which he/she will be present on December 31, 2024.
- **Invitations to the President's club are at management's discretion**. The CEO and the CRO, as well as the Exco, have the right to exclude participants.
- If the winner cannot participate to the trip, no compensation will be given.

## Guests

- **President's Club participants can invite a person** of their choice.
- If a guest is a Cegid employee, additional information will be requested to determine that the person is eligible.
- **Guests must be at least 16 years old** on January 1, 2025.
- If the guest person cannot participate to the trip, no compensation will be given.



## Terms and Conditions of the Competition

### Sales Reps (IC/ICS/IS/team leaders)

- **Field Reps (IC & ICS):** Ranking is calculated based on the achievement rate of their License + SaaS Booking objective for the period from January 1, 2024 to December 31, 2024
- **Field Team Leaders:** Ranking is calculated based on the achievement rate of their individual License + SaaS Booking objective for the period from January 1, 2024 to December 31, 2024
- **IS Reps and IS Team Leaders:** Ranking is calculated based on the achievement rate of their Saas + license + Services booking objective for the period from January 1, 2024 to December 31, 2024 (sum of monthly achievements vs. sum of the monthly quotas)

### Number of seats per BU

#### Field reps, IS and Team Leaders: 20 seats.

- **3 seats** for the top performers of the **CPA BU**
- **2 seats** for the top performers of the **SB BU**
- **4 seats** for the top performers of the **Finance BU**
- **2 seats** for the top performers of the **Retail BU**
- **3 Seats** for the top performers of the **Talent BU**
- **2 seats** for the top performers of the **Payroll BU**
- **1 seat** for the top performers of the **ILA HCM**
- **3 seats** for the top performers of the **ILA (excluding ILA HCM)**



**Sales Managers: 4 seats.**

- **1 seat** for Sales Managers of Cegid Iberia, Latam & Africa teams
  - Eligibility criteria to be provided by Cegid Iberia, Latam & Africa COO
- **3 seats** for the other teams
  - **Eligible roles:** Manager with Sales Manager compensation plan, or Manager with Sales Director compensation plan reporting to a BU Sales Director
  - **Inside Sales Managers:** Ranking is calculated based on the achievement rate of their license + SaaS + Services Team booking objective for the period from January 1 to December 31, 2024.
  - **Other roles:** Ranking is calculated based on the achievement rate of their License + SaaS Team Booking objective for the period from January 1 to December 31, 2024.

**VP Sales: 1 seat**

- Ranking according to the cumulative achievement rate all their objectives for the period from January 1, 2024 to December 31, 2024

**Wild Cards: 3 seats.**

- **1 seat** allocated to **Business Units Leaders**, ranking according to the cumulative achievement rate all their objectives for the period from January 1, 2024 to December 31, 2024
- **1 seat** allocated based on **submissions from BU heads** and validated by Exco (Pre-Sales, Pre-Sales Managers, Country Managers)
- **1 seat reserved for the best performing "rookie"** of all combined BUs: Best 2024 performer of the Field Reps (IC, ICS), IS reps or team leader categories who joined a sales role at Cegid in 2023 (arrival latest in January 2024), if this person is not already part of the 20 seats above.