



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.