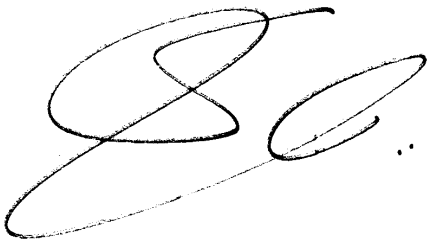


## Term Sheet for Licensed Trainers

1. Anyone who attends at least one Management 3.0 class can become a Licensed Trainer (LT). The class will be attended at the candidate's own discretion. (This means that, in principle, any participant of the course can decide to become an LT.)
2. The exact approach in order to become a qualified trainer is for the candidate LT to decide. He/she can decide to co-train with an existing LT at least once to gain experience. Other options are attending multiple courses by different LT's, reading suggested literature, and/or a Q&A on Skype with Jurgen Appelo, the author of the courseware.
3. The LT level can only be applied for on an individual basis, by filling out the form at [www.management30.com/newtrainer](http://www.management30.com/newtrainer). It is awarded to people (individual trainers), not to businesses (training companies).
4. We will charge a subscription fee of EUR 750 per year for regular updates of the courseware materials. Every LT is expected to subscribe to this service (individually), as long as the LT is scheduling new Management 3.0 classes, for a minimum duration of a year. Licensing can start on any 1<sup>st</sup> day of the month and we will remind you when the license is about to expire. A license automatically expires after one year, unless explicitly renewed by the LT.
5. The LT may terminate this agreement and stop scheduling classes before the subscription expires. However, a refund of the fee is only possible when no courses were given and no revenue was made.
6. The annual fee covers listing of all classes on the [management30.com](http://management30.com) website, including the name of the LT and the dates and locations of classes. The fee also includes worldwide marketing of the Management 3.0 concept.
7. The LT is responsible for the quality of the training, including the selection of partners for logistics, locations, registration, etc. The LT acts as our primary contact for all scheduled classes, and will inform us of any changes or cancellations.
8. By agreeing to these terms the LT agrees to publication of the ratings: the average scores of the evaluation forms of each LT will be published on the management30.com website. We will make sure that all evaluations and ratings are shared with the LT.
9. In case the evaluation forms indicate that the quality of the courses provided by the LT is not sufficient, the LT will be asked and supported to improve the quality of the training. When quality remains poor, the license agreement can be terminated. No refund of the fees will apply.
10. The trainer will make sure to keep an adequate supply of game materials .
11. We will charge a license fee of EUR 750 per course, for licensed use of the materials in a course.

12. In case an LT gives an in-company training in his/her own organization the regular subscription fee of EUR 750 per year applies, as well as the additional license fee of EUR 750 per course.
13. The LT is allowed to personalize and customize the course in order to create a better fit with the audience and customers. However, when the class is branded as a Management 3.0 course at least 75% of the time should be spent on topics supplied with the official materials.
14. In case a trainer wants to integrate parts of the Management 3.0 training into another course, this trainer needs to be an LT. He/she is allowed to integrate a maximum of 25% of the original Management 3.0 course material in the main course. The regular subscription fee of EUR 750 per year will apply as well as the additional fixed license fee of EUR 750 per course.
15. In return for each evaluation form, the attendees of a course will receive a certificate awarding them the level of Certified Student (CS). The certificates will be sent to the LT who will forward them to the students. The CS's will be publicly listed on the central website, if they so desire.
16. There will be a moderated platform for communication among LT's about the course, where training experiences can be discussed and personal contributions can be shared. The LT's may communicate together on how to improve the course. Improvements will be driven with a backlog managed together with the LT's.
17. An LT has the right to attend any course by another LT (in order to learn and improve), but the other LT can set a maximum per course.
18. The original (editable) courseware materials are only available for trainers and will not be supplied to others. Only non-editable PDF versions may be distributed to students and paying customers.

On behalf of the Management 3.0 team,



Jurgen Appelo