

Referral Incentive Scheme

Non-monetary Incentive

Cumulative Min. Rev. Achievement (PHP +++)	Referral Incentive
300,000	Gift Certificate for 2 persons in Café 1228 for lunch or dinner
500,000	Overnight Stay in a Deluxe Room with breakfast for 2 persons
800,000	Overnight Stay in a Residence Club Deluxe Room with breakfast for 2 persons

Monetary-based Incentive

Cumulative Min. Rev. Achievement (PHP +++)	Referral Incentive
300,000	Gift Certificate for CREDITS applicable to Rooms and F&B equivalent to 1% of the total revenue. (e.g., PHP300,000 = PHP3,000 worth of credits)

Terms and Conditions

- Cumulative revenue will be based on materialized / fully paid events only.
- An individual can accumulate revenue up to 1 year.
- The eligible individual can choose to avail of either the non-monetary or monetary-based incentive.
- The incentive will be provided to the eligible individual immediately after the event has materialized or been fully paid.
- Revenue will be based on the contract price, excluding other charges or incidentals during the event.
- All revenues are base prices exclusive of taxes and service charges.
- Revenues are based on events only and do not include guest room revenues.
- **Cap limit of PHP2M will be observed for monetary-based incentive, equivalent to PHP20,000 max incentive.**
- **All monetary-based incentives are net of withholding tax.**
- The company has the right to void or suspend any incentive program without prior notice.
- The General Manager (GM) and Director of Sales and Marketing (DOSM) have the discretion to extend additional incentives or upgrade the incentive.
- This matrix may be used by the Sales Team for negotiation and as a reference for all other departments that may deem it necessary.
- This incentive will not apply to all confirmed events and contracts dated before the release of this policy unless otherwise approved by GM and DOSM.
- **All incentives / gift certificates are transferrable and valid for 1 year after issuance.**