

# Compensation and Benefits

01. Salary

02. Instructor Value Proposition

03. Benefits

## 01. Salary

### Salary Payment

CARROT Global will calculate the instructor's performance and, after withholding the business income tax (3.3%), will deposit the payment into the instructor's designated account on the 15th of the following month.

### Tier System

The salary payment at CARROT Global is based on its own Tier System. Tier instructors are rewarded for their hard work through anniversary gifts and various support benefits (to be detailed later). We hope you can grow with CARROT Global in the long term and enjoy even more diverse benefits as a Tier instructor.

Tier instructors can be promoted to a higher level every six months (January and July) if they meet the promotion criteria. The agreed-upon payment rate upon promotion will be confirmed via email and will hold the same validity as the contract. The promotion criteria are as follows:

- Conducting 40 hours or more of classes per month (excluding workshops and intensive courses, with over 60% of the classes being in-person).
- Achieving an average satisfaction rate of 85% or higher.

## 02. Instructor Value Proposition

### Providing the Best Opportunities

We offer growth opportunities through collaboration with leading domestic and global companies. Moreover, beyond simple language education, you can expand your capabilities through various training opportunities, including executive training, cross-cultural training, education for expatriates and local hires, special lectures, and workshops.

### Largest Number of Classes

We offer the largest number of classes in the industry to accommodate various schedules.

### Manager Assignment

A dedicated manager is assigned to each client company to facilitate smooth communication and systematic management.

### HR Team for Instructors

The dedicated HR team for instructors, THR (Teacher's Human Resources), provides meticulous support and management for instructors.

### Instructor Conference

We offer opportunities for interaction within the CARROT Global community through biannual instructor conferences held at our headquarters.

### Seminars

Regular seminars are also planned, where valuable information and experiences will be provided to instructors. Further information will be announced later.

## 03. Benefits

### Anniversary Gifts

We provide gifts to celebrate special occasions such as birthdays, Teacher's Day, and holidays. **(For Tier instructors only)**

### Lunch with THR

Every two months, we invite selected outstanding instructors to the Hannam campus for a lunch gathering to foster communication.

### Funeral Item Assistance

We provide funeral items in the event of the passing of immediate family members (parents, spouse, children). **(For Tier instructors only)**

### Expansion of Tier Instructor Benefits

CARROT Global is continually evaluating the benefits for Tier instructors and will continue to add new perks in the future.

### Referral Program

Refer a friend, and when the referred instructor completes their first class, you will receive a gift voucher worth 100,000 KRW.