

TIER 2 AND TIER 3 CITY COMMITMENT LETTER

I. Teacher's Commitment

- Along with all commitments in the Teaching Agreement, the teacher is expected to stay in the small city for the minimum time agreed upon with Recruiting and Teacher Management.
- **Start Date**
 - The teacher's time in the small city is counted from the teaching start date for new teachers and from the first day of teaching for existing teachers who transfer to a small city.
- **Time Commitment**
 - Teachers are expected to make a minimum commitment of 4 months.
- **Compensation**
 - Payment is made based on duration at the end of residence in small cities in increments of four (4) months, eight (8) months and twelve (12) months.
- **Resignation and Request for Transfer**
 - The teacher is required to provide 60 days' notice when requesting a transfer from a small city;
 - Without providing 60 days, the teacher will lose their eligibility to receive the bonus, except in extreme circumstances determined by the Faculty Management Division (FMD)
 - Teachers are requested to provide 60 days' notice when resigning from a small city, but at least 30 days' notice is necessary to remain eligible to receive the bonus, except in extreme circumstances as determined by the Faculty Management Division (FMD)
- **Tier 2 and Tier 3 City Commitment Letter**
 - All teachers placed in small cities must sign the Tier 2 and Tier 3 City Commitment Letter prior to placement or transfer.

II. Company's Commitment

- If the teacher completes four (4) months, eight (8) months and twelve (12) months, the teacher is eligible to receive the relevant small city bonus indicated in the chart below.
- Upon successful completion of four (4) months, eight (8) months or twelve (12) months, the teacher is entitled to the bonus amount allocated for that city (see list below).
- The bonus amount will be included in the payment for the month that the teacher leaves the small city
 - For example: The teacher completes 4 months on June 15th and leaves on June 20th The bonus amount for 4 months would be paid in the July 10th payment.
 - Bonuses are not paid until the teacher leaves the small city, except in the case that the teacher completes 12 months.
 - The bonus for 12 months will be included in the payment for the month that the teacher completed the 12 months

- Beyond the specified unpaid time off allowance (as reflected in the handbook and teaching agreement) additional unpaid time off taken during the placement in the small city will not be counted as time accrued towards fulfilling the time requirement for receiving the bonus

Tiers	Cities	Bonus
Tier 1	<ul style="list-style-type: none"> ☒ HCMC ☒ Hanoi ☒ Hue ☒ Da Nang 	Standard Housing allowance.
Tier 2	<ul style="list-style-type: none"> • Ha Long • Bai Chay • Hai Phong • Vung Tau • Nha Trang 	Standard Housing allowance.
Tier 3	<ul style="list-style-type: none"> • Tu Son • Quang Binh • Ha Tinh • Vinh • Ninh Binh • Lao Cai • Bien Hoa • Can Tho • Binh Duong • Rach Gia 	<ul style="list-style-type: none"> • 4 months: 10,000,000 • 8 months: 25,000,000 • 12 months: 40,000,000
Tier 4	<ul style="list-style-type: none"> • Hai Duong, • Ha Nam, • Hung Yen, • Phu Tho, • Cam Pha, • Vinh Phuc, • Thanh Hoa, • Bac Ninh, • Hoa Binh, • Thai Nguyen, • Thai Binh, • Uong Bi, • Phuc Yen, • Mong Cai, • Bac Giang, • Son Tay • Pleiku, • Buon Me Thuot 	<ul style="list-style-type: none"> • 4 months: 13,500,000 • 8 months: 33,750,000 • 12 months: 56,250,000

ON BEHALF OF APAX ENGLISH CORPORATION
FMD DIRECTOR

DATE

TEACHER (FULL NAME, SIGN)

Signing Date: ____/____/____

Signing Date: ____/____/____