

| MONTHLY PAYMENT RUN | | | |
|-------------------------|-----------------------------------|---------------------------------------|----------------------------|
| 1 | 2 | 3 | 4 |
| PERIOD | TIMESHEET SUBMISSION DEADLINE COB | INVOICE SUBMISSION DEADLINE COB | PAYMENT FROM IKAS VIA BACS |
| 01/07/2013 - 28/07/2013 | 31 July 2013 | 02 August 2013 | 07 August 2013 |
| 29/07/2013 - 25/08/2013 | 28 August 2013 | 30 August 2013 | 04 September 2013 |
| 26/08/2013 - 29/09/2013 | 02 October 2013 | 04 October 2013 | 09 October 2013 |
| 30/09/2013 - 27/10/2013 | 30 October 2013 | 01 November 2013 | 06 November 2013 |
| 28/10/2013 - 24/11/2013 | 27 November 2013 | 29 November 2013 | 04 December 2013 |
| 25/11/2013 - 29/12/2013 | 02 January 2014* | 06 January 2014 * | 08 January 2014 |
| 30/12/2013 - 26/01/2014 | 29 January 2014 | 31 January 2014 | 05 February 2014 |
| 27/01/2014 - 23/02/2014 | 26 February 2014 | 28 February 2014 | 05 March 2014 |
| 24/02/2014 - 30/03/2014 | 02 April 2014 | 04 April 2014 | 09 April 2014 |
| 31/03/2014 - 27/04/2014 | 30 April 2014 | 02 May 2014 | 07 May 2014 |
| 28/04/2014 - 25/05/2014 | 28 May 2014 | 30 May 2014 | 04 June 2014 |
| 26/05/2014 - 29/06/2014 | 02 July 2014 | 04 July 2014 | 09 July 2014 |
| 30/06/2014 - 27/07/2014 | 30 July 2014 | 01 August 2014 | 06 August 2014 |
| 28/07/2014 - 24/08/2014 | 27 August 2014 | 29 August 2014 | 03 September 2014 |
| 25/08/2014 - 28/09/2014 | 01 October 2014 | 03 October 2014 | 08 October 2014 |
| 29/09/2014 - 26/10/2014 | 29 October 2014 | 31 October 2014 | 05 November 2014 |
| 27/10/2014 - 23/11/2014 | 26 November 2014 | 28 November 2014 | 03 December 2014 |

^{*}Change in submission days to allow for New Year bank holiday

Additional Guidelines:

- a) For iKas International to meet the BACS Payment Date (Column 4 above), authorised timesheets and expenses (where applicable) must be submitted via the InTIME portal by the Timesheet Submission Deadline (Column 2).
- b) Your advice notes will be generated based on your authorised timesheets, and sent to your private email, by 12pm following the Timesheet Submission Deadline (Column 2).
- c) Upon receipt of your advice note, your invoice must be uploaded via the InTIME portal, in line with the Invoice Submission Deadline (Column 3).
- d) Assuming the above, iKas will make a BACS payment in line with Column 4. It takes on average 3 working days for payment to reach your bank account, however we cannot influence the speed at which different banks process received funds.

^{*}Should you miss the Monthly Payment Run deadlines, please contact invoicing@ikasinternational.com to confirm details of the next available payment cycle.