

INCENTIVE PROGRAM

Incentives Program for the World Phygital Community (WPC) Members

1. Program Overview:

The **WPC Incentives Program** is a performance-based initiative that rewards members for contributions in self-improvement, community support, and administration. Members earn points, achieve ranked statuses (Gold, Silver, Bronze), and gain exclusive benefits such as event access, leadership engagement, and public recognition.

2. Key Features of the Incentives Program

The program is built around three main categories of performance activities:

- **Self-Improvement** – Activities that enhance the individual performance of WPC members.
- **Community Support** – Contributions that help other members succeed.
- **Community Administration** – Efforts to assist WPC in managing and organizing the community.

3. Points System & Rollover Policy

3.1. Points Allocation

- There is a limit to the number of times certain activities can be rewarded as stipulated in the Appendix (Performance Activities).

3.2. Points Rollover

- At the start of a new cycle, a percentage of the accumulated points from the previous season will roll over, ensuring continuity in member rankings.
- The rollover percentage is determined by the member's status at the end of the season (see Appendix (Benefits) for details).
- All remaining points reset to zero, and the new cycle begins with updated ranking criteria

3.3. Points Verification & Disputes

- All awarded points will be subject to verification.

- Members may request a review within five (10) business days after rankings are published.
- After this period, rankings will be considered final.

4. Membership Status & Ranking:

4.1. Status Tiers

Members will be assigned one of three statuses based on their ranking:

For the season 2024/2025 (for GOTF-2025):

- Gold: Top 15 ranked members.
- Silver: Members ranked 16–32.
- Bronze: Remaining members.

For the season 2025/2026 (for GOTF-2026):

- Gold: Top 15 ranked members.
- Silver: Members ranked 16–50 subject to point 4.4 below.
- Bronze: Remaining members.

4.2. Ranking Validity & Updates

- Rankings are **valid for one calendar year**, tied to the tournament season.
- If a tournament season extends beyond the calendar year, the Incentives Program remains valid until the season concludes.
- Rankings reset **at the start of each new cycle**, with any applicable rollover points applied.

4.3. Key Deadlines for the 2025 Cycle

All performance activities will be counted from the date of the program's launch, while the following will be counted **starting January 1, 2025**:

- Organized non-ranking tournaments (phygital games))
- Paid the membership fee
- Established a dedicated phygital organization in the member's country
- Acted as a speaker/official representative at WPC events
- Recruited a new member

4.4. Minimum Points Requirement for Status

- Gold and Silver status will only be assigned to members who have earned points. If the number of eligible members exceeds the available ranking slots for Silver status, priority will be given to the highest-ranking members until the slot limit is reached.
- WPC commits to providing benefits for a maximum of Gold and Silver members combined as per point 4.1 above, however, this limit may be reconsidered at WPC's discretion, and any updates will be communicated to members accordingly.
- In the event that two or more members have the same number of points at the cutoff, priority goes to members who earned more points from organizing or delivering ranking tournaments.
- If further distinction is needed, WPC may introduce additional criteria and will inform members accordingly.
- Members who qualify for Gold/Silver status but do not receive a slot due to capacity limits may be offered alternative recognition or lower-tier benefits at WPC's discretion.

5. Benefits & Usage

5.1. Benefit Categories

Members earn rewards based on their performance in the following areas (see Appendix (Performance Activities) for details):

- **Event Benefits** – Exclusive participation opportunities, priority registration, and special privileges at non-competition and competition events.
- **Exclusive Access** – Invitations to WPC events, workshops, and direct engagement with WPC leadership.
- **Recognition & Awards** – Public acknowledgment, recognition, and eligibility for WPC Ambassador nominations.

5.2. Benefit Validity & Usage Rules

- A member's status takes effect upon the publication of the ranking unless WPC provides prior notice of any exceptions.
- Status remains valid for the entire calendar year based on the previous season's ranking until the next ranking is published.
- The benefits provided by WPC are counted starting from 01 January 2025, preceding the launch of the incentive program.
- Any unused benefits within the designated period will be forfeited, and WPC will be considered to have fulfilled its obligation.

- Benefits are non-transferable unless explicitly stated in the program terms.
- WPC may update the list of benefits and will inform members of any changes as soon as possible.

6. Program Amendments & Changes:

- WPC reserves the right to update the program structure to align with evolving strategic goals.
- Changes will typically take effect at the start of a new cycle and will not apply retroactively.
- In exceptional cases, mid-cycle changes may be implemented, with prior notice to all members

7. Ranking Publication & Cutoff Dates

- Points accumulation for the current season will conclude on the final day of the tournament season.
- Any activities recorded after the cutoff date will be considered for the next membership cycle if they are included in the updated version of the Incentives Program for the next year.
- The final member ranking table will be published no later than 10 business days after the team rankings are released.

8. Member Responsibilities & Compliance

Members are expected to:

- Participate in good faith and adhere to community guidelines.
- Uphold the integrity of WPC and its values.
- Avoid fraudulent activity, misrepresentation, or rule violations, which may result in disqualification and forfeiture of benefits.

APPENDIX (Performance activities)

#	PERFORMANCE ACTIVITIES	Max Occurrences for Points Allocation	POINTS	Description of the activity	Verification	Submission Deadline	Submission Source	Point Allocation Deadline
	SELF-IMPROVEMENT ACTIVITIES							
	RANKING TOURNAMENTS							
1	Organized PHYGITAL ORIGINS	4	40	LINK	WPC TEAMS' RANKING TABLE	N\A	WPC website	After team ranking is published on the WPC website
2	Organized PHYGITAL RIVALS	4	80	LINK	WPC TEAMS' RANKING TABLE	N\A	WPC website	After team ranking is published on the WPC website
3	Team qualified for TOP-3 ranking	4	30	N\A	WPC TEAMS' RANKING TABLE	N\A	WPC website	After team ranking is published on the WPC website
4	Timely submission of PHYGITAL ORIGINS reports	4	7	N\A	Fully completed post-tournament report in WPC+ (protocols, grids, technical video) and marketing materials (videos, photos, publications, etc.)	Within 3 working days after the final match	WPC+ system	After uploading reports and marketing materials in WPC+
5	Timely submission of PHYGITAL RIVALS reports	4	10	N\A	Fully completed post-tournament report in WPC+ (protocols, grids, technical video) and marketing materials (videos, photos, publications, etc.)	Within 3 working days after the final match	WPC+ system	After uploading reports and marketing materials in WPC+

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6	Covered travel and accommodation costs for WPC delegate at Ranking Tournaments	2	20	N/A	WPC Delegate report confirming cost coverage by WPC member	N/A	Competition@worldphygital.org	Within 3 business days after the report
	NON-RANKING TOURNAMENTS							
7	Organized PHYGITAL GAMES	4	10	LINK	Post-event report meeting the requirements described in the slides linked in the Description of the Activity column	Within 3 business days post-event	Membership@worldphygital.org	Within 3 business days after verification
	INSTITUTIONAL DEVELOPEMENT							
8	Established a phygital organization in the country	1	15	LINK	Legal registration document with “phygital” or similar term in the name	Within 3 business days of registration	Legal@worldphygital.org	Upon verification
9	Paid membership fee	2	2	LINK	Payment transfer confirmation	Within 3 business days of payment	finance@worldphygital.org	Within 3 business days after receipt of the fee
10	Launched an active WPC member website	1	5	N/A	A functional link to a relevant page of a WPC member website containing up-to-date information and a news feed covering all the member's phygital activities with at least 5 stories per season	As soon as the link is available	marketing@worldphygital.org	Upon completion of the ranking tournaments' season
11	Secured government authorization for phygital sport	1	10	N/A	Authorization letter from the Ministry of Sport (signed by Minister or Deputy Minister) confirming member's authorization to develop phygital sport on a country level	Within 3 business days of receiving the Authorizatio	Membership@worldphygital.org	Within 3 business days after verification

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						n letter from the Ministry of Sport		
12	Secured recognition of phygital sport by Ministry of Sport	1	30	N\A	Legal document from Ministry of Sport (signed by Minister or Deputy Minister) confirming recognition	Within 3 business days of receiving Legal document	Membership@worldphygital.org	Within 3 business days after verification
13	Minister of Sport expressed public support of WPC/phygital sport/GOTF	1	5	N\A	Screenshot and/or link to a post on the Minister of Sport's official social account/TV/printed media	Within 3 business days of the post	Membership@worldphygital.org	Within 3 business days after verification
14	Signed agreement with national sports federation or National Olympic Committee (only for phygital football or basketball)	2	5	N\A	Email confirmation with a copy of the signed agreement. National sport federation should represent either football or basketball.	Within 3 business days of the agreement date	Membership@worldphygital.org	Within 3 business days after verification
	COMMUNITY SUPPORT ACTIVITIES							
	TRAINING AND COACHING							
15	Assisted other members with tournament applications/reporting (at WPC's request) for PHYGITAL RIVALS and PHYGITAL ORIGINS	6	3	LINK	Fully completed post-tournament report in WPC+ system (protocols, tournament grids, technical video) and marketing documentation (videos, photos, publications, etc.)	Within 3 business days after final match	WPC+ system	After uploading report and marketing materials to WPC+
16	Provided individual consultation to another	6	7	LINK	WPC TEAMS' RANKING TABLE confirming that the new member	N\A	WPC website	After team ranking is

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	member (at WPC's request) to support their PHYGITAL RIVALS and PHYGITAL ORIGINS tournament organization				delivered PHYGITAL RIVALS/PHYGITAL ORIGINS in the current season			published on the WPC website
17	Organized an online or offline workshop for WPC members, with a minimum of 10 participants, pre-approved by WPC and conducted at WPC's request.	4	10	N\A	Photo or video evidence showing at least 10 WPC members in attendance	Within 3 business days after the event	Membership@worldphygital.org	Within 3 business days after verification
18	Acted as a speaker at WPC events at WPC's request, with pre-approved talking points	6	7	LINK	WPC internal confirmation of the member's participation as a speaker	N/A	Membership@worldphygital.org	After the event
	VIK SUPPORT							
19	Provided VIK support (e.g., venues, equipment) to another member or secured a partner for PHYGITAL RIVALS use, pre-approved by WPC	4	10	N\A	Shipment declaration of imported goods or agreement between the partner and member, or partner and WPC, on providing non-monetary support for WPC members.	Within 3 business days of shipment or the agreement date (if signed by the member)	Membership@worldphygital.org	Within 3 business days after verification
	PROMOTION ACTIVITIES							
20	Represented WPC (as a speaker or otherwise)	4	5	LINK	Provide a report with a summary of the event, audience engagement, feedback,	Within 2 business	marketing@worldphygital.org	Within 3 business days

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	at external (non-WPC) sport or esports events, upon WPC's request (excluding workshops organized independently by the member)				and photos/videos of the event and WPC member's speech. The talking points must be pre-approved by WPC.	days after the event		after verification
21	Created and provided WPC with high-quality content capturing member's phygital events and activities	6	3	LINK	Member uploaded the content to the cloud storage folder in accordance with the guideline.	Within 2 business days after the event.	press@worldphygital.org	Within 2 business days after verification
22	Collaborated with an influencer (50K–100K subscribers) to promote WPC and phygital on their social media channels.	4	3	LINK	Report with a summary of the collaboration, post details, performance and status.	Within 5 calendar days after the social media activity	marketing@worldphygital.org	Within 3 business days after verification
23	Collaborated with an influencer (100-500k subscribers) to promote WPC and phygital in their social media accounts	4	5	LINK	Report with a summary of the collaboration, post details, performance and status.	Within 5 calendar days after the social media activity	marketing@worldphygital.org	Within 3 business days after verification
24	Collaborated with an influencer (500k+ subscribers) to promote WPC and phygital in their social media accounts	4	10	LINK	Report with a summary of the collaboration, post details, performance and status.	Within 5 calendar days after the social media activity	marketing@worldphygital.org	Within 3 business days after verification
25	Earned Publicity: Engaged the Media or created a media activity	4	3	LINK	Report with a copy of the press release and a media coverage report (minimum 3 publications).	Within 2 business days after	marketing@worldphygital.org	Within 3 business days

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	to cover member's phygital events				Note: this activity excludes ranking tournaments coverage.	the event/media activity		after verification
	COMMUNITY ADMINISTRATION ACTIVITIES							
	MEMBER RECRUITMENT AND COMMUNITY COLLABORATION							
26	Enroll a new member from the country list approved by the WPC	6	5	LINK	New WPC member from WPC-approved country list, approved by the Committee and listed on the WPC website in members' section	After the Committee's decision	WPC web-site (members' map)	After new member listed on the WPC web-site
27	Enroll a high-performing new member (who delivered at least 1 PHYGITAL RIVALS)	6	10	LINK	WPC TEAMS' RANKING TABLE confirming that the new member delivered at least 1 PHYGITAL RIVALS tournament in the current season	At least 1 PHYGITAL RIVALS is delivered in the upcoming season	WPC website	After publication of the ranking table
28	Led or facilitated a WPC-assigned initiative to strengthen member or partner engagement, such as coordinating a regional project or campaign, at WPC's request	6	5	N/A	Summary report, official email confirmation, or evidence of completed engagement efforts. For clarity, if the initiative requires multiple calls/meetings, points are awarded for the entire activity, not for each call/meeting.	Within 3 business days after completion of the assignment	Membership@worldphygital.org	Within 3 business days after verification
	EVENT HOSTING SUPPORT							

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29	Received confirmed interest from the member's country to host GOTF-28	1	30	LINK	Non Legally binding memorandum of understanding (MOU) signed by the member country's Minister of Sport or higher	By December 15, 2025	team@phygitalinternational.com	After verification
30	Secured bid submission to host GOTF-28 after campaign launch	1	60	LINK	GOTF bid book sent to PI before the deadline, with requirements provided to the member after submission of the signed MOU	Before the official bid submission deadline	team@phygitalinternational.com	Upon receipt of the bid
31	Received government authorization for the bid for GOTF-28 (signed by Minister of Sport)	1	80	LINK	GOTF bid book signed by Minister of Sport or higher government official	Before the official bid submission deadline	team@phygitalinternational.com	Upon receipt of the bid
32	The bid won the campaign	1	200	N/A	The country was announced as the bidding winner	By the official deadlines	Official PI announcement	After announcement
	GENERAL CONTRIBUTION							
33	Actively participated in WPC initiatives (details to be provided separately by WPC)			N/A	As per the initiative description sent to all members	As per the initiative description sent to members	As per the initiative description sent to all members	As per the initiative description sent to all members

APPENDIX (Benefits)

#	LIST OF BENEFITS	HOW MANY TIMES THE BENEFIT CAN BE PROVIDED	GOLD	SILVER	BRONZE
WPC EVENTS-RELATED BENEFITS					
NON-COMPETITION EVENTS					
OFFLINE EVENTS					
1	Invitation to non-competition events (e.g. WPC Summit)	1	YES	YES	YES
2	Paid flights (for 2 persons) (economy class)	1	YES		
3	Paid accommodation (2 standard rooms for 2 persons)	1	YES		
4	Paid accommodation (1 standard room for 1 person)	1		YES	
5	Direct interaction with WPC top managers and leaders (one-to-one meeting with Top managers during the Summit)	1	YES		
6	WPC souvenirs (as available)	1	YES	YES	YES
ONLINE EVENTS					
7	Invitation to general online events (workshops, other)	all online events	YES	YES	YES
COMPETITION EVENTS					
8	GOTF benefits (to be announced separately)				
NOMINATIONS					
CERTIFICATES AND TROPHYS					
9	Authorization letter confirming membership in WPC	1	YES	YES	YES
10	Digital membership certificate or asset (for social media, event promotion, other)	1	YES		
11	Printed personalized membership certificate for full members (if applicable)	1	YES	YES	

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12	WPC Award/Trophy (quantity and categories are decided by WPC)	For selected members	YES	YES	
13	Inclusion in the WPC members' list on the website	1	YES	YES	YES
14	Listed in the Gold Members section on WPC's website	1	YES		
15	Listed in the Silver Members section on WPC's website	1		YES	
AMBASSADOR'S ROLE					
16	Speaking at WPC events, workshops, or coordinating WPC initiatives (online / offline)	at least 1	YES		
17	Speaking at non-WPC events (if applicable)	at least 1	YES		
EXCLUSIVE ACCESS					
PROMOTION					
18	Featuring members on the WPC website	1	YES		
19	Mentioning members on the WPC website	1		YES	
PARTICIPATION IN WPC'S STRATEGY					
20	Participation in evaluating new phygital disciplines (if applicable)	1	YES		
21	Advisory Council participation (by WPC invitation)	For selected members	YES		
22	Full voting membership per WPC Charter, based on tournament season rankings	at least 1	YES	YES	YES
PERSONALIZED SUPPORT					
23	Dedicated priority manager from WPC for direct support and coordination	Ongoing throughout the year	YES		
24	Private, exclusive training programs (by invitation)	at least 1	YES		
TOURNAMENT OPPORTUNITIES					

#	LIST OF BENEFITS	HOW MANY TIMES THE BENEFIT CAN BE PROVIDED	GOLD	SILVER	BRONZE
25	- The right to be the first informed about slots for direct invites to ranking disciplines in GOTF/PHYGITAL CONTENDERS, allocated based on submission order (subject to PI criteria).	at least 1	YES		
26	- The right to be the first informed about slots for direct invites to non-ranking disciplines in GOTF/ PHYGITAL CONTENDERS, allocated based on submission order (subject to PI criteria)	at least 1	YES		
27	Early access to new disciplines assignment (if applicable)	at least 1	YES		
28	Retention of assigned disciplines if PHYGITAL RIVALS were successfully delivered	For each discipline where a PHYGITAL RIVALS tournament was held	YES	YES	YES
EMPLOYMENT OPPORTUNITIES					
29	Eligible for subcontracting roles (e.g., GOTF/WPC) if criteria are met and approved by PI/WPC (if applicable)	1	YES		
30	Eligible for WPC employment roles (trainer, coordinator, etc.) if approved by PI/WPC (if applicable)	1	YES		
SPONSORSHIP OPPORTUNITIES					
31	Matching members with brands/partners for sponsorship (if available)	1	YES	YES	YES
MAXIMIZING EFFORTS					
32	Points rollover (carry over points from the previous cycle to the new)	1	5%	3%	2%