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Article 1

Basic provisions

- (1) This decision supplements the Instruction of the Director of the University Institute (hereinafter referred to as "UNI") of Tomas Bata University in Zlín (hereinafter referred to as "TBU") "Rules on the Remuneration of Staff Members as Part of an Incentive Scheme to Enhance the Quality of the University Institute".

Article 2

Remuneration for excellent publications

- (1) For the year 2025, the remuneration basis for excellent publications at UNI is set as follows:
- CZK 80,000 for a journal classified in the first quartile in at least one FORD area, but not in the first decile.
 - CZK 120,000 for a journal classified in the first decile in at least one FORD area.

- (2) The remuneration basis for excellent publications as per paragraph 1 (a) and b) will be reduced by 100% for publications published through the MDPI publisher.

Article 3

Remuneration for obtaining external grants

- (1) For the year 2025, extraordinary remuneration for obtaining external grants at UNI is set as follows:

- a) National external grants – total amount of non-investment funding for UNI:

- | | |
|--|------------|
| • Up to CZK 1,000,000 | CZK 10,000 |
| • From CZK 1,000,001 to CZK 10,000,000 | CZK 50,000 |
| • Over CZK 10,000,001 | CZK 70,000 |

- b) International external grants – total amount of non-investment funding for UNI:

- | | |
|--|-------------|
| • Up to CZK 1,000,000 | CZK 20,000 |
| • From CZK 1,000,001 to CZK 10,000,000 | CZK 100,000 |
| • Over CZK 10,000,001 | CZK 140,000 |

For determining the amount of non-investment funding, the exchange rate of 1 EUR = 25 CZK shall be used.

Article 4

Remuneration for fulfilling the so-called third role

- (1) For 2025, extraordinary remuneration for an employee's participation in events representing UNI is set at CZK 1,000 for each day of participation in the event.
- (2) This remuneration is provided only if participation in the event is not funded from other sources, in particular from the resources of another TBU unit or from external resources. If participation is funded otherwise, extraordinary remuneration under this decision does not apply.

Article 5

Final provisions

- (1) This decision is valid for the second half of 2025.

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