

**GLOBAL LEVERAGE BOARD OF EXCELLENCE**

# Credentialing Membership Agreement

*Administered by CREME Consultants*

Effective 2026 · All fees in USD · Fee revisions require 90 days written notice to active credential holders

**This Agreement** is entered into between the Global Leverage Board of Excellence (GLBE), administered by CREME Consultants ("GLBE" or "the Board"), and the individual named below ("Credential Holder" or "Applicant"). By submitting an application or accepting credentialing, the Credential Holder agrees to be bound by all terms of this Agreement.

**This Agreement applies to all GLBE credentials:** Certified Leverage Coach™ (CLC) · Certified Leverage Officer™ (CLO) · Certified Master Leverage Evaluator™ (CMLE) · Certified Leverage CE Instructor™ (CLCEI).

## SECTION 01 GRANT OF CREDENTIAL & LICENSE

Upon satisfying all eligibility requirements, completing the required training and examinations, and paying all applicable fees, GLBE grants the Credential Holder a non-exclusive, non-transferable, revocable license to:

- Use the applicable credential designation (CLC, CLO, CMLE, or CLCEI) and associated brand marks within the terms of this Agreement
- Administer the 125 Leverage Index™ within the declared Scope of Service and credential level
- Deliver services authorized under the specific credential earned
- Be listed in the CREME Certified Practitioner Directory while credential remains active

This license is personal to the Credential Holder and may not be assigned, sublicensed, or transferred. The credential and all associated rights terminate immediately upon revocation, suspension, or voluntary surrender.

## SECTION 02 FEE SCHEDULE — ALL CREDENTIALS

All fees are due as specified below. Failure to pay fees by the applicable deadline will result in credential suspension. GLBE reserves the right to revise fees with 90 days written notice to active credential holders.

### 2.1 — Certified Leverage Coach™ (CLC)

TERM	DETAIL
<b>Initial Certification Fee</b>	\$250 — one-time, due upon approval
<b>Annual Licensing Fee</b>	\$500/year — due on the credential anniversary date each year
<b>CE Requirement</b>	8 CE hours per year — measured from credential anniversary date
<b>CE Cycle</b>	Annual — no pause, no extension under any status
<b>Grace Period</b>	30 days past due date before credential is suspended
<b>Reinstatement — within 12 months</b>	All overdue licensing fees + \$150 reinstatement fee
<b>Reinstatement — beyond 12 months</b>	Credential revoked. Full re-certification required at prevailing fee.

<b>Contract Coaching Rate</b>	\$125/hour fixed (CREME Contract Track)
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## 2.2 — Certified Leverage Officer™ (CLO) — CREME Exclusive Track

<b>TERM</b>	<b>DETAIL</b>
<b>Initial Certification Fee</b>	\$750 — one-time, due upon approval
<b>Biennial Renewal Fee</b>	\$997 every 2 years (biennial)
<b>CE Requirement</b>	40 CE hours every 2-year cycle — no pause under any status
<b>Grace Period</b>	30 days past due date before credential is suspended
<b>Reinstatement — within 12 months</b>	All overdue licensing fees + \$150 reinstatement fee
<b>Reinstatement — beyond 12 months</b>	Credential revoked. Full re-certification required at prevailing fee.
<b>On Hold Status</b>	\$250/quarter · max \$750/year · maximum 18 months · CE continues uninterrupted
<b>On Hold Conversion Credit</b>	On Hold fees credited toward \$1,997 Independent conversion fee if converted within 12 months of On Hold election only
<b>Contract Coaching Rate</b>	\$125/hour fixed (CREME Contract Track)

## 2.3 — Certified Leverage Officer™ (CLO) — Sponsored Track

<b>TERM</b>	<b>DETAIL</b>
<b>Initial Certification Fee</b>	\$4,997 — one-time, due upon approval
<b>Biennial Renewal Fee</b>	\$997 every 2 years (biennial)
<b>CE Requirement</b>	40 CE hours every 2-year cycle — no pause under any status
<b>Grace Period</b>	30 days past due date before credential is suspended
<b>Reinstatement — within 12 months</b>	All overdue licensing fees + \$150 reinstatement fee
<b>Reinstatement — beyond 12 months</b>	Credential revoked. Full re-certification required at prevailing fee.
<b>Delivery Authority</b>	Organizational deployment under sponsoring organization's 125 Certified Organization™ license only

## 2.4 — Certified Leverage Officer™ (CLO) — Independent Practice Track

<b>TERM</b>	<b>DETAIL</b>
<b>Conversion Fee</b>	\$1,997 — one-time conversion fee (On Hold fees credited only if converted within 12 months of On Hold election)
<b>Biennial Renewal Fee</b>	\$1,997 every 2 years (biennial)
<b>CE Requirement</b>	40 CE hours every 2-year cycle — no pause under any status
<b>Per-Assessment Fee</b>	\$50 flat fee paid to GLBE per 125 Index™ administration — logged in Annual Standards Report

<b>Non-Payment Consequence</b>	Non-payment of per-assessment fee is grounds for immediate credential suspension
<b>Reinstatement — within 12 months</b>	All overdue fees + \$150 reinstatement fee
<b>Reinstatement — beyond 12 months</b>	Credential revoked. Full re-certification required at prevailing fee.

## 2.5 — Certified Master Leverage Evaluator™ (CMLE)

*The CMLE is an internal CREME designation — not a public-facing certification. Designation is by invitation only at the sole discretion of CREME Consultants leadership.*

TERM	DETAIL
<b>Application Fee</b>	\$1,500 — one-time, due upon submission
<b>Biennial Renewal Fee</b>	\$997 every 2 years (biennial) — due December 31 on the renewal year, same cycle as CLO
<b>CE Requirement</b>	40 CE hours every 2-year cycle — same cycle as CLO
<b>Late Renewal Fee</b>	\$150
<b>Reinstatement Fee</b>	\$250 + current renewal fee

## 2.6 — Certified Leverage CE Instructor™ (CLCEI)

*The CLCEI designation authorizes the holder to design and deliver CE content for CLC and/or CLO credential holders. All content requires a valid GLBE CE Approval Code before delivery.*

TERM	DETAIL
<b>Application Fee</b>	\$500 — one-time, due upon submission
<b>Renewal Fee</b>	\$100 every 4 years — due December 31 on the renewal year
<b>CE Requirement</b>	Governed by underlying credential (CLC: 8 hrs/year · CLO: 40 hrs/2 years)
<b>Scope</b>	CLC-level CLCEI: CE delivery for CLCs only · CLO-level CLCEI: CE delivery for CLCs and CLOs
<b>Content Requirement</b>	All CE content must receive a valid GLBE CE Approval Code before delivery — no exceptions
<b>Late Renewal Fee</b>	\$25
<b>Reinstatement Fee</b>	\$50 + current renewal fee

## SECTION 03 CONTINUING EDUCATION OBLIGATIONS

CE obligations are a condition of maintaining an active credential. They do not pause, reduce, or extend under any circumstances including On Hold status, medical leave, or voluntary suspension.

TERM	DETAIL
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<b>CLC CE Cycle</b>	Annual — 8 CE hours per year measured from credential anniversary date
<b>CLO CE Cycle</b>	Biennial — 40 CE hours every 2 years, no pause under any status
<b>CMLE CE Cycle</b>	Biennial — 40 CE hours every 2 years, same cycle as CLO
<b>CLCEI CE Cycle</b>	Governed by underlying CLC or CLO credential standard
<b>Approved CE Sources</b>	CREME-delivered CE events (Labs, summits, workshops) · GLBE-approved CLCEI instructors · ICF, SHRM, ATD, and other GLBE-approved bodies (up to 50% of CLC annual requirement)
<b>CE Approval Code</b>	All third-party CE content requires a valid GLBE CE Approval Code. CE delivered without a valid code does not count toward requirements.
<b>CE Documentation</b>	Credential holders maintain records and submit documentation to CREME upon renewal
<b>Failure to Complete CE</b>	Credential suspended until CE hours are documented and submitted to GLBE

## SECTION 04 CREDENTIAL STATUS — SUSPENSION, REINSTATEMENT & REVOCATION

### 4.1 — Suspension

- Credential is suspended automatically 30 days after any fee payment is past due
- Credential is suspended if CE requirements are not met by the applicable deadline
- Suspended credentials may not use the credential designation, administer the 125 Index™, or represent themselves as active credential holders
- Suspension is lifted upon full payment of overdue fees, applicable reinstatement fee, and documentation of CE compliance

### 4.2 — Reinstatement

TERM	DETAIL
<b>CLC / CLO — within 12 months of lapse</b>	All overdue licensing fees + \$150 reinstatement fee
<b>CLC / CLO — beyond 12 months</b>	Credential revoked. Full re-certification required at prevailing fee.
<b>CMLE — late renewal</b>	\$150 late fee. Reinstatement: \$250 + current renewal fee.
<b>CLCEI — late renewal</b>	\$25 late fee. Reinstatement: \$50 + current renewal fee.

### 4.3 — Revocation

- Credential is revoked upon: non-payment beyond 12 months of lapse · material violation of the Code of Ethics · misrepresentation of credential or scope · failure to comply with a GLBE corrective action plan
- Revocation is permanent unless GLBE leadership grants a reinstatement pathway at sole discretion
- Revoked credential holders must immediately cease using all credential designations, brand marks, and Index™ administration rights

## SECTION 05 CLO ON HOLD STATUS

On Hold status is available to any active CLO who loses organizational sponsorship and has not yet secured a new sponsoring organization or converted to Independent Practice.

TERM	DETAIL
<b>Eligibility</b>	Any active CLO who has lost organizational sponsorship
<b>Election Window</b>	Must elect On Hold status within 30 days of losing sponsorship
<b>Quarterly Fee</b>	\$250/quarter
<b>Annual Cap</b>	Maximum \$750/year — Q4 fee is waived when annual cap is reached
<b>Maximum Duration</b>	18 months — at Month 19 the CLO must convert to Independent, secure a sponsor, or surrender the credential
<b>CE Requirement</b>	Continues on normal 40-hour/2-year schedule — no pause, no extension, no exception
<b>Conversion Credit</b>	On Hold fees credited toward \$1,997 Independent conversion fee only if conversion occurs within the first 12 months of On Hold election
<b>No Conversion Credit</b>	If conversion occurs after 12 months of On Hold, all quarterly fees paid are retained by CREME and the full \$1,997 conversion fee applies
<b>Directory Listing</b>	Credential holder listed as 'Seeking Sponsorship' — visible to organizations seeking a CLO
<b>Deployment Restriction</b>	On Hold CLOs may not take on new organizational clients. Wind-down of existing clients is permitted during the first 60 days of On Hold status only.

## SECTION 06 INTELLECTUAL PROPERTY & BRAND USE

- The 125 Leverage Index™, CRISP framework, W.E.A.L.T.H. Principle, and all related CREME/GLBE intellectual property remain the exclusive property of CREME Consultants
- Credential Holders may not reproduce, modify, sublicense, or teach the framework to others without written authorization from CREME Consultants
- Credential designations and CREME brand marks may only be used while the credential is active and within the terms of this Agreement
- All promotional materials using credential designations or CREME brand marks are subject to CREME brand guidelines
- Upon suspension or revocation, all use of credential designations, brand marks, and Index™ administration rights must cease immediately

## SECTION 07 CODE OF ETHICS & PROFESSIONAL STANDARDS

All Credential Holders are bound by the GLBE Code of Professional Ethics as a condition of this Agreement. The Code governs conduct in all client interactions, professional representations, and business activities related to the credential.

- The Credential Holder places client welfare above all other considerations including business development interests
- The Credential Holder does not coach or practice outside their declared Scope of Service or beyond their credentialed authority
- The Credential Holder does not make therapeutic or clinical claims in connection with the 125 Leverage Index™
- All client information, Index™ scores, and session content is strictly confidential — client data may not be shared with any third party without explicit written consent
- Client assessment records and session notes must be maintained securely for a minimum of three years
- The Credential Holder may not misrepresent their credential, scope, or relationship with CREME Consultants
- Material conflicts of interest must be disclosed to clients and to CREME Consultants upon discovery

- Any complaint filed against a Credential Holder is subject to review and determination by GLBE/CREME at sole discretion

**SECTION 08 GLBE AUTHORITY & GOVERNANCE**

- GLBE reserves the right to amend, suspend, or revoke any credential at any time for cause
- GLBE reserves the right to revise fee structures with 90 days written notice to active credential holders
- All credentialing decisions — including approval, denial, suspension, reinstatement, and revocation — are made at the sole discretion of GLBE/CREME Consultants leadership
- Credential Holders may not appeal credentialing decisions through public channels or legal proceedings without first exhausting GLBE's internal review process
- This Agreement is governed by the laws of the State of Georgia. Any disputes shall be resolved in the courts of Fulton County, Georgia.

**SECTION 09 CREDENTIAL HOLDER ACKNOWLEDGMENT & SIGNATURE**

**By signing below, I confirm that I have:**

1. Read and understood the full GLBE Credentialing Membership Agreement
2. Reviewed the eligibility requirements for my selected credential
3. Reviewed the GLBE Competency Standards
4. Reviewed and agree to abide by the GLBE Code of Professional Ethics
5. Understood all fee obligations, renewal cycles, CE requirements, and consequences of non-compliance as specified in this Agreement

*I agree to be bound by all terms of this Agreement from the date of my signature.*

<b>Credential Applied For</b>	<input type="checkbox"/> CLC <input type="checkbox"/> CLO — CREME Exclusive <input type="checkbox"/> CLO — Sponsored <input type="checkbox"/> CLO — Independent <input type="checkbox"/> CMLE <input type="checkbox"/> CLCEI
<b>Full Legal Name</b>	
<b>Email Address</b>	

\_\_\_\_\_  
 Credential Holder Signature

\_\_\_\_\_  
 GLBE / CREME Consultants — Authorized Representative

\_\_\_\_\_  
 Printed Name

\_\_\_\_\_  
 Date