

The Regulation on Reward and Punishment Committee

Chapter 1. General Provisions

Article 1 (Background) Kukkiwon shall establish the Reward and Punishment Committee (hereinafter referred to as the "Committee") in accordance with Article 51 of the Articles of Association.

Article 2 (Purpose) The purpose of this Regulation is to stipulate matters on the formation, operation, etc. of the Committee in order to reward contributions and take disciplinary actions towards misdeeds of Kukkiwon or any organizations or individuals connected to Kukkiwon.

Article 3 (Application) This Regulation applies to the following:

1. Those assigned, appointed, or commissioned by the Chairman or President of Kukkiwon;
2. Organizations and individuals affiliated with Kukkiwon;
3. Organizations that have hosted(supervised) Kukkiwon events(education, etc.), and interested parties and people who have participated in said events; and,
4. Those who hold Kukkiwon Poom/Dan or have acquired the assorted qualifications of Kukkiwon.

Article 4 (Functions) The Committee shall review and resolve the following matters:

1. Matters pertaining to commendations bestowed by Kukkiwon;
2. Matters pertaining to the recommendation of subjects for rewards by the government and other related institutions;
3. Matters pertaining to the disciplinary actions taken by Kukkiwon; and,
4. Other matters submitted for consideration to the Committee by the chairman of the Committee after finding it necessary to do so.

Chapter 2. Formation and Meetings of the Committee

Article 5 (Organization) ① The Committee shall be composed of the following:

1. One (1) chairman
2. Between seven (7) and nine (9) members (including the chairman)

② The Committee shall have one (1) coordinator, and the coordinator shall be designated by the President of Kukkiwon among the employees of Kukkiwon.

③ The chairman shall be appointed by the President of Kukkiwon with the agreement of the

Board of Directors.

④ The members of the Committee, including those as follows, shall be recommended by the chairman and appointed by the President of Kukkiwon.

1. Those who have worked for no less than five (5) years as a judge, prosecutor, or lawyer;
2. Those who have majored in a field related to Taekwondo, physical education, or law and worked for no less than five (5) years at a university or certified research institute; and,
3. Those with no less than ten (10) years of experience working in field of Taekwondo.

⑤ Ex officio directors, auditors, and employees of Kukkiwon shall not become members of the Committee.

⑥ At least one (1) member of the Committee shall be female.

Article 6 (Duties of Members) ① The chairman shall represent the Committee and supervise the overall duties of the Committee.

② If the chairman is unable to carry out their duties due to unavoidable reasons, the oldest person among the members shall take over their duties.

③ Members shall form the Committee and attend the Committee to review and resolve matters pertaining to their duties.

Article 7 (Disqualification of Members) ① Those pertaining to Article 11 of the Articles of Association of Kukkiwon shall not be members of the Committee.

② Those who have been submitted to disciplinary actions from Taekwondo or sports-related organizations shall not become members of the Committee.

③ If a member pertains to paragraphs 1 or 2, or is found to be pertaining to the aforementioned paragraphs at the time of appointment, they shall be dismissed from their position as a matter of course.

④ Members of the Committee cannot serve any position in Kukkiwon other than their position as members of the Committee. However, this shall not apply to directors.

Article 8 (Tenure) ① The tenure of a member of the Committee shall be one (1) year. However, the year shall not be according to the number of days, but rather according to the Regular Meetings of the Board of Directors of Kukkiwon, and in this case the termination of tenure shall be the day before a Regular Meeting of the Board of Directors.

② The tenure of members appointed to fill vacancies shall be the remaining period of their predecessors.

Article 9 (Convening of Meetings) ① The chairman of the Committee or the President of Kukkiwon shall convene meetings of the Committee as necessary.

② Members shall be notified of the agenda, date and time, and location of the meeting in writing (including through electronic documents) no less than seven (7) days before a meeting is convened. However, if there is an urgent reason to convene a meeting, this time limit may be shortened.

Article 10 (Payment of Expenses) Kukkiwon may provide extra pay or other necessary expenses to members who have attended the Committee within the scope of the budget.

Article 11 (Proceedings and Quorum for Resolution) ① The Committee shall commence meetings with an attendance by a majority of members on the register. Resolutions on matters pertaining to disciplinary actions shall be made with affirmative votes by no less than two thirds (2/3) of the members in attendance, and resolutions on other matters shall be made with affirmative votes of a majority of members in attendance.

② The chairman shall have the right to a vote.

Article 12 (Disclosure of Matters Related to the Committee) ① The Committee shall not disclose its meetings to guarantee fairness of reviews and resolutions.

② The Committee shall prepare and conserve minutes recording the details of reviews and resolutions of meetings.

Article 13 (Urgent Handling of Tasks) If the chairman recognizes that parts of the items to be reviewed by the Committee are insignificant or require urgent response, then the chairman may make a resolution in writing in lieu of the Committee's resolution. However, if there is a majority of affirmative votes by members on the register to request that the items are officially submitted to the Committee, the chairman shall abide with the request.

Article 14 (Expulsion, Evasion, Avoidance) ① Members of the Committee (including the chairman) shall not participate or otherwise be involved in the reviews and resolution of matters in the event of the following:

1. In the event that the subject of review is a relative (referring to the definition of relative under Article 777 of the Civil Act);
2. In the event that the member is connected to the pertinent matter of review;
3. In the event that the member has a direct stake in the matters; or,
4. In any other events in which there is a justifiable reason that may compromise fairness.

② If the subject of review has a valid reason to acknowledge that members of the Committee (including the chairman) may deliver an unfair resolution, they may reveal this fact in writing and apply for avoidance.

③ Members (including the chairman) pertaining to paragraph 1 shall evade the review and resolution of the pertinent matters, and members pertaining to paragraph 2 may choose to evade the deliberation and resolution of the pertinent matters.

④ If there is an application for avoidance in accordance with paragraph 2, the decision to avoid or not shall be decided through a resolution by the majority of members in attendance, provided that the majority of members on the register are in attendance. In this case, the member of the Committee who is the subject of the application for avoidance shall not participate in the resolution.

Article 15 (Obligations) The chairman, members, coordinator, or those who formerly held such positions must comply with the following obligations:

1. They shall not announce at their own discretion or distribute/spread to others any information, documents, etc. that they have acquired during the process of carrying out Committee activities; and,

2. They shall not leak or illegally use any secrets that they have learned while performing tasks for the Committee.

Article 16 (Dismissal of Members) The president of Kukkiwon may dismiss any members who pertain to any of the following. However, members who pertain to paragraphs 4 to 6 shall be dismissed.

1. In the event that a member admits of their own accord that they find it difficult to carry out their duties as a member of the Committee;
2. In the event of corruption connected to a member's duties;
3. In the event that a member is acknowledged as being unsuited for their position as a member of the Committee due to reasons such as negligence of duty, degradation of dignity, or illnesses;
4. In the event that a member has failed to evade themselves despite pertaining to Article 14 paragraph 1;
5. In the event that a member does not comply with the obligations stipulated in Article 15; or,
6. In the event that a member wishes to resign and submits a letter of resignation.

Chapter 3. Rewards

Article 17 (Principle and Standards of Rewards) ① Rewards are recommended for or granted to organizations and people who have clearly contributed to the development of Taekwondo.

② The level of the reward is determined depending on the details of the contributions by the subject organization or people, the level and status of the effect that the contribution had on the development of Taekwondo, and other factors.

③ Repeat recommendations for or granting of rewards are not done for the same contribution.

Article 18 (Types of Rewards) The types of rewards are as follows:

1. Government Rewards
2. Kukkiwon Commendations

Article 19 (Government Rewards) The government rewards in Article 18 paragraph 1 shall be recommended in accordance with 「the Awards and Decorations Act」 and 「Government Commendation Regulation」.

Article 20 (Kukkiwon Commendations) ① The Kukkiwon commendations in Article 18 paragraph 2 shall be categorized as follows:

1. Taekwondo Grand Prize
 - A. Taekwondo National Spirit Commendation
 - B. Taekwondo True Character Commendation
 - C. Taekwondo Cultural Commendation
2. THE AWARD OF PROUD TAEKWONDOISTS

- A. Education
- B. Judge
- C. Research
- D. Leader
- E. Athlete
- F. Referee
- G. Management
- H. Creation
- I. Volunteer
- J. Culture
- K. Special

3. Kukkiwon President Commendations

4. Other

- ② The subjects for Kukkiwon commendations shall be as stated in [Attached Table 1].
- ③ The President of Kukkiwon shall be the authority for the Kukkiwon commendations.
- ④ The detailed standards and conferment plans for commendations may be set separately.

Article 21 (Procedure) ① In the case of government rewards and commendations by other related organizations, organizations and people who have undergone review by the Committee shall be recommended to the requested institution by the President of Kukkiwon. However, in urgent cases in which the request comes from the government or other related organizations, the review of the Committee may be bypassed.

② In the case of the Taekwondo Grand Prize in Article 20 paragraph 1 subparagraph 1 and THE AWARD OF PROUD TAEKWONDOISTS in Article 20 paragraph 1 subparagraph 2, organizations and people whom have been recommended by the heads of Taekwondo and sport-related organizations designated by Kukkiwon and the President of Kukkiwon shall be confirmed after undergoing review by the Committee, and the rewards shall be conferred in the Award of Proud Taekwondoists Ceremony.

③ For Article 20 paragraph 1 subparagraphs 3 and 4, recommendations shall be made by Kukkiwon executives, heads of organizations equivalent or larger in size than a national Taekwondo federation, or heads of departments overseeing commendations by Kukkiwon in organizations equivalent or larger in size than a national Taekwondo federation, and the President of Kukkiwon shall make a decision and report it to the Committee afterwards.

④ If the Committee deems that the President of Kukkiwon's decisions in accordance with paragraph 3 has led to an indiscriminate overissue of commendations, the Committee may seek for and take measures to rectify this.

⑤ In order to recommend subjects for awards pertaining to Articles 19 and 20, one (1) copy of the Contribution Report (a Contribution Report in electronic document format is acceptable) from [Attached Form No.1] and materials proving the contribution shall be submitted to Kukkiwon.

⑥ In the event that Kukkiwon is conferring a Kukkiwon commendation listed in Article 20, a record shall be made on the Commendation Register [Attached Form No.2] for each type of commendation to be conferred.

Article 22 (Cancellation, etc. of Commendations) ① In the event that anyone who has received a Kukkiwon commendation in accordance with Article 20 falls under the following, the commendation shall be canceled, and the commendation as well as any other items and money conferred in connection to the commendation shall be confiscated:

1. In the event that the contribution for which the commendation was rewarded is revealed to have been false; or,
2. In the event that the subject causes trouble socially and greatly damages the status of Taekwondo and Kukkiwon.

② A review by the Committee shall be undertaken in order to cancel a commendation and confiscate the Kukkiwon commendation, etc. in accordance with paragraph 1.

Article 23 (Conferment of Commendations) While a Kukkiwon commendation is conferred directly by the President of Kukkiwon on principle, the act of conferment may be passed on to another if the President of Kukkiwon is unable to do so directly for special reasons.

Article 24 (Additional Rewards) Additional rewards may be bestowed upon those who have received Kukkiwon commendations.

Article 25 (Acceptance by Bereaved Families or Agents) In the event that a person who is to accept a Kukkiwon commendation is unable to directly accept it themselves due to death, an accident, or other unavoidable circumstances, their bereaved family or an agent may accept the commendation on their behalf.

Chapter 4. Disciplinary Actions

Article 26 (Principle of Evidence Priority) The Committee shall prioritize evidence when making a decision on whether or not to take disciplinary actions.

Article 27 (Immediate Disciplinary Action) In the event that the Committee acknowledges that there is sufficient cause to merit disciplinary actions, the Committee may take disciplinary actions even if a conviction has not occurred or the case is still under investigation by an investigation agency.

Article 28 (Subjects for Investigation and Disciplinary Action) ① The Committee may investigate the following to evaluate whether or not to take disciplinary actions:

1. Misdeeds such as acquisition of financial or material goods, embezzlement and dereliction of duty, accounting fraud, abuse of authority, negligence of duty, and obstruction of business in relation to the operation of organizations (including Kukkiwon) and events (education, etc.);
2. Violations of rules and regulations related to Kukkiwon by those who have acquired Poom, Dan, and other various qualifications of Kukkiwon;
3. Admission fraud, match fixing, and partial rulings related to Taekwondo;
4. Violence and sexual violence;

5. Arbitrary manufacturing, forgery, or falsification of various certificates issued by Kukkiwon, such as Poom and Dan certificates;
 6. Severely damaging the dignity as Taekwondoist persons;
 7. Obstruction of essential businesses of Kukkiwon or causing of issues by carrying out similar businesses without receiving approval from Kukkiwon;
 8. Acquisition of financial or materials goods or acceptance of entertainment under the pretext of matters related to businesses of Kukkiwon;
 9. Violations of various rules and regulations related to the election (appointment) of Kukkiwon executives;
 10. Causing loss of assets of Kukkiwon or greatly damaging the honor of Taekwondo and Kukkiwon by being reported in the press;
 11. Actions that disturb the order of events, such as illegal participation and obstruction of events (education, etc.); and,
 12. Other incidents equivalent to those listed in subparagraphs 1 to 11.
- ② If an employee of Kukkiwon faces disciplinary charges, the Disciplinary Action Committee of Kukkiwon, etc. shall take measures by itself.
- ③ Even if those facing disciplinary charges are no longer affiliated with Kukkiwon due to reasons such as resignation (stepping down), termination of tenure, unregistered status, and honorary (voluntary) retirement, they may still be subject to disciplinary actions for misdeeds they have conducted while they were affiliated.

Article 29 (Time Frame for Disciplinary Actions) ① The Committee shall not review or resolve on matters related to disciplinary actions if three (3) years (five (5) years for cases falling under the subparagraphs of Article 35 paragraph 5) have passed since the date the reason for disciplinary action occurred. However, the period spanning from the date the relevant report was received to the day before the review and resolution shall be excluded.

Article 30 (Classification of Disciplinary Authorities) In the event of mixed matters or unclear categorizations, the Committee shall determine the jurisdiction of disciplinary actions for the relevant committees.

Article 31 (Types of Disciplinary Actions) The types of disciplinary actions are categorized as follows depending on the level of misdeeds:

1. Severe Disciplinary Actions: Suspension of qualification, dismissal, and expulsion; or
2. Moderate Disciplinary Actions: Reprimand, restrictions on examination taking, and probation.

Article 32 (Summons) ① When the Committee summons a suspect of disciplinary actions, the Committee shall ensure that a Written Summons [Attached Form No.3] reaches the suspect of disciplinary actions no less than seven (7) days before the holding of the Committee.

② Despite paragraph 1, in the case of matters requiring urgency such as violence and sexual violence, the Committee may summon (via writing, phone, post, etc.) the suspect of disciplinary action no less than three (3) days before the holding of the Committee.

③ In the event that the Committee acknowledges that it is difficult to directly deliver the

Written Summons to the suspect of disciplinary action in accordance with paragraph 1 due to reasons such as the suspect's address being unknown, the Committee may instead deliver the Written Summons to the head of the organization that the suspect is affiliated with. In this case, the head of the affiliated organization shall deliver the received Written Summons to the suspect without delay.

④ If the suspect of disciplinary action does not wish to comply with the summons and testify, the Committee may have the suspect submit a waiver of right to testify, and then attach the waiver to the records and then vote for disciplinary action through documentary evaluation alone.

⑤ If the suspect of disciplinary action fails to submit a valid reason for nonattendance, the Committee may consider it as an unwillingness to appear, leave a record of this on the records, and then vote for disciplinary action through documentary evaluation alone.

⑥ If the Committee acknowledges that the suspect of disciplinary action is unable to appear within 30 days of the Written Summons being dispatched due to reasons such as overseas sojourn or arrest due to a criminal case, the Committee shall allow the suspect to testify in writing and vote for disciplinary actions, etc. through this. In this case, if the suspect fails to testify in writing, the Committee may vote for disciplinary actions without any testimony.

⑦ If the suspect of disciplinary action refuses to accept the Written Summons, the suspect shall be considered to have given up their right to testimony in the Committee. However, even in the event that the suspect refuses to accept the Written Summons, the suspect may still appear at the Committee to deliver a testimony.

Article 33 (Questioning and Right to Testimony) ① The Committee shall question subjects for disciplinary action regarding their charges, and may summon and question related parties if it is acknowledged as necessary to do so.

② The Committee shall grant the suspect of disciplinary action the opportunity to properly deliver their testimony, and the suspect of disciplinary action may state truths or submit evidence that is beneficial to them in writing or through oral statements.

③ The suspect of disciplinary action may request questioning of witnesses. In this event, the Committee shall decide whether or not to accept the request.

④ In the event that the parties demanding and requesting review on disciplinary actions are acknowledged as being necessary, the parties may appear in the Committee or testify their opinions in writing.

Article 34 (Decision on Level of Disciplinary Actions) ① The Committee shall take into consideration the type of misdeed, degree of misdeed, severity of negligence, usual conduct, contributions, level of repentance, and other circumstances of the suspect of disciplinary action when reviewing the disciplinary case.

② In the event that the Committee finds that there has been illegal or undue truths pertaining to Article 28 paragraph 1 subparagraphs 1 to 11 (including offenses equivalent to the listed incidents), the Committee shall take disciplinary actions in accordance with [Attached Table 2].

Article 35 (Reduction, etc. of Disciplinary Action) ① With regard to disciplinary actions

confirmed in accordance with Articles 34 and 37, if there is a reason that falls under the following paragraph 4, the Committee may decide on the reduction, pardon, reinstatement from, or cancellation of disciplinary actions as follows through a resolution by the Committee. However, pardons and reinstatements shall not be provided for three (3) years from the date a disciplinary action goes into effect.

1. In the event that there is a reason to reduce the disciplinary action, up to one half (1/2) of the disciplinary action may be reduced.
2. In the event that there are reasons to necessitate the lifting of disciplinary actions, such as issues in the disciplinary process, the disciplinary actions may be lifted.
- ② Even in the event of a reduction as prescribed in paragraph 1, the established effects of the disciplinary action shall remain unchanged.
- ③ In the event of a ruling by the court to annul or cancel a confirmed disciplinary action, the disciplinary action shall be annulled or canceled upon the finalization of the ruling.
- ④ The Committee may reduce disciplinary actions placed on disciplined people who possess any of the following contributions:
 1. Orders or medals awarded in accordance with 「the Awards and Decorations Act」;
 2. Commendations by a minister or higher;
 3. Kukkiwon commendations.
- ⑤ Despite paragraph 1, those who pertain to any of the following shall not have disciplinary actions against them reduced, pardoned, or reinstated from:
 1. Acquisition of financial or material goods, embezzlement, and dereliction of duty, in relation to their duties;
 2. Admission fraud related to Taekwondo;
 3. Violence and sexual violence;
 4. Match fixing and partial rulings; and,
 5. Violations of rules and regulations related to the election (appointment) of executives.
- ⑥ A pardon refers to exempting the execution of disciplinary action on a person who has been subject to disciplinary action, and reinstatement refers to the recovery of former rights lost as a result of disciplinary action, such as suspended qualifications.

Article 36 (Vote for Disciplinary Action and Notification) ① If the Committee votes for disciplinary action [Attached Form No.4], Kukkiwon shall deliver the Written Verdict for Disciplinary Action [Attached Form No.5] to the suspect of disciplinary action and the head of the organization that the suspect is affiliated with.

② The Written Verdict for Disciplinary Action shall clearly specify the type of disciplinary action, the reason for the disciplinary action, and the grounds for disciplinary action. However, in the event that the notification is for the 1st decision for disciplinary action, the Written Verdict for Disciplinary Action shall also include the deadline and method for applying for redeliberation.

Article 37 (Request, etc. for Redeliberation) ① When a suspect of disciplinary action objects to the details of the disciplinary action made in the 1st decision of the Committee, they can request redeliberation by specifying the purpose and reason for the redeliberation request, means of proof, etc. to the Committee.

- ② Requests for redeliberation made in accordance with paragraph 1 shall be made within seven (7) days of the date in which the Written Verdict for Disciplinary Action for the disciplinary action made in the 1st decision was received.
- ③ The Committee shall hold a Committee within 60 days of receiving the request for redeliberation made in accordance with paragraph 1 and review and resolve the redeliberation .
- ④ In the event that the Committee receives a request for redeliberation and reviews the matter, the Committee shall respect the original disciplinary action, but may increase or reduce the level of the disciplinary action in the event that it is found to be unwarranted or illegal.
- ⑤ In the event that the Committee receives a request for redeliberation on disciplinary matters made on the 1st decision and reviews the matter, the Committee may increase or reduce the level of the disciplinary action based on new evidence and the level of the explanations.

Article 38 (Handling of Disorderly Actions during Events) ① In the event that an affiliated party or participant in an event (education, etc.) hosted (supervised) by Kukkiwon is acknowledged to have committed an offense, the suspect of disciplinary action shall not be allowed to participate in that event from the point the report was received to the time the Committee decides on the disciplinary action despite Article 39 paragraph 1.

- ② The Committee shall notify the holding of the Committee to the suspect of disciplinary action immediately after the offense has occurred.
- ③ The Committee shall hold the Committee within 48 hours of the notification in accordance with paragraph 2.
- ④ The Committee shall grant the suspect of disciplinary action and related parties with the chance to testify. However, in the event that the pertinent individuals reject the chance, the Committee may make an exception.
- ⑤ Once the disciplinary action is decided by the Committee, the Committee shall deliver the Written Verdict for Disciplinary Action [Attached Form 5] to the suspect of disciplinary action and the head of the organization that the suspect is affiliated with.
- ⑥ When a suspect of disciplinary action objects to the decision for disciplinary action made in accordance with paragraph 5, they can request redeliberation in accordance with the process for redeliberation specified in Article 37. However, the effect of the disciplinary action will not be suspended despite Article 39 paragraph 1.

Article 39 (Effects, etc. of Disciplinary Actions) ① Disciplinary actions resolved by the Committee shall take effect immediately. However, if a request for redeliberation has been made in accordance with Article 37 paragraph 2, the effect of the disciplinary action shall be temporarily suspended.

- ② The Committee shall immediately notify the suspect of disciplinary action and the head of the organization that the suspect is affiliated with the disciplinary action pertaining to paragraph 1 via document to minimize any well-intentioned harm occurring as a result of deliberate delays in the resolution of disciplinary action.
- ③ The Committee's decision on the request for redeliberation shall be the final decision, and shall take effect immediately. However, in the event that the suspect of disciplinary action

has requested redeliberation on the 1st decision made by the Committee, the effect of the disciplinary action will be temporally suspended until the Committee has made the final decision regarding the request.

Article 40 (Restrictions) The restrictions for the types of disciplinary actions in Article 28 are as follows:

1. A reprimand is the act of warning a person who has been subject to disciplinary action to take caution, and to inform them that severe disciplinary actions will follow on the recurrence of the reason they received disciplinary actions.
2. Restrictions on examination taking forbid one from taking examinations for the Poom and Dan promotion tests of Kukkiwon and various qualification training programs of Kukkiwon for a set or indefinite period of time.
3. A probation forbids one from entering or participating in all events, Taekwondo Poom and Dan promotion tests, various qualification training programs, and various businesses hosted, supervised, and approved by Kukkiwon for a set period of time. However, they shall retain various qualifications related to Kukkiwon, such as Poom and Dan held, and may still have various certificates issued to them.
4. Suspension of qualification is the suspension of all positions and qualifications related to Kukkiwon for a set or indefinite period of time, and forbids one from entering or participating in all events, Taekwondo Poom and Dan promotion tests, various qualification training programs, and various businesses hosted, supervised, and approved by Kukkiwon. They shall also have their various qualifications related to Kukkiwon, such as Poom and Dan, forbidden, and shall not have various certificates issued to them.
5. Dismissal refers to the loss of all positions related to Kukkiwon, and forbids one from entering or participating in all events, businesses, and examinations related to Kukkiwon. However, they shall retain various qualifications related to Kukkiwon, such as Poom and Dan held, and may still have various certificates issued to them.
6. Expulsion refers to the loss of all positions and qualifications related to Kukkiwon, and forbids one from entering or participating in all events, businesses, and examinations related to Kukkiwon, and one shall not have various certificates issued to them. Additionally, all qualifications related to Kukkiwon that one has earned before being expelled, such as Poom and Dan held, shall be expunged.

Article 41 (Disciplinary Surcharges) ① In the event that the Committee reviews disciplinary action in accordance with Article 36, the Committee may adopt a resolution to impose disciplinary surcharges separate from the disciplinary action if the reason for disciplinary action was acquisition of financial or material goods, acceptance of entertainment, embezzlement or use of public funds, etc., for up to five (5) times the amount of financial or materials goods acquired, treatment accepted, public funds embezzled or used, etc. In this event, the Committee shall deliver a Written Verdict for Disciplinary Action [Attached Form No.5] to the suspect of disciplinary action and the head of the organization the suspect is affiliated with.

② If the Committee makes a decision in accordance with paragraph 1, Kukkiwon shall impose disciplinary surcharges in accordance with the standards for impositions of disciplinary charges outlined in [Attached Table 3].

③ In the event that the suspect of disciplinary action has received a criminal penalty or been

forced to carry out the responsibility of compensation (including in cases where their assets have been confiscated or surcharges have been collected) in accordance with other laws for reasons such as acquisition of financial or material goods, acceptance of entertainment, or embezzlement or use of public funds before the Committee has adopted a resolution in accordance with paragraph 1, the combined amount of the fine, compensation, or amount confiscated or collected and the disciplinary surcharge shall not exceed five (5) times the amount of financial or materials goods acquired, treatment accepted, public funds embezzled or used.

④ The Committee shall resolve on whether to reduce the disciplinary surcharges within 30 days of occurrence of any of the following reasons, and shall immediately send a Written Verdict on Reduction of Disciplinary Surcharges [Attached Form No.6] to the suspect of disciplinary action and the head of the organization the suspect is affiliated with. However, this shall not apply in the event that the suspect refuses to receive the written verdict.

1. In the event that a person for whom a resolution on the imposition of disciplinary surcharges has been adopted requests a resolution on reduction of disciplinary surcharges to the Committee within 60 days from the date of a final judgement of a court (including judgements on confiscation and collection) or the date the responsibility of compensation was carried out; or,

2. In the event the Committee acknowledges that a final judgement of a court (including judgements on confiscation and collection) has been passed or the responsibility of compensation was carried out regarding a person for whom a resolution on the imposition of disciplinary surcharges has been adopted.

⑤ In the event that a resolution to reduce disciplinary surcharges in accordance with paragraph 4 is adopted, the Committee shall resolve to reduce the disciplinary surcharges so that the combined amount of the fine, compensation, or amount confiscated or collected and the disciplinary surcharge shall not exceed five (5) times the amount of financial or materials goods acquired, treatment accepted, public funds embezzled or used.

⑥ In the event that the suspect of disciplinary action or the person for whom a resolution on the imposition of disciplinary surcharges has been adopted is sentenced to a penalty other than a fine (including cases where a fine is sentenced alongside the other penalty), making it difficult to apply paragraphs 3 or 5, the Committee shall consider overall factors such as the type of penalty, weight of penalty, and whether there is a prison sentence, probation, or suspended sentence, and adopt the resolution after adjusting the disciplinary surcharges or adopt a resolution for reduction.

Chapter 5. Supplementary Provisions

Article 42 (Administrative Process) Kukkiwon shall register details regarding decisions on rewards and disciplinary actions into a information system without delay and manage them.

Article 43 (Interpretation of Languages) In case of discrepancy or if there are any differences in interpretation between the original Korean version and the English version regarding this Regulation and various documents related to this Regulation, the Korean version shall prevail.

Article 44 (Revision of Regulation) When revising this Regulation, the approval by the Board of Directors shall be obtained.

Addenda (August 8, 2019)

Article 1 (Enforcement Date) This Regulation shall take effect on the date of resolution by the Board of Directors.

Article 2 (Scope of Application) While the final resolution was adopted by the Disciplinary Action Committee on the enforcement date of this Regulation in accordance with the Rules on the Reward and Punishment Committee, reductions, pardons, and reinstatements may be provided for extenuating circumstances and cases with sufficient reason to overturn the final resolution in accordance with this Regulation after undergoing review by the Committee and receiving approval from the Board of Directors.

Article 3 (Measures of Other Regulations) The Rules on the Reward and Punishment Committee shall be automatically abolished on the enforcement date of this Regulation.

[Attached Table 1]

Subjects for Commendations

1. Taekwondo Grand Prize

Title	Subjects
Taekwondo National Spirit Commendation	- The highest commendation bestowed by Kukkiwon, given to a Kukkiwon Taekwondo 9 th Dan holder who has clearly contributed to the development of Taekwondo and Kukkiwon
Taekwondo True Character Commendation	- Given to a Kukkiwon Taekwondo Dan holder who has clearly contributed to the development of Taekwondo and Kukkiwon
Taekwondo Cultural Commendation	- Given to one who has clearly contributed to the development of Taekwondo and Kukkiwon

2. THE AWARD OF PROUD TAEKWONDOISTS

Category	Subjects
Judge	- Given to one who has clearly contributed to the enhancement of fairness and impartiality in the judging of Kukkiwon Taekwondo Poom and Dan promotion tests
Education	- Given to one who has conducted ceaseless research for the sake of academic values, creativity of educational policies, etc. and contributed greatly to the development of Taekwondo through seminars, etc.
Research	- Given to one who has contributed greatly to the development of Taekwondo through research achievements on Taekwondo techniques and theories
Leader	- Given to a leader who has contributed to the discovery and training of talented athletes, possess a strong sense of duty, possess extensive training careers, and has raised teams (athletes) that has received many awards
Athlete	- One who has won awards in international competitions and competitions in which athletes represent their entire nation or larger, while at the same time inspiring other athletes
Referee	- One who has contributed to the establishment of proper match (contest) order through impartial decision, and has extensive refereeing careers
Management	- One who has contributed clearly to the development of Taekwondo while serving as the head of a Taekwondo dojang or managing a Taekwondo-related business

Creation	- One who has contributed clearly to the development of diverse new fields in Taekwondo through new ideas and creative thinking
Volunteer	- One who has clearly engaged in social volunteering activities with a sense of charity and contributed to the vitalization of Taekwondo and development of regional society through Taekwondo volunteer activities
Cultural	- One who has contributed to the enhancement of Taekwondo family culture and the development of Kukkiwon through achievements in the development of Taekwondo culture
Special	- One who has contributed to the development of Taekwondo through devoted efforts in fields such as press and sports

3. Kukkiwon President Commendations

Title	Subjects
Kukkiwon President Commendation	- One who is a Kukkiwon Taekwondo Poom or Dan holder and has contributed clearly to the fostering of pride and the development of Taekwondo and Kukkiwon

4. Other

Title	Subjects
Letter of Appreciation	- One who has helped the development of Taekwondo and Kukkiwon
Achievement Award	- One who has greatly contributed to the development of Taekwondo and Kukkiwon

[Attached Table 2]

Standards for Disciplinary Actions According to Offense

1. The decision on the level of disciplinary actions for each subparagraph of Article 34 paragraph 2 shall follow the standards listed in this table.
2. The levels of disciplinary actions shall be defined as follows:
 - A. A "Moderate Case" refers to cases in which the level of the misdeed is mild, cases of slight negligence, cases in which the damages are mild, and cases in which the damages occurring from the offense are mild.
 - B. A "Severe Case" refers to cases in which the level of the misdeed is severe or intentional, cases of severe negligence, and cases in which the damages occurring from the offense are severe.

Violation	Details
Acquisition of financial or material goods, embezzlement and dereliction of duty, accounting fraud in relation to the operation of organizations (including Kukkiwon) and events (education, etc.)	<ul style="list-style-type: none"> · Moderate: Probation or suspension of qualifications for no less than 1 year and less than 3 years · Severe: Suspension of qualifications for no less than 3 years or expulsion
Misdeeds such as abuse of authority, negligence of duty, and obstruction of business in relation to the operation of organizations (including Kukkiwon) and events (education, etc.)	<ul style="list-style-type: none"> · Moderate: Reprimand, restrictions on examination taking or probation for less than 1 year · Severe: Probation or suspension of qualifications for no less than 1 year, dismissal, or expulsion
Violations of rules and regulations related to Kukkiwon by those who have acquired Poom, Dan, and other various qualifications of Kukkiwon	<ul style="list-style-type: none"> · Moderate: Reprimand, restrictions on examination taking or probation for less than 1 year · Severe: Probation or suspension of qualifications for no less than 1 year, dismissal, or expulsion
Admission fraud related to Taekwondo	<ul style="list-style-type: none"> · Permanent expulsion
Match fixing and partial rulings related to Taekwondo	<ul style="list-style-type: none"> · Moderate: Suspension of qualifications for no less than 1 year and less than 3 years · Severe: Suspension of qualifications for no less than 3 years, dismissal, or expulsion
Violence	<ul style="list-style-type: none"> · Moderate: Reprimand, restrictions on examination taking or probation for less than 2 years · Severe: Suspension of qualifications for no less than 1 year, dismissal, or expulsion
Sexual violence	<ul style="list-style-type: none"> · Permanent expulsion
Arbitrary manufacturing, forgery, or falsification of various certificates issued by Kukkiwon, such as Poom and Dan certificates	<ul style="list-style-type: none"> · Moderate: Suspension of qualifications for no less than 1 year and less than 3 years · Severe: Suspension of qualifications for no less than 3 years, dismissal, or expulsion

Severely damaging the dignity as Taekwondo persons	<ul style="list-style-type: none"> · Moderate: Reprimand, restrictions on examination taking or probation for less than 1 year · Severe: Suspension of qualifications for no less than 1 year, dismissal, or expulsion
Obstruction of businesses of Kukkiwon or causing of issues by carrying out similar businesses without receiving approval from Kukkiwon	<ul style="list-style-type: none"> · Moderate: Suspension of qualifications for no less than 1 year and less than 3 years · Severe: Suspension of qualifications for no less than 3 years, dismissal, or expulsion
Acquisition of financial or materials goods or acceptance of entertainment under the pretext of matters related to businesses of Kukkiwon	<ul style="list-style-type: none"> · Moderate: Suspension of qualifications for no less than 1 year and less than 3 years · Severe: Suspension of qualifications for no less than 3 years, dismissal, or expulsion
Violations of various rules and regulations related to the election (appointment) of Kukkiwon executives	<ul style="list-style-type: none"> · Moderate: Suspension of qualifications for no less than 1 year and less than 3 years · Severe: Suspension of qualifications for no less than 3 years, dismissal, or expulsion
Causing loss of assets of Kukkiwon or greatly damaging the honor of Taekwondo and Kukkiwon by being reported in the press	<ul style="list-style-type: none"> · Moderate: Reprimand, restrictions on examination taking or probation for less than 1 year · Severe: Probation or suspension of qualifications for no less than 1 year, dismissal, or expulsion
Actions that disturb the order of events, such as illegal participation and obstruction of events (education, etc.)	<ul style="list-style-type: none"> · Moderate: Reprimand, restrictions on examination taking or probation for less than 1 year · Severe: Probation or suspension of qualifications for no less than 1 year, dismissal, or expulsion

[Attached Table 3]

Standards for Imposition of Disciplinary Surcharges (Related to Article 41 Paragraph 2)

Level of Offense and Possibility of Negligence Type of Offense	Severe Level of Offense and Intentional	Severe Level of Offense and Severe Negligence or Mild Level of Offense and Intentional	Severe Level of Offense and Slight Negligence or Mild Level of Offense and Severe Negligence	Mild Level of Offense and Slight Negligence
1. Acquisition of Financial or Material Goods and Acceptance of Entertainment	4 – 5 times the amount of financial or material goods acquired and treatment accepted	3 – 4 times the amount of financial or material goods acquired and treatment accepted	2 – 3 times the amount of financial or material goods acquired and treatment accepted	1 – 2 times the amount of financial or material goods acquired and treatment accepted
2. Embezzlement or Use of Public Funds	3 – 5 times the amount of public funds embezzled or used	2 – 3 times the amount of public funds embezzled or used	2 times the amount of public funds embezzled or used	2 times the amount of public funds embezzled or used
<p>※ Notes</p> <p>① When multiplying the disciplinary surcharge, the multiplication shall be done based on the whole number.</p> <p>② In the event that the suspect of disciplinary action has received a criminal penalty or been forced to carry out the responsibility of compensation (including in cases where their assets have been confiscated or surcharges have been collected) in accordance with other laws for reasons such as acquisition of financial or material goods, acceptance of entertainment, or embezzlement or use of public funds, the combined amount of the fine, compensation, or amount confiscated or collected and the disciplinary surcharge shall not exceed five (5) times the amount of financial or material goods acquired, treatment accepted, or public funds embezzled or used.</p> <p>③ In the event that the suspect of disciplinary action is sentenced to a penalty other than a fine (including cases where a fine is sentenced alongside the other penalty), the disciplinary surcharges shall be adjusted after considering overall factors such as the type of penalty, weight of penalty, or whether there is a prison sentence, probation, or suspended sentence.</p>				

[Attached Form No. 1]

Contribution Report

<Front>

Name											
Resident Registration Number								-	Nationality		
									Contact		
Address											
Occupation					Affiliation						
Position					Current Dan	Dan No.		Date of Dan Promotion			
Summary of Contributions (in 100 words)											
Recommended Grade											
Investigator											
Affiliation						Position					
Rank						Name	(Signature or Seal)				
<p>I hereby confirm that the above records are true.</p> <p>MM DD, 20</p> <p style="display: flex; justify-content: space-between; margin-top: 20px;"> Recommending Party (Signature or Seal) </p>											
To the President of Kukkiwon											

Contribution Report

<Back>

Major Academic Background and Career	
YYYY MM DD	Details

Records of Past Rewards (According to Order, Medal, and Commendation)	
Date Awarded (YYYY MM DD)	Details

Details of Contributions

[Attached Form No. 2]

Commendation Register

No.	Date of Establishment	Type	Affiliation	Position and Rank	Name (Date of Birth)	Details of Contribution	Bestowed by	Joint Seal	Notes

[Attached Form No. 3]

Written Summons				
Status of Summoned	<input type="checkbox"/> Suspect of Disciplinary Action <input type="checkbox"/> Witness <input type="checkbox"/> Other ()			
Personal Details	Name		Gender	
	Date of Birth		Contact	
	Affiliation		Position	
	Address			
Reason for Appearance				
Date of Appearance	YYYY MM DD HH:MM			
Meeting Location				
We hereby notify you of your appearance as noted above in accordance with Article 32 (Summons) of the Regulation on Reward and Punishment Committee.				
MM DD 20				

.....(Cutoff Line).....

Waiver of Right to Testify				
Personal Details	Name		Affiliation	
			Position (Rank)	
	Address			
I hereby waive my right to appear before the Reward and Punishment Committee to testify.				
MM DD 20				
Name		Signature or Seal		
To the Chairman of the Kukkiwon Reward and Punishment Committee				

[Attached Form No. 4]

Resolution for Disciplinary Action

Personal Details of Suspect of Disciplinary Action	Name		Gender																					
	Date of Birth		Contact																					
	Affiliation		Position																					
	Address																							
Order for Resolution	(Application Period: -)																							
Reason for Disciplinary Action																								
Grounds for Application																								
<p>MM DD 20</p> <p style="font-size: 1.2em; font-weight: bold; margin: 10px 0;">Kukkiwon Reward and Punishment Committee</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 30%;">Chairman</td> <td style="width: 20%;">Seal</td> <td style="width: 30%;">Member</td> <td style="width: 20%;">Seal</td> </tr> <tr> <td></td> <td></td> <td>Member</td> <td>Seal</td> </tr> <tr> <td>Member</td> <td>Seal</td> <td>Member</td> <td>Seal</td> </tr> <tr> <td>Member</td> <td>Seal</td> <td>Member</td> <td>Seal</td> </tr> <tr> <td>Member</td> <td>Seal</td> <td>Member</td> <td>Seal</td> </tr> </table> <p style="font-weight: bold; margin-top: 20px;">To Kukkiwon</p>					Chairman	Seal	Member	Seal			Member	Seal												
Chairman	Seal	Member	Seal																					
		Member	Seal																					
Member	Seal	Member	Seal																					
Member	Seal	Member	Seal																					
Member	Seal	Member	Seal																					

[Attached Form No. 6]

Written Verdict on Reduction of Disciplinary Surcharges

Personal Details	Name		Gender	
	Date of Birth		Contact	
	Affiliation		Position	
	Address			
Order for Resolution				
Reason				
<p>MM DD, 20</p> <p>Kukkiwon Reward and Punishment Committee</p> <p>Chairman Seal</p>				

* Order for Resolution: This section shall be filled in the manner of "Disciplinary surcharges reduced from ○ times (KRW ○) to ○ times (KRW ○)"