



4Q23 SPIFFs

Legacy Lingo

+ 35% residual on Hosted PBX

5X MRC

- Hosted PBX
- Integrated Voice
- SIP Trunks
- IP PRI

3X MRC

- SD-WAN
- Sophos Security
- Zscaler Security
- Direct Routing (MS Teams)

Complete list of 4Q23 SPIFFs

Product	MTM	12-Month	24-Month	36-Month	60-Month	NRC % Payout
Direct Routing (MS Teams)				3x		
Hosted PBX				5x + 35% residual	7x	
Integrated Voice	3x			5x	7x	
IP-PRI Trunk				5x	7x	
POTS	\$10	\$10	\$10	\$40		
POTS Alternative		\$10	\$10	\$40	\$40	
SD WAN		1x		3x	4x	
SIP Trunk				5x	7x	
Sophos		1x		3x		
TSaaS (Site Assessment)						7%
TSaaS (Technical Support)						7%
Zscaler				3x		



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4Q23 SPIFF Terms & Conditions

- Under this program, selling agents who are directly contracted in good standing with Lingo + Bullseye are eligible to participate,
- The promotion begins on **October 1, 2023, and ends on December 31, 2023**, (the "Promotion Period"). The promotion is only valid on new contracts entered into during the Promotion Period and replace all other SPIFFs and/or customer promotions for the products listed. Moves, changes, upgrades, downgrades, and reconfigurations are not eligible.
- Regulatory rates and fees are not eligible.
- Centrex, BRI, PBX, Fiber, and rebill are not eligible for SPIFF payout.
- POTS to VoIP SPIFF payouts are paid on the VoIP services and POTS Alternatives once an existing POTS line has converted to VoIP or POTS Alternative on a new 3-year or 5-year term.
- SPIFFs are paid after the customer has made two payments. SPIFFs are calculated monthly and will be distributed via the standard commission payout process as outlined in the Authorized Distributor Agreement.
- Services terminated within the first 12 months of a Month-to-Month, 1-year, 3-year or 5-year term will be charged back 100% of the SPIFF. POTS SPIFF claw-back is excluded for migration to Lingo + Bullseye VoIP or other POTS solutions.
- Maximum SPIFF payout per product per client: \$100,000.
- Sales requiring special pricing must have prior written approval for SPIFF eligibility.
- This offer is void where prohibited or otherwise restricted by law.
- The person receiving the SPIFF is responsible for all the taxes and liabilities associated with the SPIFF program. Lingo + Bullseye assumes no responsibility for taxes and liabilities.
- Lingo + Bullseye reserves the right to change or cancel this SPIFF Program at any time. Additionally, Lingo+BullsEye has the right to deny all claims that do not meet the criteria outlined in this document.
- These SPIFF Rules, and the promotional compensation opportunity accompanying these SPIFF rules, as well as the parties' rights, duties, and obligations related thereto, are governed by and subject to the terms of the Authorized Distributor Agreement between Agent and Lingo + Bullseye, including any Exhibit(s) thereof, as the same may now or hereafter be amended.