

4Q24 INCENTIVE COMPENSATION

• HOSTED PBX 5% · SIP TRUNKS

RESIDUAL · INTEGRATED VOICE

30% RESIDUAL

MS TEAMS (DIRECT ROUTING)

3X						
М	R	С				

- HOSTED PBX • SIP & PRI TRUNKS
- MS TEAMS DIRECT ROUTING **7SCALER SECURITY**
- INTEGRATED VOICE

•	ZSCAL	LEK S	ECU	RH

Product	12-Month	36-Month	60-Month	NRC % Payout
Cloud Fax		٦x		
Direct Routing (MS Teams)		2x	Зx	
HPBX Nationwide Unlimited		Зx	Зx	
IV (Integrated Voice) Nationwide Unlimited		Зx	Зx	
IP-PRI Trunk		3x	Зx	
POTS	\$10	\$40		
POTS Alternative	\$10	\$50		
SD-WANV3	٦x	٦x	٦x	
SIP Nationwide Unlimited		Зx	Зx	
Sophos	٦x			
TSaaS (Site Assessment)				7%
TSaaS (Technical Support)				7%
Virtual Voice Mail		Зx	Зx	
VoIP Toll Free		٦x	٦x	
VTN		Зx	Зx	
VTN Anywhere		٦x	٦x	
Wireless		١x		
Zscaler		3x		

Terms & Conditions

1. Under this program, selling agents who are directly contracted in good standing with Lingo + Bullseye are eligible to participate.

2. The promotion begins on October 1, 2024, and ends on December 31, 2024, (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 reconfiguarations are not eligible.

3. Regulatory rates and fees are not eligible.

4. Centrex, BRI, PBX, Fiber, and rebill are not eligible for SPIFF payout.

5. 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.

6. SPIFFs are calculated monthly and will be distributed via the standard commission payout process as outlined in the Authorized Distributor Agreement.

7. Services terminated within the first 12 months of a Month-to-Month, 1year, 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.

8. Maximum SPIFF payout per product per client: \$100,000.

9. Sales requiring special pricing must have prior written approval for SPIFF eligibility.

10. This offer is void where prohibited or otherwise restricted by law.

11. 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.

12. 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.

13. These SPIFF Rules, and the promotional compensation opportunity accompanying these SPIFF rules, as well as the parties' rights, duties, and obligations related there to, are governed by and subject to the terms of the Authorized Distributor Agreement between Agent and Lingo + Bullseye Telecom, including any Exhibit(s) thereof, as the same may now or hereafter amended.