

## Lingo<sup>®</sup> 3Q25 INCENTIVE COMPENSATION

1X/2XMRC

- 5G Wireless Broadband • Cable
- Ethernet
- Ethernet over Copper
- Ethernet over Fiber
- Wireless Broadband



Hosted PBX SIP & PRI Trunks Integrated Voice MS TEAMS **Direct Routing** 

35% RESIDUAL Hosted PBX

- SIP & PRI Trunks
- Integrated Voice

Product 60-Month NRC % Payout 12-Month 36-Month 1x/2x5G Wireless Broadband Cable 1x / 2x Ethernet 1x/2x1x / 2x Ethernet over Copper 1x/2xEthernet over Fiber 1x/2xWireless Broadband **Cloud Fax** 1x **Direct Routing (MS Teams)** 2x 3x **HPBX** Nationwide Unlimited 3x 3x IV (Integrated Voice) Nationwide Unlimited 3x 3x **IP-PRI Trunk** 3x 3x POTS \$10 1x POTS Alternative (New) \$10 \$50 \$60 POTS Replacement (Existing Clients) 1x SD-WAN<sub>V3</sub> 1x 1x 1x SIP Nationwide Unlimited 3x 3x Sophos 1x **TSaaS** (Site Assessment) 7% 7% **TSaaS** (Technical Support) Virtual Voice Mail 3x 3x **VoIP Toll Free** 1x 1x VTN 1x 1x **VTN** Anywhere 1x 1x Zscaler 1x

## **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 July 1, 2025, and ends on September 30, 2025, (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. 36-month SPIFF.

3. Regulatory rates and fees are not eligible.

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

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

6. Services terminated within the first 12 months of a 1- year, 3-year or 5year term will be charged back 100% of the SPIFF.

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

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

9.5G Wireless Broadband, Cable, Ethernet, Ethernet over Copper, Ethernet over Fiber and Wireless Broadband products receive a 1x SPIFF when the total order value including all products is equal to or less than \$400; and a 2x SPIFF when the total order value including all products is greater than \$400.

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 including any Exhibit(s) thereof, as the same may now or hereafter amended.