



Swing for the Fences with Sangoma

Batter Up!

Sangoma's Grand Slam Sales Incentive is Here -
Your Shot at the 2026 World Series!



Crush it with a grand slam!

Deals exceeding **\$1500 MRR trigger**
DOUBLE payouts, meaning a whopping
\$850 for running all the bases + currently
running SPIFF Promotions!

The ultimate prize!

The partner with the **most Grand Slams**
by the end of the promotion will be going
to the **2026 World Series!**

*Start swinging, start winning with Sangoma,
and maybe you'll be cheering from the stands next fall!*

Terms and Conditions apply. See next page.

Terms and Conditions: Swing for the Fences with Sangoma

These terms and conditions (the "**Terms**") govern your participation in the "Swing for the Fences with Sangoma" sales incentive program (the "**Promotion**"). By participating in this Promotion, you agree to be bound by these Terms.

A. Promoter: The Promotion is run by Sangoma US Inc. ("Sangoma," "we," "us," or "our").

B. Promotion Period: The Promotion begins on **Start Date, June 1, 2025** and ends on **End Date, October 31, 2025** (the "**Promotion Period**"). All activities and associated claims must occur within this period to be eligible.

C. Eligibility: This Promotion is open exclusively to authorized Sangoma partners who are actively registered in the Sangoma Partner Program (the "**Eligible Partners**"). Employees of Sangoma and its affiliates, and immediate family members are not eligible to participate. Participation is void where prohibited by law.

1. Deals must be a minimum of \$500 MRR to qualify for the Promotion. MRR excludes usage, overage, taxes, fees, partner-added items, monthly hardware payments (all-inclusive/rental), and any third-party lease payments.
2. The Promotion only applies to deals for Business Voice, Business Voice Plus, CommUnity, Switchvox Cloud, or Sangoma CX (Contact Center).
3. Eligible deals are for new Customers at a new location with a minimum 3+ year agreement, including UCaaS or Standalone CX. Add-ons to existing Customers are not eligible. Non-UCaaS deals are not eligible.

D. Limited Opportunity Capacity: This Promotion is limited to the **first 500 eligible new deal registrations** submitted and approved within the Promotion Period. Once 500 eligible deal registrations have been approved, no further opportunities will be eligible for financial incentives or Grand Slam tracking under this Promotion, regardless of the Promotion End Date. Sangoma will endeavor to notify partners if this limit is reached prior to the Promotion End Date.

E. How to Participate & Earn Rewards: Eligible Partners can earn financial incentives by progressing through the sales cycle for new Sangoma opportunities. The tiered rewards are as follows:

1. **Step up to the plate (Deal Registration):** \$100 payout upon successful and approved registration of a new deal.
2. **Take second (Demo Completion):** An additional \$225 payout upon verifiable completion of a product demonstration with the prospective customer for the registered deal. A Sangoma Sales Representative must be present to qualify.
3. **Advance to third (Quote Generation):** An additional \$100 payout upon verifiable generation and presentation of a formal Sangoma quote for the registered deal to the prospective customer.
4. **Bring it home (Deal Closed):** Deals that are successfully closed and result in a sale qualify for **currently running SPIFF promotions**, in addition to any accrued tiered rewards for the "Deal Registration," "Demo Completion," and "Quote Generation" steps.
5. **Grand Slam Bonus:** A "Grand Slam" occurs when a closed deal (as defined in "Bring it home" above) generates **\$1500 or more in Monthly Recurring Revenue (MRR)**. Grand Slam deals trigger **DOUBLE** the payouts for the "Deal Registration," "Demo Completion," and "Quote Generation" steps.
 - a. Specifically, a Grand Slam deal results in a total of \$850 for running all three bases (\$100 × 2 = \$200 for Deal Registration, \$225 × 2 = \$450 for Demo Completion, \$100 × 2 = \$200 for Quote Generation), in addition to eligible current SPIFF promotions associated with the closed deal.
6. **World Series Ultimate Prize:** The Eligible Partner with the **most "Grand Slams" (deals exceeding \$1500 MRR) by the end of the Promotion Period** will win a trip to the World Series.
 - a. In the event of a tie, the tie-breaker will be the total cumulative MRR from all Grand Slam deals achieved by the tied partners during the Promotion Period. The partner with the highest cumulative MRR will be declared the winner.
 - b. The World Series prize package includes: Round-trip airfare for two (2) to the World Series host city, two (2) nights' accommodation, and two (2) tickets to one (1) World Series game."
 - c. The World Series prize is non-transferable and no cash alternative will be offered. Travel dates and game selection will be at Sangoma's sole discretion, subject to World Series scheduling. The winner must be able to travel during the World Series dates in Fall 2026.

F. General Conditions:

1. Sangoma reserves the right to verify the eligibility of all participants and the validity of all claimed activities.
2. Decisions made by Sangoma regarding any aspect of this Promotion, including eligibility, payout calculation, and winner determination for the World Series prize, are final and binding.
3. All payouts will be paid in accordance with the applicable payment terms in your partner agreement with Sangoma.
4. New sales that require ICB (Individual Case Basis) discount approval will be subject to a reduced SPIFF payment and/or potentially no SPIFF payment, based on the negotiated ICB pricing, at Sangoma's sole discretion.
5. Clawback provisions: If any payments on deals that qualify for this Promotion are (a) not paid to Sangoma, or (b) are subsequently refunded, credited, reduced, or otherwise returned, then: Sangoma may charge-back/clawback the related Promotion payouts it made on those deals. Sangoma reserves the right to satisfy a charge-back/clawback either from withholding future commissions/payouts, or from receiving direct payment from a partner. This provision ensures that canceled deals, uninstalled deals, reduced deals, or otherwise non-delivered deals are no longer eligible for payment under this Promotion.
6. Maximum payout \$100,000 per individual sale order.
7. Sangoma reserves the right to alter these terms and conditions at any time, without notice, in its sole discretion.
8. Any attempt by a participant to defraud or tamper with the Promotion will result in immediate disqualification and forfeiture of all accrued incentives.
9. This Promotion is subject to all applicable federal, state, and local laws and regulations.
10. By participating, Eligible Partners agree to release and hold harmless Sangoma and its affiliates, directors, officers, employees, and agents from any and all liability arising from or in connection with the Promotion or the acceptance, use, or misuse of any rewards.