

Lumen Big Wins Incentive

Bring Lumen your large deals and earn a \$20,000+ payout!



Lumen bridges networking, managed services, edge cloud, collaboration and security to deliver an exceptional customer experience. **Bring us your biggest deals to earn more while delivering more for your customers!**

Overview

- Earn a one-time payout of \$20,000 or more with a 1X match of the incremental MRC of your deal (no maximum) on **NCI or CIE opportunities**
- Deal must be over \$20,000 incremental MRC to qualify
- Deal must be "Closed Won" between October 1, 2025, and December 31, 2025
- Qualified Sales with a minimum Service Term of two years are eligible
- Not stackable with other incentives

Incentive Period: October 1, 2025 - December 31, 2025

See Page 2 for full terms and conditions.

Contact your Lumen Channel Management Team for full details.

lumen.com/partners | partners@lumen.com

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Terms & Conditions: Lumen Big Wins Incentive

- The Lumen Big Wins Incentive (the "Incentive") is open to Eligible Participants (defined below).
- Eligible Participants can earn a one-time payout per billing customer, per Incentive Period. Standard commission rates apply in addition to the Incentive.
- The Incentive applies only to Qualified Sales. A "Qualified Sale" means a sale that meets the following criteria: Opportunities must be marked "Closed Won" in Salesforce between October 1, 2025, and December 31, 2025. Opportunities must be for new logo customers or for existing customers ordering net-new services (except as stated below, renewals and replacement services will not qualify for the Incentive). Opportunities must include a minimum monthly recurring charge (MRC) of \$20,000 and a minimum two-year Service Term.
- "Eligible Participants" means channel partners who have active Partner Program Agreements or Solution Partner Agreements with CenturyLink Communications, LLC d/b/a Lumen Technologies Group ("Lumen") or its affiliates and such partners' sub-agent business entities.
- Payout will be **1X the MRC for Channel Integrated Engagement (CIE) or Non-Channel Integrated (NCI) deals** valued at \$20,000 and above (incremental MRC), with no maximum payout.
- To qualify for this Incentive, a Qualified Sale must be for a Service billed by Lumen in North America, subject to North American sales recognition guidelines. The customer account must be owned by a contracted Lumen partner or domestic Lumen salesperson with associated approved channel integrated opportunity. The sale must close in the United States of America with the appropriate signed contract or order form. Services may be provided in an international location by Lumen or its affiliates.
- "Incentive Period" means the period beginning October 1, 2025, and ending December 31, 2025, or upon budget depletion—whichever comes first. In situations of budget depletion, deals will be paid on a first-in basis up to the budgeted amount.
- Standard ordering processes apply.
- Payout is based on the incremental MRC stated in a valid customer-signed order accepted by Lumen in accordance with its standard process. Qualified Sales amounts consist of incremental MRC + committed usage charges.
- Incentive payouts will be paid at the partner level (through the regular commission process) approximately 45 days after a Qualified Sale is marked "Closed Won" in Salesforce, provided that such designation occurs prior to the conclusion of the Incentive Period.
- The Incentive will apply to strategic product migrations/replacement services and technology refreshes only if such migrations/replacement services and refreshes qualify for sales recognition under Lumen's Sales Recognition guidelines.
- Sales recognition is based on full value if the service substitution is a strategic product migration (as approved by Lumen Finance/Product).
 - Migration/Replacement Services: Sales recognition is for the net-new revenue generated; if the replacement services are similar, sales recognition will be computed for the incremental amount of revenue increase.
 - In either case, the related disconnect will be netted against the newly installed service to compute the net amount.
- Lumen may modify, suspend, amend or terminate the Incentive at any time and without prior notice to or consent of Eligible Participants. Lumen specifically reserves the right to change the Incentive in a manner that may modify or eliminate the amount of the Incentive.
- Incentive disputes will be considered on a case-by-case basis. All disputes must be submitted within 120 days of the Salesforce "Closed Won" date. Incentive disputes submitted after 120 days will not be considered.
- Any liability for federal, state or other taxes for the Incentive will be the sole responsibility of the Eligible Participants. Lumen will not be responsible for payment of any such taxes.
- Lumen will review all submitted orders to ensure Incentive criteria have been met before awarding payouts.
- Lumen reserves the right to end, modify or deny any claim under this Incentive, including the right, in its sole discretion, to deny any Incentive submission that does not satisfy the terms of the Incentive.
- Orders canceled prior to installation will not qualify for the Incentive, and Lumen may recover any incentive payouts paid in connection with such orders, including by way of offset against the channel partner's normal commissions.
- Lumen reserves the right to review all Qualified Sales for which Eligible Participants received a payout under this Incentive, up to 24 months from the service installation date, to verify that the requirements for such Qualified Sale are being met. If not, Lumen may recover the payout, including by way of offset against the channel partner's normal commissions.
- The Incentive is void where prohibited.
- Check the Lumen Channel Partner Portal regularly for updates to the Incentive.
- This Incentive will apply to channel integrated ("CIE") and non-channel integrated ("NCI") opportunities.

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