



Q4 2025
SPIFFs



6X

VOICE • UCaaS

TrustUC, SIP Trunks, Microsoft Teams Direct Connect

2X

SECURITY • MANAGED WIFI

Fortinet, Bingleaf, Cisco Meraki, Cybersecurity

2X

POTS LINE REPLACEMENT

Analog, Certified

1X

BROADBAND • DIA

***TERMS & CONDITIONS:** Signed service order must be received between 10/1/2025 through 12/31/2025 to qualify. **OFFER APPLIES TO NEW CUSTOMERS ONLY.** Minimum 36 month term required. Opportunities below 25 seats are ineligible for SPIFFs unless otherwise approved, in writing, by Telesystem Management. SPIFF will be a one-time payout equal to the incentive multiple times the monthly recurring charges for the Telesystem services identified in the incentive. One time charges for cybersecurity consulting engagements of any kind are not eligible for SPIFFs. Total SPIFF payout per customer cannot exceed \$25,000 including all applicable bonuses without Telesystem approval. For quarterly team bonus to be achieved, at least 50% of revenue on sold accounts must be attributed to a product or service other than broadband or dedicated Internet access. Telesystem reserves the right to reduce or eliminate SPIFF without notice on opportunities sold using special pricing. SPIFFs exclude monthly recurring charges for hardware (handsets, CPE, etc), taxes, any surcharges or regulatory fees, and any Webex market place add on solutions that are not directly sold or managed by Telesystem. Partner must have a valid Telesystem Agent Agreement and can only qualify for one level. SPIFFs exclude access-only deals. Bonuses do not stack. SPIFFs up to \$5000 to be paid the month following order acceptance by Telesystem; Telesystem reserves the right to pay SPIFFs greater than \$5000 upon successful billing activation of the end user. SPIFF will be charged back if the customer cancels service before or during the initial contract term. Telesystem reserves the right to modify or cancel this promotion at any time without notice. Telesystem reserves the right to exclude agents from SPIFFs if Telesystem determines in its sole discretion that agent or sub agent has acted in a fraudulent manner. Telesystem is not obligated to provide prior notice if SPIFF promotion ends early. SPIFF payments that exceed \$30,000 on a single opportunity, or that are based on services sold below standard pricing are subject to review by Telesystem executive management and may be altered at the sole discretion of Telesystem. Additional terms and conditions may apply as determined at the sole discretion of Telesystem.