

**TERMS & CONDITIONS:** Signed service order must be received between 7/1/2022 through 9/30/2022 to qualify. Offer applies to new customers only. Minimum 36 month term required. 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. SPIFF on SIP Trunks will be reduced to 6x if services are not installed and billing by January 31, 2023. Total SPIFF payout per customer cannot exceed \$25,000 including all applicable bonuses without Telesystem approval. Telesystem reserves the right to reduce or eliminate SPIFF without notice on opportunities sold using special pricing. SPIFFs exclude meeting room add-ons, monthly recurring charges for hardware (handsets, CPE, etc), taxes, and any surcharges or regulatory fees. Partner must have a valid Telesystem Agent Agreement and can only qualify for one level. Access on deals not included in quarterly bonuses. 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.