

TELEVERGENCE SPIFF/INCENTIVE TERMS AND CONDITIONS

The following terms and conditions apply to all cash bonuses.

- For all products and services, there is a maximum payout of \$5,000 per customer, regardless of the number of accounts, locations, or types of services, unless prior written approval is received from Televergence Channel Management
- **A 1-year minimum term is required to qualify for any cash bonus.**
- For the agent partner to qualify for the bonus, the customer must be credit approved, have the entirety of services ordered and activated/turned-up within sixty (60) days of receipt by Televergence of the executed Televergence contract for service, be current on all bills, have no delinquencies or bad debt, and be in compliance with the terms of their contract for service.
- Unless otherwise stated for a specific promotion, payment of bonus will be made along with the agent partner's standard residual commissions in the second (2nd) full month of billing for new customer month/commission payment. For example, if a new customer is signed in August 2019 and generates their first invoice on September 2019, the October 2019 invoice will be used to determine the bonus commission amount for that customer and those amounts will be paid with the standard October 31, 2019 commissions. On 36 month term contracts, the payment is split into two months per the table below
- Any agent partner who receives commission payments directly from Televergence will also receive bonus commissions directly from Televergence. Any sub-agents who are registered under a Master Agency in which the Master Agency receives all commission payments for disbursement to sub-agents will have bonus commissions sent directly to the Master Agency.
- If the customer cancels their service, significantly reduces usage or Monthly Recurring Charges (MRC), or is disconnected for non-payment during or prior to the end of the term, Televergence reserves the right to charge back to the agent partner as appropriate a prorated portion of the bonus previously issued.
- Standard retail pricing must be used. Special pricing does not qualify unless approved by Televergence.
- Cash bonuses are for retail business and enterprise accounts only. Wholesale, resale, and non-retail accounts are not eligible for any cash bonus commissions. Only usage billed will be eligible for cash bonus; no taxes or surcharges.
- Televergence reserves the right to verify that all orders conform to the intent and guidelines of this promotion.

SPIFF/Incentive Period

July 1, 2019 through September 30, 2019

Agan Partners can earn SPIFF/Cash Bonuses for all sales made during this timeframe of new customers brought to Televergence.

The following table applies to this SPIFF/Incentive Cash Bonus:

Term	SPIFF/Cash Bonus
1 Year Term	100% of commission for 2nd month of billing
2 Year Term	200% of commission for 2nd month of billing
3 year Term	300% of commission divided into two (2) equal payments and paid on the second (2nd) month of billing and thirteenth (13th) month of billing.