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| | HPBX Rental | HPBX 10-100 Seats | 200% |
| | | HPBX 100+ Seats | 300% |
| | HPBX Purchase | HPBX 10-100 Seats | 300% |
| | | HPBX 100+ Seats | 500% |
| | SD-WAN | SD-WAN with Data | 50% |
| | | SD-WAN with Voice and/or Data | 100% |
| | Data | Data Only | 25% |
| | | Voice/Data - 25% of MRC is Voice | 100% |
| | SIP | SIP Trunks - Unlimied or bundled usage | 300% |
| | | SIP PRI | 100% |

TERMS: 2019 SPIFFs are valid from March 1, 2019 - December 31, 2019. SPIFFs are only available to Telesystem agents unless otherwise approved by Telesystem. SPIFFs that exceed \$30,000 are handled on an ICB basis. Minimum 3-year term required. Standard pricing required, Telesystem has the sole right to reduce SPIFFs on ICB opportunities. SPIFFs on deals below standard pricing are subject to executive management approval.

Additional 1% residual on all new logo deals sold in 2019 if agent hits \$125k for the year. See your Telesystem RCM for more details.