

PERFORMANCE INCENTIVES

Earnings That Scale with Each Qualified Deal

Every closed opportunity is evaluated independently based on its net new monthly recurring revenue (MRR) and earns the corresponding earnings multiplier.

1X Foundation Level
Earn **1X** on all contracts with \$1,000+ of net new MRR

2X Growth Level
Earn **2X** on all contracts with \$2,000+ of net new MRR

3X Advanced Level
Earn **3X** on all contracts with \$3,000+ of net new MRR

ALL Multi-Dwelling Unit (MDU) sales qualify for the Advanced level 3x multiplier!

4X Expert Level
Earn **4X** on all contracts with \$4,000+ of net new MRR

5X Grand Champion Level
Earn **5X** on all contracts with \$5,000+ of net new MRR

Deals over \$5,000 Net New MRR will require incentive eligibility approval from the Head of Channel Sales



**A partner-first earnings framework
— one deal at a time.**



**What sets Fidium apart
for Partners?**

Learn more at FidiumPartners.com

TERMS AND CONDITIONS

- Incentives are paid based on the contracted Net New MRR and calculated by opportunity/contract
- Incentives cannot be used in conjunction with any other incentives or promotions Fidium is offering without prior approval from Head of Channel Sales
- Opportunities must be signed by the customer and accepted by Fidium all between 1/1/2026 - 12/31/2026 to qualify
- Minimum of 36-month term for all incentives
- Applies to net new revenue from new locations and new products for existing Fidium customers, and new logo customers (per Fidium Rules of Engagement)
- All incentives will be paid only on signature
- Deals over \$5,000 Net New MRR will require incentive eligibility approval from the Head of Channel Sales
- Upfront payouts larger than \$30,000 in total payout will be split into 2 payments: 50% upon a clean order processing, and 50% paid on last site installed
- Deals requiring construction will be subject to review to confirm overall margins and payout may be reduced
- Opportunities with more than 30% of the MRR in off-net revenue requires Director review and approval for overall incentive payout amount
- Renewal revenue does not qualify toward Net New MRR
- Long Distance Revenue not included in Net New MRR except for OCP buckets
- Chargeback rules apply based on Partner Agreement
- Must use Fidium standard pricing or receive prior approval from Head of Channel Sales to qualify
- Fidium reserves the right to end incentives at any time
- 3x on MDU is a stand-alone incentive and cannot be combined with any other incentive