



1Q26 INCENTIVE COMPENSATION



- Hosted PBX
- SIP & PRI Trunks
- Integrated Voice
- MS TEAMS Direct Routing



- Hosted PBX
- SIP Nationwide
- Integrated Voice



- 5G Wireless Broadband
- Wireless Broadband



- Ethernet
- EoCopper, EoFiber
- Cable

Product	12-Month	36-Month	60-Month	NRC % Payout
Cable		\$100		
Ethernet over Copper		\$100		
Ethernet over Fiber		\$100		
5G Wireless Broadband		1x		
Wireless Broadband		1x		
Cloud Fax		1x		
Direct Routing (MS Teams)		2x	3x	
HPBX Nationwide Unlimited		3x	3x	
IV (Integrated Voice) Nationwide Unlimited		3x	3x	
IP-PRI Trunk		3x	3x	
POTS Alternative/Replacement	\$10	1x	1x	
SD-WAN V3	1x	1x	1x	
SIP Nationwide Unlimited		3x	3x	
Sophos	1x	1x		
TSaaS (Site Assessment)				7%
TSaaS (Technical Support)				7%
Virtual Voice Mail		3x	3x	
VoIP Toll Free		1x	1x	
VTN		1x	1x	
VTN Anywhere		1x	1x	
Zscaler		1x		

Terms & Conditions

- Under this promotion program ("Promotion"), selling agents and partners who are directly contracted and in good standing with Lingo are eligible to participate.
- The promotion begins on January 1, 2026, and ends on March 31, 2026, (the "Promotion Period"). The Promotion is only valid on new signed orders during the Promotion Period. This Promotion replaces and supersedes all other SPIFFs and/or customer promotions. Moves, changes, upgrades, downgrades, and reconfigurations are not eligible. POTS Alternative 12-month \$10 incentive applies only to Safeline LINC CableCo services.
- Rebill services are not eligible for this Promotion.
- Promotion Incentive payments are calculated and distributed monthly in accordance with the standard commission payout process in the agent's or partner's agreement.
- Services associated with this Promotion that are terminated within the first 12 months of a 1-year, 3-year, or 5-year term will be charged back 100% of the SPIFF.
- Maximum Promotion payout per product per client: is \$100,000.
- Sales requiring special pricing must have prior written approval for Promotion eligibility.
- This offer is void where prohibited or otherwise restricted by law.
- The agent or partner receiving the Promotion commission payment is responsible for all the taxes and liabilities associated with the Promotion payment. Lingo assumes no responsibility for taxes and liabilities for such payments, other than taxes on Lingo's income.
- Lingo reserves the right to change or cancel this Promotion at any time. Additionally, Lingo has the right to deny any Promotion claim that does not meet the requirements outlined in this document.
- The Promotion terms and conditions and incentive compensation are also subject to the existing agreement between the agent or partner and Lingo, including any exhibit(s) thereof, and as thereafter amended.