2020 INCENTIVES

CenturyLink Large Deal Incentive

Incentive Period: Jan. 1 - June 30, 2020

CenturyLink technology solutions can help customers modernize IT and transform their business, providing a platform to boost innovation and deliver new digital services. Help customers innovate faster.

Sell a net-new, Non-Channel Integrated (NCI) deal of $25K MRC or more with a minimum 2-year contract term and receive a standard one-time payout as follows:

- Sales of $25,000-$49,999 MRC are eligible for a one-time $10,000 payout
- Sales of $50,000-$99,999 MRC are eligible for a one-time $15,000 payout
- Sales of $100,000+ MRC are eligible for a one-time $20,000 payout

Maximum payout per billing customer is $20,000. Only one incentive payout per billing customer is allowed under this Incentive Program.

See Page 2 for full terms and conditions. **Information on all Partner Incentives is available on the CenturyLink Channel Partner Portal. Contact your CenturyLink Account Team for full details.**

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Terms & Conditions: Large Deal Incentive

- The Large Deal Incentive (the "Incentive Program") applies to Channel Partners who have active partner agreements with CenturyLink or its affiliates and such partners' subagents ("Eligible Participants") subject to the following terms and conditions. Current commissionable products are available on the CenturyLink Partner Portal.
- The Incentive Program applies only to qualified sales:
  - Marked "Closed Won" in Salesforce.com from January 1, 2020 through June 30, 2020
  - For new logo customers or for existing customers ordering net-new services (renewals and/or replacement services (e.g. ported or upgraded services) will not qualify for the Incentive Program)
  - With a minimum monthly recurring charge (MRC) of $25,000 or more
  - With a minimum contract term of 2 years
  - For non-channel integrated (NCI) deals
- A new logo is a sale to a customer that has no historical sales and no historical revenue at the Bus Org Number and Ultimate Customer level for the previous 6 months.
- Sales must include a CenturyLink countersigned contract, if applicable.
- Payout based on the MRC stated in a valid customer order signed and submitted by customer and accepted by CenturyLink in accordance with its standard process. Qualified sales amounts consist of MRC + Committed Usage.
- All eligible MRC amounts included on the original deal will count towards the Incentive Program requirements. All other amounts added on subsequent deals will not be included.
- Channel Partners will be paid at the Partner level through the regular commission process.
- Standard commission rates apply in addition to incentive.
- Standard ordering processes apply.
- The Incentive will be paid approximately 45 days after the end of the month in which CenturyLink's Finance group recognizes the qualified sale.
- The Incentive Program will apply to strategic product migrations/ replacement services and technology refresh only if such migrations/ replacement services and refreshes qualify for sales recognition under CenturyLink's Sales Recognition guidelines.
  - Strategic Product Migration (also known as technology upgrade or technology refresh)- Sales recognition is based on full value if the service substitution is a strategic product migration (as approved by Finance/Product). A technology refresh requires creation of a new Billing Account Number (BAN). An example list of service changes that qualify as a "technology refresh" is on the CenturyLink Channel Partner Portal.
  - Migration/Replacement Services – Sales recognition is for the net new revenue generated; If the replacement services are similar, sales recognition will be computed for the incremental amount of revenue increase.
  - In either case, the related disconnect will be netted with new install service to compute the net amount.
- Payout:
  - Qualified Sales of $25,000-$49,999 MRC are eligible for a one-time $10,000 payout
  - Qualified Sales of $50,000-$99,999 MRC are eligible for a one-time $15,000 payout
  - Qualified Sales of $100,000+ MRC are eligible for a one-time $20,000 payout
- Maximum payout per billing customer is $20,000.Only one incentive payout per billing customer is allowed under this Incentive Program.
- This Incentive Program will be active until June 30, 2020, or until the budget is depleted – whichever comes first. In situations of budget depletion, deals will be paid on a first-in basis until the budget funds are exhausted.
- CenturyLink may modify, suspend, amend or terminate the incentive at any time and without prior notice or consent by Eligible Participants. CenturyLink specifically reserves the right to change the Incentive Program in a manner that may modify or eliminate the amount of monetary rewards that may otherwise be payable under this Incentive Program. To be effective, any modification, suspension, or amendment of the Incentive Program must be authorized in writing by the Sales Operations lead or his/her designee.
- Incentive Program disputes will be considered on a case-by-case basis. All disputes must be submitted within 90 days of the Salesforce.com "Closed Won" date. Incentive Program disputes submitted after 90 days will not be considered.
- CenturyLink reserves the right in its sole discretion to disallow any opportunity that does not meet the terms of the Incentive Program.
- Any liability for federal, state or other taxes for the 2020 Incentive Program will be the sole responsibility of the Eligible Participants. CenturyLink will not be responsible for payment of any such taxes.
- CenturyLink reserves the right to end, modify, or deny any claim under this Incentive Program.
- CenturyLink will review all submitted orders to ensure Incentive Program criteria have been met before payouts are awarded.
- Orders that cancel prior to installation will not qualify for the Incentive Program and CenturyLink may recover incentives paid in connection with such Orders, including by way of off-set against the Channel Partner's normal commissions.
- CenturyLink reserves the right to review all qualified sales for which Eligible Participants received a payout under this Incentive Program six months from sales close date to verify that the minimum MRC requirement for such qualified sales is being met. If not, CenturyLink may recover the incentive paid, including by way of off-set against the Channel Partner's normal commissions.
- Void where prohibited.
- Check the CenturyLink Channel Partner Portal regularly for updates to the incentive program.
- This Incentive Program may be combined with other incentives offered by CenturyLink.

Incentive offer expires June 30, 2020, or upon budget depletion, whichever comes first. ©2020 CenturyLink. All Rights Reserved. CenturyLink may change or cancel offers or substitute similar offers at its sole discretion without notice.
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