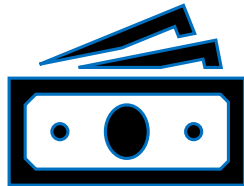


# Compensation Plan Updates

Spectrum Partners can now earn even more compensation!

## EXTRA 2X MRR Upfront Comp Plan Spiff\*

Effective fiscal April through fiscal October, Spectrum Business will pay an **EXTRA 2X MRR SPIF** on top of the current program for Double & Triple Plays!

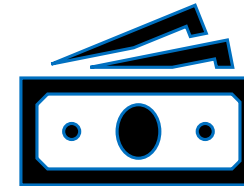


Ready for  
"YES"

Increased  
Compensation



Compensation  
Variety



## Increase to Residual Compensation Plan

Spectrum Business has increased our residual compensation on coax orders!

### Business Rules and Considerations

- Orders submitted within the 6-month incentive period that require construction, will need to be entered into the biller into the construction holding pool to count as a sale. Orders will need to be connected within 90 days after the end of the incentive period to be eligible for the additional 2x payout.
- Spectrum Business compensation changes are independent of those from Spectrum Enterprise and Spectrum Community Solutions. Coax orders sold under Enterprise or Spectrum Community Solutions do not qualify for these additional compensation options. Standard upfront claw back policies apply