

## Spiff Terms and Conditions

- This spiff only applies to resellers in APAC\* (“Partner”).
- To participate, the Partner must be a current member of the Sophos partner program and must have agreed to the Sophos partner incentive participation statement in writing.
- The spiff awards will be delivered to the Partner organization’s authorized representative. The Partner organization is responsible for distributing the spiff awards to individuals within their organization.
- This spiff is valid for the period from 16<sup>th</sup> November 2017 (retrospectively) to 31<sup>st</sup> December 2017 (Promotion Period). All claims for spiff awards must be received by Sophos by 28<sup>th</sup> Feb 2018 latest. For a valid claim, each PO must be closed, booked and invoiced by Sophos within the Promotion period.
- In order to be eligible for a spiff award, partner must register a New New account/opportunity in the Sophos partner portal.
- The SPIFF award will be cash/ gift voucher equivalent to the values indicated below:
  - For deals >USD25K is eligible for USD1K SPIFF payout in cash/gift voucher
  - For deals >USD50K eligible for USD2K SPIFF payout in cash/gift voucher
  - For deals >USD75K eligible for USD3.5K SPIFF payout in cash/gift voucher
  - For deals >USD100K eligible for USD5K SPIFF payout in cash/gift voucher
  - For deals >USD200K eligible for USD10K SPIFF payout in cash/gift voucher
- This promotion may not be combined with any other promotion/ channel discount offer.
- The Partner organization and participants in this spiff must comply with all applicable anti-bribery and anti-corruption laws and the Sophos policy at <https://www.sophos.com/en-us/legal/sophos-antibribery-policy.aspx> at all times.
- Under no circumstances may spiff awards be offered/given to or shared with customers, whether directly or indirectly.
- Individuals who receive the spiff awards are responsible for declaring such awards and paying any applicable taxes.
- In the event of any disputes concerning this spiff or these terms and conditions, the decision of Sophos will be final.
- Sophos reserves the right, in its sole discretion: reserves the right to amend these Terms and Conditions; to disqualify any partner from this spiff; and to, without advance notice, terminate or suspend this promotional program, in whole or in-part, or modify it in any way, including where the program is not capable of running as planned for any reason.
- This incentive shall be governed in accordance with the below stated territories and applicable laws. For Reseller located in:
  - Australia and New Zealand - laws of the state of New South Wales and the courts of the state of New South Wales shall have non-exclusive jurisdiction.
  - ASEAN and GC - laws of Singapore and the courts of Singapore shall have non-exclusive jurisdiction
  - India and SAARC - laws of India and the courts of Ahmedabad shall have non-exclusive jurisdiction

\*APAC represents ANZ, ASEAN, GC, INDIA, SAARC regions.