

**All Markets**

**December 2009  
Voice of Customer Spiff**

**Effec. with June spiff, your VOC score must be at least 90% to earn a \$30 spiff – no spiff on scores < 90%**

VOC Sales Rep Satisfaction Spiff			
Period Offered		December 2009	
Spiff Amount	SR Sat Score	Subject to Chargeback	Chargeback Period
<b>\$30</b> <b>\$0</b>	<b>90% - 100%</b> <b>≤89.99%</b>	<b>Yes</b>	<b>120 days</b>
Survey Months Used	<b>December</b> Spiff is based on August, September and October		
Customer Products called for Survey	Renewals, Postpaid and FlexPay		
Minimum Activations per Entity <sup>1</sup>	Average of 15 acts per selling point or greater		
Product Types for Payment On Contract Postpaid	\$39.95 & Up \$69.99 FamilyTime & up First 2 lines		

**Qualification:**

**Step 1:** Determine if the Sub Dealer Entity (SDE) achieved the minimum activations per Entity of 15.

- If no, that is fewer than 15 avg. activations, **then there is no VOC payout.**
- If yes, go to Step 2.

**Step 2:** Determine if the Sub Dealer Entity achieved the minimum number of surveys. Use the Survey Volume Requirements table below:

Activations* (Excluding Pre-Paid)	Minimum Number of Surveys**
0-399	20
400-999	30
1000+	40

\* **Activations include Postpaid, B2B, Add-a-line FlexPay Contract, and FlexPay No Contract Qualification**

<sup>1</sup> **Product Types counted in minimum activations per entity are:** All Postpaid Acts, FlexPay Contracts, and Upgrade/Renewals

\*\* Minimum number of surveys is based on the sum of the entity's activations for 3 months. The sum of the 3 months is the same months used for the survey which is listed under "Survey Months Used."

For Example: October is based on June, July and August. November is based on July, August and September. December is based on August, September, and October.

**Effective June 2009 Revised:**

- If no, that is the entity does not receive enough completed surveys above the minimum, **then there is no VOC spiff.**
- If the entity achieved the minimum number of surveys, go to Step 3.

**Step 3:** Determine what the entity's VOC score is. The VOC score is based on a 3-Month rolling average.

- If the score equal to or less than 89.99%, then the entity will receive no VOC spiff.
- If the score is 90% or higher, then the entity will receive a \$30 VOC spiff on all Products Types for Payment (see above table).

**Important:** The VOC score will not be rounded. For example: a score of 89.99% will be calculated at the 89% level, not the 90% level.