



Spiff Terms and Conditions

- This incentive is valid for the period of [16. March 2020] through the earlier of either (a) [31 March 2020] OR (b) until 50 participants have completed the certification course specified below (“**Incentive Period**”), unless otherwise determined by Sophos.
- This incentive only applies to Sophos partners located in Croatia, Czech Republic, Greece, Hungary, Poland, Romania, Serbia, Slovakia and Slovenia (“**Partner**”).
- To participate, the Partner must be a current member of the Sophos partner program in good standing and have joined the Sophos Partner Program between 1st December 2019 and 13th March 2020.
- Incentive awards will be delivered to the Partner organization’s authorized representative. The Partner organization is responsible for distributing incentive awards to individuals within their organization.
- In order to be eligible for an incentive award, the Partner must complete the online Certified Training Consultant course on the Sophos Partner Portal. The certification training is available in the training section of the [Sophos Partner Portal](#).
- The incentive award will be a Sophos branded polo shirt.
- The Partner organization and participants in this incentive 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.
- Incentive awards are not transferable or assignable. Under no circumstances may incentive awards be offered/given to or shared with customers, whether directly or indirectly.
- Individuals who receive the incentive awards are solely responsible for declaring such awards and paying any applicable taxes and fees.
- Sophos has appointed Sophos authorized distributors in each of the above countries to administer the incentive on its behalf. The Partner should submit its claim for incentive awards to the distributor for processing.
- Sophos may, in its sole discretion, disqualify any participant from this incentive, and modify, suspend, or terminate this incentive, in whole or in part, at any time and for any reason. In the event of any disputes concerning this incentive or these terms and conditions, the decision of Sophos will be final.
- This incentive is void where prohibited by law, and subject to applicable laws and regulations. Participants agree that Sophos will not be liable for any loss or damage arising from this incentive.
- This incentive shall be governed in accordance with the laws of England and Wales.

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