

# The Global Partner SPIFF Program

## Program Overview

Halcyon is accelerating partner engagement and pipeline generation through two SPIFF programs designed to reward Partner Account Executives (AEs) and Partner Solutions Engineers (SEs) for driving high-quality opportunities and net-new customer acquisition. These incentives provide clear, straightforward payouts that motivate the early-stage and closing behaviors needed to build a healthy, scalable partner pipeline. The programs are simple to understand, easy to activate, and built to support shared growth across the entire partner ecosystem.

## Partner-Driven POV SPIFF

### Eligibility Requirements

- Opportunity must be **Partner-Sourced** with **approved Deal Registration**.
- **Net-New Logo** opportunities only. No existing Halcyon customers.
- Must be formally scoped and qualified by Halcyon AE and SA with use case, timeline and success criteria.
- POV must be executed jointly by partner technical resource and Halcyon SA.

### Incentive & Payout

- **\$500** to Partner AE and **\$500** to Partner SE, paid upon completion of successful POV.
- **\$1,000 maximum payout per opportunity.**

## Net New Logo SPIFF \$1 per Endpoint

### Eligibility Requirements

- Deal must represent a **Net-New Logo**.
- Opportunity must have **approved Partner-Sourced Deal Registration**.
- Minimum **\$10,000 ARR** per deal.
- Open to **all partners**.
- Partner AE and Partner SE must jointly manage and close the deal.
- **If the deal closes within 45 days of approval, earn a \$2,000 bonus! (minimum of 1,000 endpoints)**
- Program Active: **May 1, 2026 – April 30, 2027.**

### Incentive & Payout

- **\$1 per endpoint**, up to \$20,000 cap per deal:
  - **\$10,000** for Partner AE
  - **\$10,000** for Partner SE

For Example:

| Endpoints | Rate         | Payout AE    | Payout SE    |
|-----------|--------------|--------------|--------------|
| 3,500     | \$1/endpoint | \$3,500      | \$3,500      |
| 11,500    | \$1/endpoint | \$10,000 max | \$10,000 max |

## General Terms & Conditions

- Offer valid for Partner AE and SE only (limit one each per Opportunity); same person cannot be paid twice on one opportunity.
- Opportunity must be registered via Halcyon's [Partner Portal](#). The AE and SE indicated on the registration will be paid any earned spiffs. Please ensure the correct people are registered. If the names change, please reach out to the Halcyon AE to request and update.
- Deal Registration must be approved by the Halcyon Sales Team to qualify for the award.
- SPIFFs will be paid within 60 days after the quarter the opportunity closes.
- SPIFF recipients must comply with all applicable tax requirements. No additional compensation will be given to offset taxes owed by the award recipient.
- Participation eligibility is at the discretion of your employer. Halcyon will have no liability to you or your employer if the terms of this program violate your company's policies.
- Partner must be in good standing with Halcyon and allow their teams to participate.
- Opportunities with Referral Payments are not eligible for SPIFF rewards.
- SPIFF qualifying deal size must be represented in USD. Payment in USD.
- Halcyon reserves the right to amend this offer at any time. Further, Halcyon may disqualify any SPIFF claims that do not meet the criteria set forth in this document. All determination made by Halcyon are final.

For more information: [partners@halcyon.ai](mailto:partners@halcyon.ai) | [halcyon.ai/contact](https://halcyon.ai/contact)