

Referral Program Terms and Conditions

Effective Date: 09/01/2026

Thank you for referring businesses, organizations, and contacts to BrevAll Technologies, Inc. We appreciate referrals from clients, partners, friends, vendors, employees, and community relationships. These Terms and Conditions explain how BrevAll's referral program works and how referral rewards may be earned.

1. Program Overview

BrevAll Technologies may provide a referral reward of up to \$1,000 for eligible referrals that result in a new qualified client relationship.

A referral may include any business, organization, nonprofit, municipality, public-sector organization, professional firm, or other potential client that may benefit from BrevAll's services.

There are no minimum user-count, industry, company-size, or geographic requirements to submit a referral. BrevAll welcomes referrals for managed IT, co-managed IT, cybersecurity, Microsoft 365, cloud, VoIP, structured cabling, surveillance, access control, backup and disaster recovery, AI advisory, AI workflow automation, and related technology services.

2. Referral Eligibility

To be considered for a referral reward, the referred organization must be a new potential client to BrevAll and must not already be actively engaged in sales discussions with BrevAll at the time the referral is submitted.

A referral must include enough information for BrevAll to reasonably identify and contact the referred organization, such as the organization name, contact name, phone number, email address, or other relevant details.

BrevAll reserves the right to determine whether a referral is eligible, qualified, duplicate, already known, already in process, or otherwise excluded from the referral program.

3. Referral Rewards

Eligible referral rewards may be paid up to \$1,000 per qualified referral.

The actual referral reward amount, if any, will be determined by BrevAll in its sole discretion based on factors that may include the type of service sold, contract value, recurring revenue, project scope, profitability, payment status, and whether the referred organization becomes a BrevAll client.

Referral rewards are not guaranteed simply because a referral is submitted. A referral reward is only earned if BrevAll determines that the referral qualifies under the program and the referred organization becomes a paying client under terms acceptable to BrevAll.

4. When Rewards Are Paid

Referral rewards, if approved, are generally payable after the referred organization has signed an agreement with BrevAll and paid its initial invoice or otherwise satisfied BrevAll's internal qualification and payment requirements.

BrevAll may delay, reduce, or withhold payment of a referral reward if the client does not complete onboarding, cancels early, fails to pay, disputes charges, or if the engagement does not meet BrevAll's referral qualification requirements.

5. No Restrictions on Referral Submissions

BrevAll encourages referrals from a wide range of contacts and industries. Referrals do not need to meet a specific user count, revenue size, industry type, or geographic requirement to be submitted.

BrevAll retains the right to evaluate each referral and determine whether the opportunity is a fit for BrevAll's services, standards, capacity, and business strategy.

6. Duplicate or Competing Referrals

If the same organization is referred by more than one person, BrevAll reserves the right to determine which referral, if any, qualifies for a reward.

BrevAll may consider factors such as timing, quality of introduction, whether the referred contact was already known to BrevAll, and whether the referral materially contributed to the creation of the client relationship.

7. Exclusions

Referral rewards may not be available for existing BrevAll clients, opportunities already in BrevAll's active sales pipeline, referrals BrevAll was already pursuing, referrals submitted without sufficient contact information, referrals that do not result in a signed and paying client relationship, or referrals prohibited by law, employer policy, government ethics rules, procurement rules, or other applicable restrictions.

Public-sector, municipal, government, nonprofit, or regulated-entity referrals may be subject to additional review to ensure compliance with applicable policies, ethics rules, procurement requirements, or legal limitations.

8. Employee, Vendor, and Partner Referrals

BrevAll employees, contractors, vendors, and business partners may or may not be eligible for referral rewards depending on the circumstances, existing agreements, employment policies, partner arrangements, and applicable law.

BrevAll reserves the right to determine eligibility for any employee, contractor, vendor, partner, or affiliate referral.

9. Tax Responsibility

Referral rewards may be considered taxable income. The recipient of any referral reward is responsible for any applicable federal, state, or local taxes, reporting obligations, or required documentation.

BrevAll may require a completed Form W-9 or other tax documentation before issuing a referral reward.

10. No Agency or Employment Relationship

Participation in the referral program does not create an employment, contractor, agency, partnership, joint venture, or sales representative relationship with BrevAll.

Participants may not make representations, warranties, pricing commitments, service commitments, contract promises, or other binding statements on behalf of BrevAll.

11. Program Changes and Termination

BrevAll Technologies reserves the right to modify, suspend, or terminate the referral program, reward amounts, eligibility requirements, payment timing, or these Terms and Conditions at any time, with or without notice.

BrevAll reserves the right to interpret these Terms and Conditions and make all final decisions regarding referral eligibility, qualification, reward amount, timing of payment, and program participation.

12. Final Determination

All referral program decisions are made by BrevAll Technologies in its sole discretion. Submitting a referral does not guarantee acceptance of the referral, creation of a client relationship, or payment of a referral reward.

13. Contact

Questions about the BrevAll Referral Program may be directed to BrevAll Technologies, Inc., 4024 Rufe Snow Drive, North Richland Hills, TX 76180, 817-589-0808, www.brevall.com.
