

## Order Form Supplement 2

### **Spot Hire Packs**

A Spot Hire Pack is designed to augment the recruiting function in a client's talent acquisition organization by working closely with the talent acquisition organization to ensure timely fulfillment of key roles with the client. A Spot Hire Pack includes sourcing for qualified prospective candidates who have expressed interest in working with the client; assisting with initial screening of the candidates; coordinating with the client's recruiter or hiring manager to ensure interested candidates are receiving necessary follow-up; and remaining engaged with the client's team until a hire is made or the client decides to abandon the given role.

When Client purchases Spot Hire Pack(s) from SeekOut, the below terms and the terms of the applicable Order Form apply.

1. **Spot Hires.** For each active search engaged, if Client hires a candidate that SeekOut presents to Client, then one (1) hire will be credited against the purchased Spot Hire Pack. If Client makes several hires from the multiplicity of candidates that SeekOut presents to Client, then a corresponding number of hires will be credited against the purchased Spot Hire Pack. As an example, if Client is hiring for multiple software engineers and three (3) of the candidates that SeekOut presents are hired, then three (3) hires will be credited against the purchased Spot Hire Pack.
2. **Client-Sourced Candidates.** Client will promptly notify SeekOut in writing if a SeekOut-presented candidate is a Client-Sourced Candidate. No hire will be credited against the purchased Spot Hire Pack for Client-Sourced Candidates.
3. **Spot Hire Packs.** Each Spot Hire Pack includes a set number of hires for open roles with Client and a set term during which Client may use the Spot Hire Pack. The number of hires and duration will be set forth in the applicable Order Form. As an example, a Spot Hire Pack may include hires for twenty (25) roles for use during a one (1) year term. Spot Hire Packs may also be available on a pilot basis, which may include hires for five (5) roles for use during a ninety (90) day term.
4. **Spot Hire Pack Fees and Payment.** Client will pay SeekOut a one-time fee for each Spot Hire Pack (the "**Hire Pack Fees**"), as set forth in the applicable Order Form. Pricing and resource allocation for each Spot Hire Pack is based on the quantity of hires for open roles purchased and set duration for use, as mutually agreed in the applicable Order Form. Unless otherwise mutually agreed in the applicable Order Form, SeekOut will invoice Client for the Hire Pack Fees upon mutual execution of the applicable Order Form. Client will pay the applicable Hire Pack Fees within thirty (30) days of such invoice. All invoices will be paid in U.S. dollars (USD).