



Order Form Supplement 1

Spot Slate Packs

A Spot Slate Pack is designed to augment the sourcing function of a client's recruiting organization in a compressed timeframe for timely hiring. Each Spot Slate Pack includes delivery of slates of qualified prospective candidates who have expressed interest in working for the client. Following delivery of a slate of candidates, a client's recruiting organization will further engage with these prospective candidates to potentially hire for an open role with Client. SeekOut does not guarantee that prospective candidates will accept a role with Client.

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

1. **Candidate Slate.** When engaged for each active search for an open role, SeekOut will supply ten (10) qualified candidates who have expressed interest in the role with Client (each, a "**Candidate Slate**"). If Client requests, SeekOut will also conduct a 15 minute screening interview with the prospective candidates.
2. **Candidate Slate Delivery.** A Candidate Slate will be delivered approximately two (2) weeks from mutual agreement between SeekOut and Client based on the applicable scorecard and calibration profiles. SeekOut will work with Client on further remediation strategies if that timeline is not possible.
3. **Client-Sourced Candidates.** Client will promptly notify SeekOut in writing if a candidate presented on a Candidate Slate is a Client-Sourced Candidate. SeekOut will supply a new candidate to replace such Client-Sourced Candidate.
4. **Spot Slate Packs.** Each Spot Slate Pack includes a set quantity of roles for which SeekOut will deliver Candidate Slates and a set term during which Client may use the Spot Slate Pack. The quantity of roles and duration will be set forth in the applicable Order Form. As an example, a Spot Slate Pack may include Candidate Slates for twenty (25) roles for use during a one (1) year term. Spot Slate Packs may also be available on a pilot basis, which may include Candidate Slates for five (5) roles for use during a ninety (90) day term.
5. **Spot Slate Pack Fees and Payment.** Client will pay SeekOut a one-time fee for each Spot Slate Pack (the "**Slate Pack Fees**"), as set forth in the applicable Order Form. Pricing and resource allocation for each Spot Slate Pack is based on the quantity of 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 Slate Pack Fees upon mutual execution of the applicable Order Form. Client will pay the applicable Slate Pack Fees within thirty (30) days of such invoice. All invoices will be paid in U.S. dollars (USD).