



FEE SCHEDULE

Annual Fee:

For the period beginning as of the Effective Date through the immediately following June 30th, there will be no annual fee to Partner pursuant to this Agreement. For each year beginning July 1 thereafter (each such year a “**Program Year**”), Partner shall pay Zero Dollars (\$00.00), invoiced on the first day of the Program Year and payable within thirty (30) days of receipt; provided however, in each year Partner integrates with iCIMS for five (5) or more new integrated subscribers, such annual fee will be waived for the following year.

Tiers and Categories Schedule:

Partners party to a Master Partner Agreement shall also receive benefits under the Tiers and Categories Schedule available at www.icims.com/partner/gc as further provided for pursuant to such Master Partner Agreement.