

Tiers and Categories Schedule

Partners will receive the benefits of a category, as provided below, on the day they first achieve all requirements for that category, and through the next subsequent calendar year.

	REGISTERED PARTNER	ADVANCED PARTNER	PREMIER PARTNER
PARTNER REFERRAL TERMS			
The below partner referral structure applies to all Partners that have signed the iCIMS Partner Referral Addendum:			
Net New ARR:	None	\$25,000.00	\$100,000.00
Referral Payment Percentage on Net ARR for Qualified Contracts	10%	15%	20%
Relationship Management	No requirement	Partner has a dedicated contact to own the relationship with iCIMS	Partner has a dedicated contact to own the relationship with iCIMS and conducts quarterly account reviews
DEVELOPER INTEGRATION REQUIREMENTS			
These integration requirements are applicable to all Developers (including ISVs) that have signed the iCIMS Developer Addendum:			
Integration Quality	No requirement	One or more Custom Integration and/or Standard Integration as defined in the Technical Annex to a Developer Agreement entered into between the Parties	One or more Custom Integration and/or Standard Integration, or Prime Connector, as defined in the Technical Annex to a Developer Agreement entered into between the Parties
Integration Refresh Interval	No requirement	Has written to the applicable iCIMS API update following Partner's technical and	Has written to the applicable iCIMS API update following Partner's technical and

		functional certification for each Standard type integration with iCIMS no later than six (6) months after such update's introduction	functional certification for each Standard type integration with iCIMS no later than three (3) months after such update's introduction
Joint Subscriber Integrations	No requirement	At least 3	At least 10
Integrated Subscriber Training	No requirement	Partner makes appropriate Integration-related training available to each integrated subscriber upon such integrated subscriber's request	Partner makes standardized Integration-related training available to each integrated subscriber as a part its product offering
Integrated Subscriber Support	No requirement	No requirement	Partner provides iCIMS direct access to Partner's level 2 dedicated support resources pursuant to a defined protocol

	REGISTERED PARTNER	ADVANCED PARTNER	PREMIER PARTNER
ISV MARKETING AND PROMOTIONAL BENEFITS			
The below Marketing and Promotional Benefits are applicable only to ISVs that have executed the iCIMS Developer Addendum, and meet the necessary Tier requirements:			
Positioning in iCIMS's Applicable Marketing and Publicity Materials	Identified as a Registered Partner on applicable sites and promotions.	Identified as an Advanced Partner on applicable sites and promotions.	Identified as a Premier Partner on applicable sites and promotions.
iCIMS ISV Relationship Management	Access to the iCIMS Partner Portal to leverage for marketing, sales, and training material.	Assigned a Partner Relationship Manager to work with the Partner to build their business with iCIMS in addition to access to the iCIMS Partner Portal for	Assigned a Partner Relationship Manager to work with the Partner to build their business with iCIMS, alignment at the executive level with iCIMS, and annual joint planning sessions. Access

		marketing, sales and training material.	to the iCIMS Partner Portal for marketing, sales and training material.
Market Development Funds ¹	2%	5%	7%

¹ **“Market Development Funds”** shall mean a matching credit determined by the hereunder specified percentage of iCIMS’ Portion of Net ARR under a Qualified Contract, which Partner may apply toward joint marketing activities with iCIMS as further provided for at iCIMS’ Partner Portal. Commissions can be added to Market Development Funds if Partner requests such funds to be added for any program year prior to December 31st of the previous year. For instance, Partners who would prefer that Commissions be put in Market Development Funds for program year starting January 1 must send an email to the Partner Relationship or Partner Development Executive at Partnerships@icims.com on or before the prior December 31.