



GENERAL SERVICES ADMINISTRATION FEDERAL SUPPLY SERVICE

AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICELIST
HUMAN RESOURCES & EEO SERVICES
CONTRACT NUMBER: GS-02F-0010P

FSC CLASS: GROUP R799
SIN: 595-21, Human Resources General Support Services
CONTRACT PERIOD: OCTOBER 15, 2003 – OCTOBER 14, 2018
Catalogue current through Modification PO-0073,
Dated November 3, 2015

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A Subsidiary of Monster Worldwide, Inc.



Online access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!™, a menu-driven database system. The Internet address for GSA Advantage! is GSAAdvantage.gov.

For more information on ordering from Federal Supply Schedules, click on the FSS Schedules button at fss.gsa.gov.

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Customer Information

- 1a. **Awarded Special Item Numbers:** SIN 595-21 and 595-21RC, Human Resources General Support Services
- 1b. **Prices - Products:** See pages 5 – 17 and 24 - 56
- 1c. **Prices – Labor Rates:** See pages 18 - 23
2. **Maximum Order:** \$1,000,000.00
3. **Minimum Order:** \$100.00
4. **Geographic Coverage:** Worldwide delivery
5. **Point of Production:** McLean, Fairfax County, Virginia; Maynard, Middlesex County, Massachusetts
6. **Discounts from List Prices:** Prices shown herein are net
7. **Quantity Discounts:** Quantity discounts are listed with each line item, where available. Prices shown herein are net.
8. **Prompt Payment Terms:** Net 30
- 9a. **Government Credit Card:** Accepted for orders up to the micro purchase threshold
- 9b. **Government Credit Card:** Accepted for orders above the micro purchase threshold
10. **Foreign Items:** Not Applicable
- 11a. **Time of Delivery:** To be negotiated on a task order basis
- 11b. **Expedited Delivery:** Not Available
- 11c. **Overnight and 2-Day Delivery:** Not Available
- 11d. **Urgent Requirements:** Not Applicable
12. **FOB points:** Destination
- 13a. **Ordering Address:**

Monster Government Solutions
Attn: Meg Prior
8280 Greensboro Dr., Suite 900
McLean, VA 22102
Tel: 703.270.7167
Fax: 978.377.6233
Email: meg.prior@monster.com
- 13b. **Ordering Procedures:** For supplies and services the ordering procedures and information on Blanket Purchase Agreements (BPAs) are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. Payment Address:

Monster Government Solutions
PO BOX 416803
Boston, MA 02241-6803

15. Warranty Provision: The Contractor warrants and implies that the items delivered hereunder are merchantable and fit for the use for the particular purpose described in this contract.

16. Export Packing Charges: Not Applicable

17. Terms and Conditions of Gov't Purchase Card Acceptance: See 9a and 9b above

18. Terms and Conditions of Rental, Maintenance & Repair: Not Applicable

19. Terms and Conditions of Installation: Not Applicable

20. Terms and Conditions of Repair Parts: Not Applicable

20a. Terms and Conditions for any Other Services: See pages 57 - 69

21. List of Service and Distribution Points: 8280 Greensboro Drive, Suite 900, McLean, Virginia 22102; 5 Clock Tower Place, Maynard, Massachusetts 01754

22. List of Participating Dealers: Emergent LLC
Attn: Paul Kohler
8133 Leesburg Pike, Suite 400
Vienna, VA 22182-2622
Phone: 703-288-3686
Email: pkohler@emergent360.com

23. Preventive Maintenance: Not Applicable

24a. Environmental Attributes: Not Applicable

24b. Section 508 Compliance: Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and can be obtained by contacting Meg Prior at 703-270-7167 or at meg.prior@monster.com.

25. Data Universal Number System (DUNS) Number: 128844854

26. Registration in Central Contractor (CCR) Database: Monster Government Solutions is registered in the CCR.

Applicable Terms and Conditions

From the current GSA Solicitation for Schedule:
738X "HUMAN RESOURCES AND EEO OPPORTUNITY SERVICES", 2FYA-AR-060004-B, Refresh 7

SECTION C SOLICITATION CONTRACT CLAUSES

- C.1 52.212-4 CONTRACT TERMS AND CONDITIONS--COMMERCIAL ITEMS (FEB 2007)(DEVIATION -- FEB 2007)
- C.1.1 52.212-4 CONTRACT TERMS AND CONDITIONS—COMMERCIAL ITEMS (FEB 2007) (ALTERNATIVE I) (FEB 2007)
- C.2 ADDENDUM TO CLAUSE 52.212-4
- C.2.1 52.203-3 GRATUITIES (APR 1984)
- C.2.2 52.204-7 CENTRAL CONTRACTOR REGISTRATION (JUL 2006)
- C.2.3 52.204-9 PERSONAL IDENTITY VERIFICATION OF CONTRACTOR PERSONNEL (NOV 2006)
- C.2.4 52.215-6 PLACE OF PERFORMANCE (OCT 1997)
- C.2.5 52.215-20 REQUIREMENTS FOR COST OR PRICING DATA OR INFORMATION OTHER THAN COST OR PRICING DATA (OCT 1997) (ALTERNATE IV—OCT 1997) (VARIATION I—SEP 1999)
- C.2.6 52.215-21 REQUIREMENTS FOR COST OR PRICING DATA OR INFORMATION OTHER THAN COST OR PRICING DATA—MODIFICATIONS (OCT 1997) (ALTERNATE IV—OCT 1997) (VARIATION I—AUG 1997)
- C.2.7 52.216-18 ORDERING (OCT 1995) (DEVIATION -- FEB 2007)
- C.2.8 52.216-19 ORDER LIMITATIONS (OCT 1995) (DEVIATION -- FEB 2007)
- C.2.9 52.216-22 INDEFINITE QUANTITY (OCT 1995) (VARIATION—OCT 1995)
- C.2.10 52.219-16 LIQUIDATED DAMAGES—SUBCONTRACTING PLAN (JAN 1999)
- C.2.11 52.222-1 NOTICE TO THE GOVERNMENT OF LABOR DISPUTES (FEB 1997)
- C.2.12 52.224-1 PRIVACY ACT NOTIFICATION (APR 1984)
- C.2.13 52.224-2 PRIVACY ACT (APR 1984)
- C.2.14 52.228-5 Insurance—Work on a Government Installation (Jan 1997)
- C.2.15 52.229-1 STATE AND LOCAL TAXES (APR 1984) (DEVIATION -- MAY 2003)
- C.2.16 52.229-3 Federal, State, and Local Taxes (APR 2003) (DEVIATION -- FEB 2007)
- C.2.17 52.232-7 PAYMENTS UNDER TIME-AND-MATERIALS AND LABOR-HOUR CONTRACTS (FEB 2007) (DEVIATION -- FEB 2007)
- C.2.18 52.232-17 INTEREST (JUN 1996) (DEVIATION -- MAY 2003)
- C.2.19 52.232-19 AVAILABILITY OF FUNDS FOR THE NEXT FISCAL YEAR (APR 1984) (DEVIATION -- MAY 2003)
- C.2.20 52.232-37 MULTIPLE PAYMENT ARRANGEMENTS (MAY 1999)
- C.2.21 52.233-1 DISPUTES (JULY 2002)
- C.2.22 52.237-3 CONTINUITY OF SERVICES (JAN 1991) (DEVIATION -- MAY 2003)
- C.2.23 52.242-13 BANKRUPTCY (JUL 1995)
- C.2.24 52.246-4 INSPECTION OF SERVICES--FIXED-PRICE (AUG 1996) (DEVIATION -- MAY 2003)
- C.2.25 52.246-6 INSPECTION -- TIME-AND-MATERIAL AND LABOR-HOUR (MAY 2001) (DEVIATION -- MAY 2003)
- C.2.26 52.247-34 F.O.B. DESTINATION (NOV 1991) (DEVIATION -- MAY 2003)
- C.2.27 552.212-71 CONTRACT TERMS AND CONDITIONS APPLICABLE TO GSA ACQUISITION OF COMMERCIAL ITEMS (JUL 2003)
- C.2.28 552.203-71 RESTRICTION ON ADVERTISING (SEP 1999)
- C.2.29 552.211-15 Defense Priorities and Allocations System Requirements (SEP 2004)
- C.2.30 552.211-74 CHARGES FOR MARKING (FEB 1996)
- C.2.31 552.211-75 PRESERVATION, PACKAGING, AND PACKING (FEB 1996) (ALTERNATE I — MAY 2003)
- C.2.32 552.211-77 PACKING LIST (FEB 1996) (ALTERNATE I — MAY 2003)
- C.2.33 552.211-78 COMMERCIAL DELIVERY SCHEDULE (MULTIPLE AWARD SCHEDULE) (FEB 1996)
- C.2.34 552.215-71 EXAMINATION OF RECORDS BY GSA (MAS) (JUL 2003)
- C.2.35 552.216-70 ECONOMIC PRICE ADJUSTMENT—FSS MULTIPLE AWARD SCHEDULE CONTRACTS (SEP 1999) (ALTERNATE I—SEP 1999)
- C.2.36 552.216-72 Placement of Orders (SEP 1999) (ALTERNATE IV -- FEB 2007)
- C.2.37 552.216-73 ORDERING INFORMATION (SEP 1999) (ALTERNATE II—SEP 1999)
- C.2.38 552.229-71 FEDERAL EXCISE TAX—DC GOVERNMENT (SEP 1999)
- C.2.39 552.232-74 INVOICE PAYMENTS (SEP 1999)
- C.2.40 552.232-77 PAYMENT BY GOVERNMENT COMMERCIAL PURCHASE CARD (MAR 2000) (ALTERNATE I—MAR 2000)

- C.2.41 552.232-79 Payment by Credit Card (MAY 2003)
- C.2.42 552.232-8 Discounts for Prompt Payment (Apr 1989) (DEVIATION FAR 52.232-8) Alternate I (MAY 2003)
- C.2.43 552.232-81 Payments by Non-Federal Ordering Activities (May 2003)
- C.2.44 552.232-82 CONTRACTOR'S REMITTANCE (PAYMENT) ADDRESS (MAY 2003)
- C.2.45 552.232-83 CONTRACTOR'S BILLING RESPONSIBILITIES (MAY 2003)
- C.2.46 552.238-72 IDENTIFICATION OF PRODUCTS THAT HAVE ENVIRONMENTAL ATTRIBUTES (SEP 2003)
- C.2.47 552.238-73 CANCELLATION (SEP 1999)
- C.2.48 552.238-74 INDUSTRIAL FUNDING FEE AND SALES (JUL 2003)
- C.2.49 552.238-75 PRICE REDUCTIONS (ALTERNATIVE I) (MAY 2003)
- C.2.50 552.238-76 Definition (Federal Supply Schedules)—Recovery Purchasing (Feb 2007)
- C.2.51 552.238-78 Scope of Contract (Eligible Ordering Activities) (May 2004) (Alternate I -- FEB 2007)
- C.2.52 552.238-80 Use of Federal Supply Schedule Contracts by Certain Entities--RECOVERY PURCHASING (FEB 2007)
- C.2.53 552.243-72 MODIFICATIONS (MULTIPLE AWARD SCHEDULE) (JUL 2000)
- C.2.54 C-FSS-370 CONTRACTOR TASKS / SPECIAL REQUIREMENTS (NOV 2003)
- C.2.55 G-FSS-900-C CONTACT FOR CONTRACT ADMINISTRATION (JUL 2003)
- C.2.56 I-FSS-40 CONTRACTOR TEAM ARRANGEMENTS (JUL 2003)
- C.2.57 I-FSS-50 PERFORMANCE REPORTING REQUIREMENTS (FEB 1995)
- C.2.58 I-FSS-60 PERFORMANCE INCENTIVES (APR 2000)
- C.2.59 I-FSS-95 RE-REPRESENTATION OF SIZE STATUS FOR OPTION PERIODS (JUN 2003)
- C.2.60 I-FSS-103 SCOPE OF CONTRACT--WORLDWIDE (JUL 2002)
- C.2.61 I-FSS-106 GUARANTEED MINIMUM (JUL 2003)
- C.2.62 I-FSS-108 CLAUSES FOR OVERSEAS COVERAGE (MAY 2000)
- C.2.63 I-FSS-109 ENGLISH LANGUAGE AND U.S. DOLLAR REQUIREMENTS (MAR 1998)
- C.2.64 I-FSS-140-B URGENT REQUIREMENTS (JAN 1994)
- C.2.65 I-FSS-163 OPTION TO EXTEND THE TERM OF THE CONTRACT (EVERGREEN) (APR 2000)
- C.2.66 I-FSS-314 FOREIGN TAXES AND DUTIES (DEC 1990)
- C.2.67 I-FSS-597 GSA ADVANTAGE!™ (SEP 2000)
- C.2.68 I-FSS-599 ELECTRONIC COMMERCE/FACNET (SEP 2006)
- C.2.69 I-FSS-600 CONTRACT PRICE LISTS (JUL 2004)
- C.2.70 I-FSS-639 CONTRACT SALES CRITERIA (MAR 2002)
- C.2.71 I-FSS-644 DEALERS AND SUPPLIERS (OCT 1988)
- C.2.72 I-FSS-646 BLANKET PURCHASE AGREEMENTS (MAY 2000)
- C.2.73 I-FSS-680 DISSEMINATION OF INFORMATION BY CONTRACTOR (APR 1984)
- C.2.74 I-FSS-965 INTERPRETATION OF CONTRACT REQUIREMENTS (APR 1984)
- C.2.75 I-FSS-969 ECONOMIC PRICE ADJUSTMENT—FSS MULTIPLE AWARD SCHEDULE (JAN 2002)
- C.2.76 K-FSS-1 AUTHORIZED NEGOTIATORS (MAR 1998)
- C.2.77 K-FSS-9 SECTION 8(a) REPRESENTATION FOR THE MULTIPLE AWARD SCHEDULE PROGRAM (SEP 2000)
- C.2.78 L-FSS-400 INTRODUCTION OF NEW SERVICES/PRODUCTS (INSP) (NOV 2000)
- C.3 52.212-5 Contract Terms and Conditions Required to Implement Statutes or Executive Orders—Commercial Items (Mar 2007)

All use of services provided by Monster Government Solutions is subject to the Terms of Use available on its homepage, <http://www.monstergovernmentolutions.com>. In the event of any inconsistency between the Terms of Use and this contract, the terms of this contract shall apply.

Applicant Tracking System Products and Services

Monster Hiring Management Enterprise System

A Monster Government Solutions hosted, monthly subscription service that provides a comprehensive, fully automated, hiring management solutions. This market-leading solution includes, automated position description creation, development of job-specific questions for applicants, creation of vacancy announcements based on job-specific questionnaire and ranking criteria. The system can send vacancy announcements to USAJOBS and other job sites and can accept job applications via the internet any time. The system provides status notifications via e-mail and online to applicants. It can rank applicants with automated assessment functionality. It involves all parties in the hiring process while protecting sensitive information with multiple security access levels. The system can generate robust analytics and reports and ensures compliance with federal and agency regulations. The system also includes Fax Imaging, Applicant Public Status and a non-production system, and standard security package. A 1 year minimum contract period is required.

Entry On Duty – Enterprise: Monster Hiring Management Entry On Duty is a hosted monthly subscription service that helps to streamline and shorten the time from offer acceptance to new employee assimilation. Entry on Duty seamlessly integrates with Hiring Management Enterprise and allows for online collection and sharing of data on newly hired employees by the HR staff. Role based security authorization ensures that data is appropriately protected. The forms management process is made more efficient as new employees complete necessary forms such as Insurance benefit election forms online. The Entry on Duty subscription includes forms libraries, up to six (6) customized work flows, analytics reporting capabilities, and integration with HRLOB payroll providers.

Onboarding 2.0 – Enterprise: Monster Hiring Management Onboarding is a hosted monthly subscription service that helps to streamline and shorten the time from offer acceptance to new employee assimilation. Onboarding seamlessly integrates with Hiring Management Enterprise and allows for online collection and sharing of data on newly hired employees by the HR staff. Role based security authorization ensures that data is appropriately protected. The forms management process is made more efficient as new employees complete necessary forms such as Insurance benefit election forms online. The Onboarding Subscription includes setup, support, forms libraries, one (1) customized workflow and analytics reporting capabilities.

Position Classification – Enterprise: The monthly hosting of the position classification system is a valuable resource for your agency's HR Specialists and Classifiers. It helps standardize position classification; pushes managing resources to first-line supervisors; improves customer service to the field by reducing the time to develop and classify positions and decreasing the time it takes to post vacancies. This is a MGS hosted, web-based interface with four position classification modules.

Event Scheduler – Monster Hiring Management Enterprise *Event Scheduler* is a monthly, hosted subscription service that helps to drive down your organization's cost-to-hire by leveraging a suite of automated features. Our integrated tools offer unrivalled performance for the high-volume hiring needs of the Federal Government as well as the flexibility and personalization required by organizations of all sizes. It reduces the administrative burden of activity scheduling and shortens the time-to-hire by tracking assessments, sending notifications, and allowing for monitoring of session capacity. In addition, *Event Scheduler* provides configurable work flow capabilities that support the integration of 3rd-party candidate assessment results back into your organization's Talent Acquisition System to complement the application review process more effectively. Moreover, the candidate experience is enhanced by allowing candidates to self-schedule for these events without having to interact with your agency personnel. A 1-year minimum contract period is required.

Support – Enterprise: Monster Hiring Management Enterprise Support offers high quality professional services and support to ensure effective use of MGS products by providing expert advice and guidance on the best practices of system utilization. It includes communication and coordination of day-to-day activities related to product use, assistance with job aids and user tools,

managing contract deliverables and HR use Help Desk support for trouble ticket reporting and resolution. Also incorporated in the package is the option to have MGS support in weekly, monthly and quarterly meetings.

Set Up Fees – Fees associated with the set up of the Monster Hiring Management Enterprise applications.

Monster Hiring Management Enterprise Subscription Pricing						
Head Count	Setup	ATS	Position Classification	Entry on Duty (EOD)	Event Scheduler	Support **
5,000 - 10,000	\$29,750	\$38.22	\$13.38	N/A	\$9.56	35%
10,001 - 50,000	\$42,500	\$34.30	\$12.01	\$25.73	\$8.58	30%
50,001 - 100,000	\$68,000	\$26.46	\$9.26	\$19.85	\$6.62	25%
100,001 +	\$85,000	\$18.62	\$6.52	\$13.97	\$4.66	20%

Monster Hiring Management Enterprise Subscription Pricing	
Head count	Onboarding 2.0
5,000 - 10,000	\$245,000
10,001 - 50,000	N/A
50,001 - 100,000	N/A
100,001 +	N/A

Notes

ATS, Entry On Duty, Position Classification, and Event Scheduler subscription pricing are on a per employee basis (head count). Head count is based on OPM's FEDSCOPE tool (Employee Cube) and will be used to determine the average annual employment that forms the basis of application and support charges.

** Support includes communication and coordination of day-to-day activities related to product use, assistance with job aids and user tools, managing contract deliverables and HR user Help Desk support for trouble ticket reporting and resolution is **required** and is priced as a percentage of the total Subscription price.

Setup pricing is based upon Head count.

Implementation, Organizational Change Management, Expunge/Delete Services, and establishment of Dedicated Environments will be separately scoped and priced.

The ATS Subscription price includes one Evaluation environment that presumes no customization.

Onboarding is firm fixed price and includes setup, subscription, support, forms libraries, and one (1) customized workflow, and analytics reporting capabilities. Onboarding is only available to organizations with headcount less than 10,000 FTE's. Head count is based on OPM's FEDSCOPE tool (Employee Cube) and will be used to determine average annual employment.

Currently, Event Scheduler is only available to current Monster Hiring Management Enterprise ATS customers.

Certification and Accreditation Support

The ATS Subscription price includes a Standard Security Package as defined below:

1. System Security Plan (SSP)
2. Security Assessment Report (SAR)
3. Plan of Action and Milestones (POA&M)

The latest Standard Security Package will be provided upon initial contract award and after major changes to the system. A POA&M update and a system security scan report will be provided on a quarterly basis. MGS utilizes an outside security vendor to perform a System Test and Evaluation (ST&E). Agencies may choose to have their own ST&E done by an independent security vendor. Pricing for MGS to support an independent security vendor's ST&E activities is available upon request and provision of a statement of work.

Roles and Responsibilities

MGS follows the roles and responsibilities as defined in NIST SP 800-37

Agencies are responsible for the following roles: Chief Information Officer, Authorizing Official, Authorizing Official Designated Representative, Senior Agency Information Security Officer, Information Owner.

With prior written agency approval, MGS can be responsible for the following roles: Information Security Officer, Information System Owner.

Per NIST SP 800-37, agency officials may appoint appropriately qualified individuals, to include contractors, to perform the activities associated with any security certification and accreditation role with the exception of the Chief Information Officer and authorizing official. MGS will review delegation requests and if accepted, will bill on a time and materials basis.

Promotional Pricing

For a limited time, Monster Government Solutions (MGS) is offering promotional bundled pricing on its Monster Hiring Management Enterprise (MHME) solution.

The MHME solution is comprised of the following four modules:

- Application Tracking System (ATS)
- Position Classification (PC)
- Event Scheduler (ES)
- Entry-On-Duty (EOD)

Customers taking advantage of this special bundle pricing will pay their subscription price for the Application Tracking System and receive the additional three modules at a price equivalent to 35% of their ATS subscription. This promotional pricing bundle is offered to both existing MGS customers and new customers, and is for fully executed orders received on or before Sept 30, 2014.

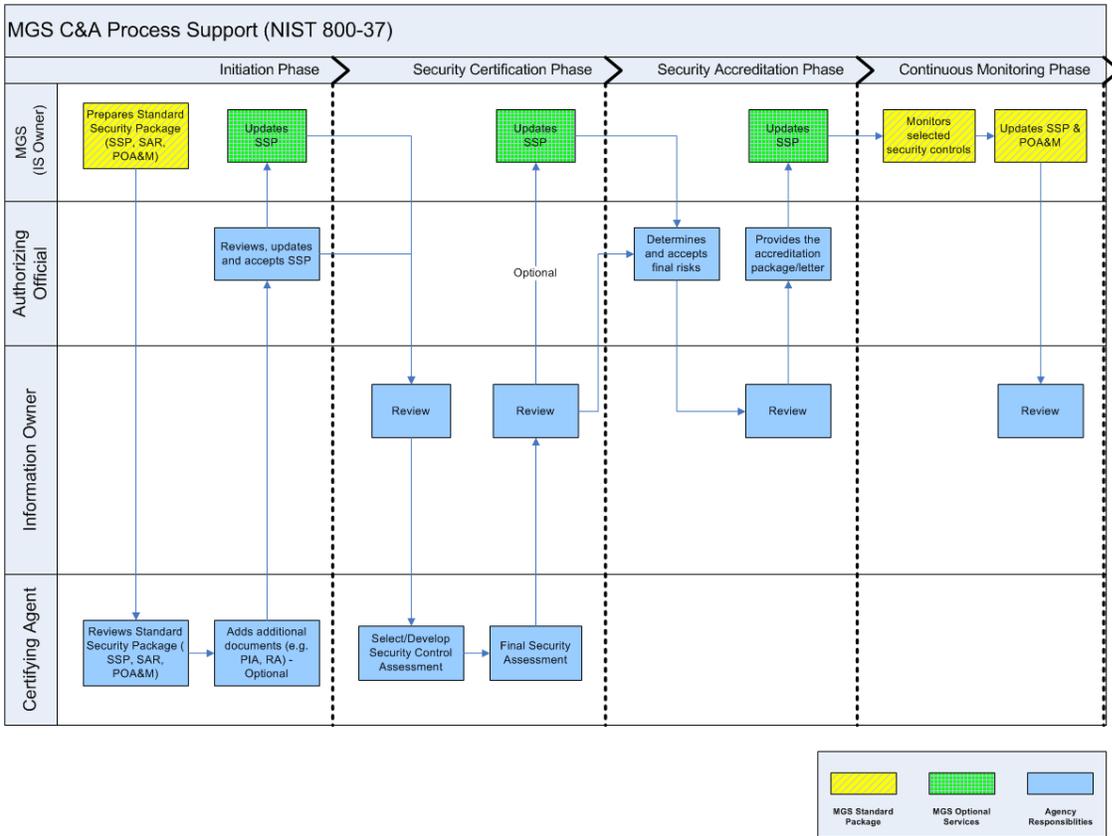
Existing Customers:

Add the bundle of Position Classification, Entry on Duty/Onboarding, AND Event Scheduler modules to your existing ATS subscription* for an additional cost equivalent to only 35% of your ATS subscription.

Brand New Customers:

Purchase all four modules for the price of the Application Tracking System plus an additional 35% of the ATS subscription* price.

*This promotional pricing is for Subscription only, fees associated with required Implementation Set -up and Support Services will be separately scoped and priced.



Fee Based Services

Any other security related services will be billed per the labor category rates in this schedule. An example of such services includes but is not limited to:

1. Modifications to the Standard Security Package (i.e. additional controls)
2. Modifications to POA&M (i.e. changes to actions and/or milestones)
3. Assistance with security audits and reviews
4. Control and other requested security related exercises (i.e. tabletop exercises)
5. MGS support of agency independent security vendor's ST&E
6. Operating in above roles delegated to MGS by the Agency

All customizations will be separately priced, scoped and will require an annual incremental maintenance fee equal to 15% of the value of the customization and will also require the purchase of a customization environment.

Monster Government Solutions Enterprise—Ancillary Offerings

Product Name	Product Description	Unit of Issue	Qty	GSA Price
Training Environment	A separate environment that is independent from their production system and can be used for internal training purposes of either existing or upcoming releases.	Percent of Hiring Management Enterprise Subscription	1	10.0% of Enterprise Subscription Price
Customization Environment	Provides clients a non-production environment in which to develop, test and implement customizations to the Hiring Management application.	Percent of Hiring Management Enterprise Subscription	1	15.0% of Enterprise Subscription Price

TalentBin

Karma Product Name	Duration	Quantity	GSA Price
TalentBin by Monster-US	Annual	1	\$5,138.54
	Annual	2	\$4,367.76
	Annual	3	\$3,982.37
	Annual	4	\$3,725.44
	Annual	5	\$3,511.34

Twitter Cards

Karma Product Name	Duration	Employee Size	Quantity	GSA Price
Monster Twitter Cards-US	Annual	1-49	Each	\$136.02
	Annual	50-249	Each	\$453.40
	Annual	250-999	Each	\$906.80
	Annual	1000-2499	Each	\$1,813.60
	Annual	2500-4999	Each	\$3,627.20
	Annual	5000-9999	Each	\$4,534.01
	Annual	10,000+	Each	\$5,440.81

Talent CRM

Karma Product Name	Duration	Package	Annual Message Limits	Quantity	GSA Price
Talent CRM-US	Annual	Small	2400	Each	\$299.75
	Annual	Mid-Market	6000	Each	\$599.50
	Annual	Large	12000	Each	\$1,027.71

Appendix A contains additional terms and conditions applicable to these products.

Monster Hiring Management Training

Monster Government Solutions offers hands-on training courses at the customer site or the contractor site. The training courses are priced in Educational Units (EU). One EU is equal to one day of class per student.

Monster Hiring Management Application Training				
Product Name	Product Description	Unit of Issue	Quantity	Price
Training - 36 Educational Unit Pack	36 Student days of training for any training course offered in the Monster Government Solutions course catalog. Must be purchased in advance.	Each	1	\$15,000
Training - 180 Educational Unit Pack	180 Student days of training for any training course offered in the Monster Government Solutions course catalog. Must be purchased in advance.	Each	1	\$52,000
Training - Open Enrollment	1 Student day of training for any training course offered in the Monster Government Solutions course catalog.	Each	1	\$750
Training Manuals - Additional	Additional student manual for any training course offered in the Monster Government Solutions course catalog.	Each	1	\$40

Monster Hiring Management Professional Development Training				
Product Name	Product Description	Unit of Issue	Quantity	Price
Training - 36 Educational Unit Pack	36 Student days of training for any Professional Development training course offered in the Monster Government Solutions course catalog. Must be purchased in advance.	Each	1	\$18,000

All ordered Educational Unit (EUP) Packs of training require payment in full within 30 days of order. Each EU Pack ordered remains available to the ordering entity for a period of 12 months or until all EUs are consumed, whichever occurs first. Educational Unit Pack pricing does not include travel costs for trainer to conduct the training outside the Washington, DC metropolitan area. Travel costs will be separately scoped, priced and included as an ODC. Travel costs will be billed in accordance with FTRs or JTRs, as applicable.

- Minimum Training Participants: the minimum number of participants required to hold a training course is 6. When less than 6 participants attend a course, the agency will be assessed the EUs associated with 6 participants attending the training.
- Cancellation Policy: If an agency requests cancellation of a course within 24-hours of its start time, they will be assessed the EUs associated with 6 participants attending the training.

Mid-contract Educational Unit Purchases

After the first purchase of an Education Unit Pack (EUP) listed above, additional Individual Educational Units (IEU) may be purchased at the same pro-rated unit price of the original Pack purchase. The expiration date of the additional IEUs will be the same expiration date of the original EUP purchase. For example if a 36 EUP is purchased on a new contract awarded October 1, 2010, those units do not expire until September 30, 2011. If additional IEUs are purchased on that same contract on June 30, 2011, those additional IEUs will be purchased at the pro-rated price of \$416.67 per unit and those units will expire on September 30, 2011.

- The course catalogue is subject to change. Please visit our website for a current course catalogue, including course descriptions: www.monstergovernmentsolutions.com, or contact Meg Prior at 703-270-7164 or at bill.clinton@monster.com.

Monster Hiring Command

Monster Hiring Management Small Agency Edition Subscription - A MGS hosted, monthly subscription service that provides a comprehensive, fully automated, hiring management solution. This market-leading solution provides the capability to create vacancy announcements based on job-specific questionnaire and ranking criteria. System can send vacancy announcements to USAJOBS and other job sites and can accept job applications via the internet any time. Provides status notifications via e-mail and online to applicants. Rank applicants with automated assessment functionality. Involves all parties in the hiring process while protecting sensitive information with multiple security access levels. Can generate robust analytics and reports. Ensures compliance with federal and agency regulations. Requires 1 year minimum contract period. Product also includes Fax Imaging, Applicant Public Status and a Non-Production System, and Standard Security Package.

Monster Hiring Management Small Agency Edition Support - offers high quality professional services and support to ensure effective use of MGS products by providing expert advice and guidance on the best practices of system utilization. It includes communication and coordination of day-to-day activities related to product use, assistance with job aids and user tools, managing contract deliverables and HR user Help Desk support for trouble ticket reporting and resolution. Also incorporated in the package is the option to have MGS support in weekly, monthly and quarterly meetings.

Monster Hiring Management Small Agency Edition Set up – Fees associated with the set up of Monster Hiring Management Small Agency Application

Monster Hiring Management Shared Edition Subscription - A MGS hosted, monthly subscription service that provides a comprehensive, fully automated, hiring management solution. This market-leading solution provides the capability to create vacancy announcements based on job-specific questionnaire and ranking criteria. System can send vacancy announcements to USAJOBS and other job sites and can accept job applications via the internet any time. Provides status notifications via e-mail and online to applicants. Rank applicants with automated assessment functionality. Involves all parties in the hiring process while protecting sensitive information with multiple security access levels. Can generate robust analytics and reports. Ensures compliance with federal and agency regulations. Requires 1 year minimum contract period. Product also includes Fax Imaging, Applicant Public Status a Non-Production System, and a Standard Security Package. Each customer will be a separate organization within the shared agency environment. The product is pre-configured and is not customizable.

Monster Hiring Management Shared Edition Support - offers high quality professional services and support through implementation to ensure effective use of MGS products by providing expert advice and guidance on the best practices of system utilization. After implementation it includes HR user Help Desk support for trouble ticket reporting and resolution.

Monster Posts - Monster posts agency formatted Job Opportunity Announcements (JOA) to USAJOBS 2.0 and 3.0 including the agency addresses to which all application related materials and correspondence should be directed for agency processing, adjudication, and hiring.

Monster Hiring Managed Services - Monster builds and posts Job Opportunity Announcements to USAJOBS 2.0 and 3.0 based on agency provided information. Additional Monster services include building customized questionnaires that are grade and job series specific, rating and ranking up to 30 well-qualified candidates, creating a staging area and generating eligible applicant certificates, and providing applicant status notifications. Monster will also provide the capability for the Hiring Manager to review and select applicants. Monster will maintain the JOA case file for up to three years. Archiving solutions that extend beyond this time period are also available on a separate fee basis.

Additional Managed Services, include;

Additional Staging Area - An addendum to the Monster Hiring Managed Services offering, Monster supports the ability to build and post open-continuous (standing register) vacancies. As subsequent Staging Areas become necessary, Monster will continue to rate and rank the updated candidate pool to provide up to 30 well-qualified candidates, creating new staging area(s) and generating eligible applicant certificates, and providing applicant status notifications. Monster will also provide the capability for the Hiring Manager to review and select applicants. Monster will maintain the JOA case file for three years.

Interview Question Development (per vacancy) - Monster develops interview questions and scoring protocols on the basis of occupational data provided by the client (e.g., Position Descriptions, Job Analysis Data, and Crediting Plans). The interview questions utilize a standardized scoring process and can be used to measure applicants against job-relevant competencies/KSAs. Monster will develop up to three questions for a maximum of six competencies, and will provide an interview guide summarizing best practices related to interview administration.

Job Analysis (per vacancy) - Monster will work with client subject matter experts to define the task and competency/KSA requirements for a specific job series. Monster will review existing occupational data (e.g., Position Descriptions, Vacancy Announcements, Crediting Plans) to develop a draft list of critical tasks and competencies/KSAs. Monster will then work with the client subject matter experts to validate the importance of each element to successful job performance through survey administration and/or focus groups. The results of the job analysis process will form the foundation for developing assessment tools to screen job applicants.

Job Classification (per vacancy) - Monster will work with client subject matter experts and supervisor to draft a document reflecting the proposed assigned duties and responsibilities and will classify a specific job on the basis of appropriate Federal position classification standards. This service includes a combination of onsite desk audits (other SMEs, peers, supervisors), finalizing the development of a position description, and development of comprehensive evaluation statements. Documented classification decisions will include pay plan, occupational series, grade, official position title and Fair Labor Standards Act designation.

Monster Hiring Command		
Agency Headcount	Product Name	Price
1 - 4,999	Monster Hiring Management - Small Agency Edition Subscription	\$44.85
1 - 4,999	Monster Hiring Management - Shared Edition Subscription	\$44.85
1 - 4,999	Monster Hiring Management - Small Agency Edition Support	40%
1 - 4,999	Monster Hiring Management - Shared Edition Support	25%
1 - 4,999	Monster Hiring Management - Small Agency Edition Set up	\$29,750

Notes

Monster Hiring Management Small Agency Edition and Shared Edition subscription pricing are on a per employee basis (head count). Head count is based on OPM's FEDSCOPE tool (Employee Cube) and will be used to determine the average annual employment that forms the basis of application and support charges.

Monster Hiring Management Small Agency Edition and Shared Edition Support are **required** and priced as a percentage of the total Subscription price. Implementation is subject to separate scope and price.

Monster Hiring Management Small Agency Setup pricing is based upon Head count.

Monster Hiring Command			
Product Name	Unit of Issue	Quantity	Price
Monster Posts - Single Posting	Each	1	\$750
Monster Posts - 10 Job Posting Pack	Each	1	\$7,400
Monster Posts - 25 Job Posting Pack	Each	1	\$18,250
Monster Hiring Managed Services - Single Posting	Each	1	\$12,000
Monster Hiring Managed Services - 10 Job Posting Pack	Each	1	\$117,500
Monster Hiring Managed Services - 25 Job Posting Pack	Each	1	\$287,500
Monster Hiring Managed Services - Additional Staging Area	Each	1	\$1,000
Monster Hiring Managed Services - Interview Question Development (per vacancy)	Each	1	\$5,250
Monster Hiring Managed Services - Job Analysis (per vacancy)	Each	1	\$7,000
Monster Hiring Managed Services - Job Classification (per vacancy)	Each	1	\$1,750

Monster Posts and Monster Hiring Managed Services Products are only available to organizations with headcounts below 5,000 FTE's. All ordered Job Posting Packs require payment in full within 30 days of order. Each Job Posting Pack ordered remains available to the ordering entity for a period of 12 months or until all postings are consumed, whichever occurs first.

Monster Online Career & Community Sites

A Monster Online Career Site is a private, branded job board that connects job seekers with career resources and relevant jobs while helping employers identify and hire the talent they need. The annual Career Site license provides the following functionality to employers;

- Post and manage jobs including allowing recruiters to work collaboratively, preview postings from a seeker point of view, attach pre-screening questionnaires for seekers to complete when applying, access a template library of saved postings, and have the option to post jobs to Twitter and Facebook.
- Manage applicants including sending auto-reply messages to candidates who have submitted applications, create and send emails to applicants, rate applicants based on job criteria,
- Execute basic and advanced resume searches based on a variety of criteria, add resumes to folders, and forward, print, or download resumes.

Job seeker functionality includes the ability to;

- Create a profile and elect to make the profile information searchable by employers.
- Create or upload up to five resumes which the seeker can choose to make public or private.
- Create cover letters for use in the application process.
- Conduct job searches based on a variety of criteria.

Monster Online Community Site Plus provides the platform to engage a targeted audience with career information, news and opportunities to connect. Customization of the look and feel of the Community Site enhances your agency's brand. The site provides a central location to easily promote your agency's latest news and events. The reporting capabilities allow you to track usage trends most important to your site's visitors.

The Monster Turnkey Online Career Site is a private out of the box job board with basic job search functionality.

Implementation is firm fixed price and includes requirements gathering and analysis, set up and configuration of the site and project management through system go-live.

Monster Online Site Products & Services		
Product	Implementation	Annual License
Monster Online Career Site	\$100,000	\$225,000
Monster Online Community Site Plus	\$65,000	\$100,000
Monster Turnkey Online Career Site	\$55,000	\$105,000

Notes

Monster Online Career, Turnkey, and Community Site licenses are firm fixed price and require a minimum contract period of one (1) year.

The annual license includes hosting, site maintenance and project management support. Project management support will include monthly and annual status reports for Online Career Site and Community Site Plus. Project management support for the Turnkey site will include quarterly and annual status reports.

Monster Government Solutions—Ancillary Offerings

Product Name	Product Description	Unit of Issue	Qty	GSA Price
Silver Search 2.0 - Annual Subscription	Provides for a fully branded jobseeker experience on government agency career websites using USAJOBS search functionality. Helps demonstrate progress on the Recruitment One-Stop eGov initiative. It will integrate the agency branding into the job search, search results, and viewing of job postings. Is configurable and provides the ability for each agency to select the search criteria for its website(s), including dynamically displayed options, such as locations, series, and job categories.	Each	1	\$25,000

WIN360 Premier

Full service offering includes unlimited access to all learning modules, assessments, forums, and WIN 360 cards. Content is complemented by subject matter experts facilitating individual and group coaching/feedback sessions. Clients have access to robust metrics/reporting capabilities for tracking adoption as well as participant data from assessments and WIN 360 cards. Solution Components:

- Access to all Professional Tracks (Executive Track, Diversity Practitioner Track, Managers Track, Employees Track, Recruiter Track, Consultant/Trainer Track, WIN 360 Application Team Track)
- Access to all 30 Organizational Training Modules
- Access to 8 standard WIN 360 Application cards
- Access to all 20 Learning Rooms
- Access to all Additional Tool and Resources
- Access to Forums

Employee Headcount	Unit Price (per headcount)
100K +	\$ 10.00
50K – 100K	\$ 12.50
20K – 50K	\$ 15.00
10K – 20K	\$ 17.50
5K – 10K	\$ 20.00
2.5K – 5K	\$ 30.00

WIN360 Self-Directed

Content-only subscription to learning modules and forums, including unlimited access to a select number of learning tracks. Offering does not include access to WIN 360 cards or subject matter expert coaching/facilitation services. Clients have access to 'light' reporting for tracking adoption (e.g., number of logins). SME facilitation is not included in this offering. Solution Components:

- Access to a select number of Professional Tracks (specific number TBD)
- Access to all 30 Organizational Training Modules
- Access to all 20 Learning Rooms
- Access to all Additional Tools and Resources
- Access to Forums

Employee Headcount	Unit Price (per headcount)
100K +	\$ 7.00
50K – 100K	\$ 9.00
20K – 50K	\$ 12.00
10K – 20K	\$ 14.00
5K – 10K	\$ 16.00
2.5K – 5K	\$ 20.00

Monster Precision Hiring

Monster Precision Hiring from Monster Government Solutions streamlines the process of sourcing, identifying, evaluating, and hiring specific talent. It is the accurate, customizable way to target, screen and hire for your most difficult-to-hire positions, quickly and easily. Monster Government Solutions offers the services and expertise to recruit hard to find talent and delivers only the candidates who meet an agency's unique hiring requirements from education and technical training to professional expertise and personality characteristics.

Monster Precision Hiring - outline

Phase I – Plan

- Understand the client hiring process
- Identify specific hiring needs
- Define evaluation criteria for acceptable candidates

Phase II – Attract

- Initiate sourcing utilizing innovative and proprietary techniques to identify active and passive candidates
- Drive traffic to micro-site

Phase III – Assess

- Electronically receive, process, screen and assess sourced candidates
- Screen for basic qualifications
- Screen for Professional and Technical qualifications

Phase IV – Candidate Approval

- Qualified candidates presented to client

Monster Precision Hiring Pricing – Sourced Job Categories

Approved Candidate Price				
Job Category	Unit of Issue	Quantity	Security Cleared	Non-Security Cleared
Information Technology	Each	1	\$1,380	\$552
Biotechnology/R&D/Science/Pharmaceuticals	Each	1	\$1,305	\$522
Engineering	Each	1	\$1,290	\$516
Security	Each	1	\$1,155	\$462
Legal/Human Resources	Each	1	\$1,035	\$414
Medical/Nursing/Healthcare	Each	1	\$1,035	\$414
Manufacturing/Operations/Logistics	Each	1	\$960	\$384
Program & Project Management	Each	1	\$930	\$372
Consulting/Business Analysis	Each	1	\$900	\$360
Finance/Accounting	Each	1	\$690	\$276
Banking/Economics	Each	1	\$675	\$270
Government/Policy	Each	1	\$615	\$246
Clerical/Administrative/Retail	Each	1	\$510	\$204

Appendix A contains additional terms and conditions applicable to these products and services.

Monster Precision Hiring (continued)

Monster Precision Hiring Pricing – Labor Categories

The labor categories listed below are to be used only for sourcing candidates for Precision Hiring.

Labor Category Name	Product Description	Unit of Issue	GSA Hourly Rate
Sourcing Services Project Manager	Refer to Functional Responsibilities	Hour	\$116
Sourcing Services Senior Recruiter	Refer to Functional Responsibilities	Hour	\$100
Sourcing Services Recruiter	Refer to Functional Responsibilities	Hour	\$85
Sourcing Services Recruiting Coordinator	Refer to Functional Responsibilities	Hour	\$70

Project Manager - Functional Responsibilities

Provides overall project guidance and consultation to projects, manages a diverse group of functional activities, schedules and assigns duties to subordinates.

Qualifications

Requires a Bachelors Degree and 7 years of experience.

Senior Recruiter – Functional Responsibilities

Provides senior level federal staffing, human resource and recruiting services. Duties may include consulting, job classification, and employee benefit services.

Qualifications

Requires a Bachelors Degree and 7 years of experience.

Recruiter - Functional Responsibilities

Provides federal staffing, human resource, and recruiting and personnel services.

Qualifications

Requires a Bachelors Degree and 5 years of experience.

Recruiting Coordinator - Functional Responsibilities

Provides clerical and administrative support to project personnel. Coordinates scheduling of candidate interviews.

Qualifications

Requires 2 years of experience.

Appendix A contains additional terms and conditions applicable to these products and services.

Monster Government Solutions Support Services

Monster Government Solutions has Labor Categories and hourly rates to be used in support of the products offered in this pricelist. The pricing for the Labor Categories are listed here, followed by the detailed Labor Category Descriptions.

Custom Services that may be purchased separately through the use of our hourly labor categories.

- Custom Development/System Interface – Perform modifications or enhancements to the Monster Hiring Management software including gathering customer specifications and requirements analysis.
- Application Engineering – Perform modifications or enhancements to Monster Hiring Management software including gathering customer specifications and requirements analysis.
- Custom Reporting – Develop and incorporate into system custom/special reports.
- System Training – Numerous off-the-shelf courses to choose from, or we can work with you to develop a customized course.
- System Implementation – System Implementation and business process engineering services provided by our experts.
- Web Site Integration – Customize Monster Hiring Management with your existing web site look and feel.

The labor categories listed in Table A are to be used when purchasing services associated with the various Monster Hiring Management Enterprise System products.

TABLE A	
Labor Category Name	Hourly Rate
Project Manager	\$168.00
Business Analyst	\$129.60
Senior Systems Engineer	\$168.00
Senior Developer	\$168.00
Developer	\$129.60
Application Engineer/Integration Specialist	\$168.00
Systems Analyst	\$129.60
HR Specialist	\$168.00
Security Analyst	\$168.00
Security Engineer	\$168.00
Training Specialist	\$130.56
Documentation Technical Writer	\$105.60
Technical Support	\$105.60
Administrative Support	\$64.32

Note: Additional discount 2% discount in hourly labor rates for a single order in excess of \$250,000

The labor categories listed in Table B are to be used when purchasing services associated with the various Monster Online products.

TABLE B	
Labor Category Name	Hourly Rate
Project Director/Account Supervisor	\$168.00
Product Analyst	\$115.20
Information Architect	\$115.20
Creative Lead	\$109.44

Labor Category Descriptions

Project Manager

Functional Responsibilities:

Plans and directs technological improvements and project management implementations; manages a diverse group of functional activities and subordinate groups of technical and administrative personnel; and, may sever as a technical authority for a design area. As a staff specialist or consultant, resolves unique and unyielding systems problems using new technology. Schedules and assigns duties to subordinates.

Qualifications:

Requires a Bachelors Degree and a minimum of 3 years of experience.

Business Analyst

Functional Responsibilities:

Performs analysis and prepares functional specifications and requirements definitions. Performs analysis for and participates in meetings pertaining to the enhancements of Monster Hiring Management. Performs quality assurance testing and sign-off.

Qualifications:

Requires a Bachelors Degree and a minimum of 2 years of experience.

Senior Systems Engineer

Functional Responsibilities:

Analyzes information requirements; evaluates analytically and systematically problems of workflow, organization and planning, and develops corrective action; develops software to improve or re-engineer process methodologies/principles; and, applies activity and data modeling, transactions flow analysis, internal control and risk analysis.

Qualifications:

Requires a Bachelors Degree and a minimum of 7 years of experience.

Senior Developer

Functional Responsibilities:

Applies software development disciplines for the planning, analysis, design and development of software applications. Develops appropriate techniques and methodologies for problem solutions. Develops software and provides technical guidance in software development and supervision and direction to technical staff.

Qualifications:

Requires a Bachelors Degree and a minimum of 4 years of experience.

Developer

Functional Responsibilities:

Participates in all phases of system design and development of complex software applications using a variety of proprietary product or emerging technology tools in a variety of operating environments.

Qualifications:

Requires a Bachelors Degree and a minimum of 3 years of experience.

Labor Category Descriptions (continued)

Application Engineer/Integration Specialist

Functional Responsibilities:

Gathers customer specifications and requirements definitions. Performs system and application analysis, design and administration. Designs computer and software solutions and provides timely technical support. Performs modifications or enhancements to application software. Installs application software and integrates software with internet web sites.

Qualifications:

Requires a Bachelors Degree and a minimum of 3 years of experience.

Systems Analyst

Functional Responsibilities:

Designs and manages the development of Monster Hiring Management software and Monster Hiring Management applications. Acts as a liaison between developers and technical documentation specialists.

Qualifications:

Requires a Bachelors Degree and a minimum of 3 years of experience.

HR Specialist

Functional Responsibilities:

Provides consultation for understanding and reaching business and functional targets. Develops the framework to identify policies and procedures that prioritize and meet organizational needs from a Human Resources perspective.

Qualifications:

Requires a Bachelors Degree and a minimum of 3 years of experience.

Security Analyst

Functional Responsibilities:

Is point of contact between the customer and MGS on all security activities (i.e. Certification and Accreditation questions and answers, corporate visits, etc.). Understands customer's unique security requests and assists with providing additional information as required. May author agency specific required specifications.

Qualifications:

Requires a Bachelors Degree and a minimum of 3 years of experience.

Security Engineer

Functional Responsibilities:

Performs the technical tasks as required by individual agencies on an as needed basis. Work includes but is not limited to annual security scans, technical system walk through, hosting center and corporate visits.

Qualifications:

Requires a Bachelors Degree and a minimum of 3 years of experience.

Training Specialist

Functional Responsibilities:

Conducts the research necessary to develop and revise training for users and prepares appropriate training materials. Prepares all instructor materials (course outline, background material, and training aids). Prepares all student materials (course manuals, workbooks, handouts, completion certificates, and course critique forms). Trains personnel by conducting formal classroom courses, workshops and seminars.

Qualifications:

Requires a Bachelors Degree and a minimum of 1 year of experience.

Labor Category Descriptions (continued)

Documentation Technical Writer

Functional Responsibilities:

Prepares application and technical documentation; and, provides for the orderly safeguard of technical documents. Requires proficiency in writing technical documentation.

Qualifications:

Requires an Associate's Degree.

Technical Support

Functional Responsibilities:

Provides technical support and is proficient in application software and system architecture. Provides verbal and written instruction to resolve problems of both routine and complex nature.

Qualifications:

Requires a minimum of 2 years of experience.

Administrative Support

Functional Responsibilities:

Provides technical and clerical support in managing general operations, and administrative work. Utilizes computers and technical equipment and is proficient in the use of personal computers, printers and common office software applications to assist customer and other personnel. Assembles technical and administrative documents from rough draft through final production. Receives and distributes incoming tasks and assists in preparing reports and other required documents.

Qualifications:

Requires a minimum of 1 year of experience.

Labor Category Descriptions (continued)

Project Director/Account Supervisor
Functional Responsibilities:
Responsible for managing contract operations and ensuring quality standards and work performance on all task orders and projects; plans, organizes, and oversees work efforts; assigns resources; supervises personnel; provides risk management; ensures quality management; monitors overall project and contract performance; provides management guidance in the accomplishment of work efforts; and ensures adherence to contract standards of performance.
Qualifications:
B.A. or B.S. and 8 years of relevant management experience. Relevant experience includes strategic planning, program evaluation, quality management, performance management, process management, business management, facilitation services, survey services, and privatization support services and documentation.
Product Analyst
Functional Responsibilities:
Interviews and interacts with the creators of the concept and scope documents and the key stakeholders of business initiatives on an ongoing basis; maps business needs to product and technical capabilities, identifies deltas, and facilitates compromise; develops graphical representations of user identity changes, functional requirements, page flow and business processes flow wire frames for teams; facilitates cross-functional teams through the process of requirements definition and systems analysis and design; participates in Quality Assurance and launch activities; and helps facilitate usability research.
Qualifications:
B.A. or B.S. and 3 years' relevant product experience participating in large-scale interactive system and software development initiatives <i>or</i> a total of 8 years of relevant experience.
Information Architect
Functional Responsibilities:
Performs needs analyses; develops audience profiles, user scenarios, storyboards, site maps, and navigational prototypes; helps to facilitate usability tests, surveys and focus groups as needed; and leads the analysis and implementation efforts based on the usability test data.
Qualifications:
B.A. or B.S. in Computer Science and 5 years' directly relevant experience <i>or a total of 10 years of relevant experience</i> .
Creative Lead
Functional Responsibilities:
Manages group of creative and technical professionals supporting one or more applications; supports management with resource planning and allocation across multiple projects; manages budgets for projects or toolsets within a group; contributes to branding and technology strategy of the company; and participates in projects supporting design, development and communication efforts. Develops branding and product design standards as required.
Qualifications:
B.S. or B.A. in Design, Computer Science or Engineering and 5 years' experience in user-experience design/development, advertising, marketing, and art direction <i>or</i> a total of 10 years of relevant experience.

Monster Government Solutions reserves the right to apply the following equivalency:

- Two (2) years of experience is equal to an Associate's Degree, four (4) years of experience is equal to a Bachelor's Degree, six (6) years of experience is equal to a Master's Degree, and vice versa.

Monster Online Products and Services

Job Postings -- Anywhere (U.S.)

Product Name	Quantity	NO-Refresh			Auto-Refresh (A/R)		
		60-Day	30-Day	14-Day	60-Day w/ 30-Day A/R	30-Day w/ 14-Day A/R	60-Day w/ 14-Day A/R
Job Postings-US-Any Location Job Postings-US-Any Location-1M Job Postings-US-Any Location-3M Job Postings-US-Any Location-6M Job Postings-US-Any Location-9M	1	\$238	\$225	\$215	\$350	\$338	\$600
	2	\$200	\$190	\$180	\$313	\$300	\$550
	3	\$188	\$178	\$170	\$288	\$275	\$500
	4	\$175	\$168	\$158	\$263	\$250	\$450
	5 - 9	\$160	\$153	\$145	\$238	\$225	\$425
	10 - 24	\$133	\$125	\$120	\$213	\$200	\$350
	25 - 49	\$100	\$95	\$90	\$150	\$138	\$250
	50 - 99	\$83	\$78	\$75	\$125	\$113	\$225
	100 - 249	\$68	\$65	\$63	\$113	\$100	\$200
	250 - 499	\$55	\$53	\$50	\$88	\$85	\$175
	500 - 999	\$50	\$48	\$45	\$80	\$78	\$163
	1,000 - 2,499	\$45	\$43	\$40	\$75	\$73	\$150
	2,500 - 4,999	\$40	\$38	\$35	\$65	\$63	\$138
5,000 - 9,999	\$35	\$33	\$30	\$60	\$57	\$127	

Product Name	Quantity	Extended Duration					
		90-Day	180-Day	365-Day	90-Day	180-Day	365-Day
		w/ 30-Day A/R			w/ 14-Day A/R		
Job Postings-US-Extended-Any Location	1 - 4	\$475	\$850	\$1,350	\$925	\$1,500	\$2,250
	5 - 9	\$338	\$550	\$850	\$625	\$1,000	\$1,600
Job Postings-US-Extended-Any Location-1M	10 - 49	\$263	\$425	\$700	\$525	\$800	\$1,250
	50 - 99	\$188	\$300	\$550	\$350	\$575	\$1,050
Job Postings-US-Extended-Any Location-3M	100 - 499	\$150	\$275	\$475	\$313	\$500	\$950
Job Postings-US-Extended-Any Location-6M							
Job Postings-US-Extended-Any Location-9M	500 - 999	\$113	\$208	\$364	\$187	\$387	\$728

Notes:

Job Postings must be used within ONE year of Purchase.

Job Postings are valid for the duration specified and ONE category and ONE location at a time

Job posting purchases include all of the following:

- Job Logo, One-Click Ad Writer, Filters, Advanced and Basic Screening, Basic Tracking, Online Candidate Management, and Access to Standard MOHQ features including HR Content

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders

Job Postings – Monster Complete

Product Name	Quantity	NO-Refresh		
		60-Day	30-Day	14-Day
Monster Complete Jobs Bundle	1	\$320	\$304	\$291
	2	\$270	\$257	\$244
	3	\$252	\$239	\$229
	4	\$236	\$226	\$213
	5 - 9	\$215	\$205	\$194
	10 - 24	\$179	\$168	\$161
	25 - 49	\$135	\$127	\$122
	50 - 99	\$111	\$104	\$101
	100 - 249	\$90	\$88	\$83
	250 - 499	\$73	\$70	\$68
	500 - 999	\$68	\$64	\$59
	1,000 - 2,499	\$59	\$57	\$54
	2,500 - 4,999	\$52	\$49	\$47
5,000 - 9,999	\$47	\$43	\$42	

Product Name	Quantity	Auto-Refresh (A/R)		
		60-Day w/ 30-Day A/R	30-Day w/ 14-Day A/R	60-Day w/ 14-Day A/R
Monster Complete Jobs Bundle	1	\$435	\$419	\$685
	2	\$384	\$368	\$623
	3	\$354	\$338	\$567
	4	\$325	\$310	\$512
	5 - 9	\$296	\$280	\$482
	10 - 24	\$261	\$245	\$399
	25 - 49	\$187	\$172	\$288
	50 - 99	\$156	\$140	\$256
	100 - 249	\$137	\$125	\$226
	250 - 499	\$106	\$104	\$196
	500 - 999	\$99	\$95	\$180
	1,000 - 2,499	\$90	\$88	\$166
	2,500 - 4,999	\$79	\$76	\$152
5,000 - 9,999	\$69	\$67	\$124	

Notes:

Monster Complete Jobs Bundle will help customers extend the reach of their job postings to diverse and military boards. Each Monster Complete posting includes a US-Any Location job posting with Diversity Opt-in; this posting will also be mirrored on Military.com and our diversity partner websites.

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders.

Job Postings – Monster Complete (continued)

Product Name	Quantity	Extended Duration		
		90-Day	180-Day	365-Day
		w/ 30-Day A/R		
Monster Complete Extended Jobs Bundle	1 - 4	\$642	\$1,149	\$1,825
	5 - 9	\$458	\$744	\$1,149
	10 - 49	\$356	\$574	\$946
	50 - 99	\$254	\$406	\$744
	100 - 499	\$203	\$371	\$642
	500 - 999	\$146	\$268	\$436

Product Name	Quantity	Extended Duration		
		90-Day	180-Day	365-Day
		w/ 14-Day A/R		
Monster Complete Extended Jobs Bundle	1 - 4	\$1,093	\$1,800	\$2,738
	5 - 9	\$746	\$1,203	\$1,925
	10 - 49	\$621	\$958	\$1,515
	50 - 99	\$416	\$685	\$1,248
	100 - 499	\$367	\$598	\$1,121
	500 - 999	\$230	\$401	\$725

Notes:

Monster Complete Jobs Bundle will help customers extend the reach of their job postings to diverse and military boards. Each Monster Complete posting includes a US-Any Location job posting with Diversity Opt-in; this posting will also be mirrored on Military.com and our diversity partner websites.

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders.

Veteran Posting with CAN Bundle

Product Name	Quantity	With 30-day CAN		
		60-Day Posting	30-Day Posting	14-Day Posting
Veteran Posting with CAN Bundle	1	\$203	\$200	N/A
	2	\$195	\$193	N/A
	3	\$190	\$189	N/A
	4	\$188	\$186	N/A
	5 - 9	\$186	\$184	N/A
	10 - 24	\$181	\$179	N/A
	25 - 49	\$175	\$174	N/A
	50 - 99	\$171	\$170	N/A
	100 - 249	\$143	\$142	N/A
	250 - 499	\$139	\$139	N/A
	500 - 999	\$112	\$112	N/A
	1,000 - 2,499	\$111	\$110	N/A
2,500 - 4,999	\$109	\$109	N/A	
5,000 - 9,999	\$108	\$108	N/A	

Product Name	Quantity	With 14-day CAN		
		60-Day Posting	30-Day Posting	14-Day Posting
Veteran Posting with CAN Bundle	1	\$143	\$140	\$138
	2	\$135	\$133	\$130
	3	\$130	\$129	\$127
	4	\$128	\$126	\$124
	5 - 9	\$126	\$124	\$123
	10 - 24	\$121	\$119	\$118
	25 - 49	\$115	\$114	\$112
	50 - 99	\$111	\$110	\$109
	100 - 249	\$93	\$92	\$91
	250 - 499	\$89	\$89	\$88
	500 - 999	\$72	\$72	\$71
	1,000 - 2,499	\$71	\$70	\$70
	2,500 - 4,999	\$69	\$69	\$69
5,000 - 9,999	\$68	\$68	\$68	

Note:

Each Veteran Posting with CAN includes a job posting on Military.com and a syndicated CAN unit targeting the Veteran community

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders.

Job Postings – Local (U.S.)

Product Name	Quantity	Local Jobs - Tier 2			Local Jobs - Tier 3		
		60-Day	30-Day	14-Day	60-Day	30-Day	14-Day
Job Postings- US-Fixed Location	1	\$213	\$203	\$193	\$163	\$155	\$150
	2	\$188	\$178	\$170	\$150	\$143	\$135
	3	\$175	\$168	\$158	\$140	\$133	\$125
	4	\$163	\$155	\$148	\$130	\$123	\$118
	5 - 9	\$150	\$143	\$135	\$120	\$115	\$108
	10 - 24	\$125	\$120	\$113	\$110	\$105	\$100
	25 - 49	\$100	\$95	\$90	\$100	\$95	\$90
Product Name	Quantity	Local Jobs - Tier 4			Local Jobs - Tier 5		
		60-Day	30-Day	14-Day	60-Day	30-Day	14-Day
Job Postings- US-Fixed Location	1	\$138	\$130	\$125	\$113	\$108	\$103
	2	\$125	\$120	\$113	\$100	\$95	\$90
	3	\$115	\$110	\$105	\$95	\$90	\$88
	4	\$110	\$105	\$100	\$93	\$88	\$85
	5 - 9	\$105	\$100	\$95	\$90	\$85	\$83
	10 - 24	\$95	\$90	\$85	\$88	\$83	\$80
	25 - 49	\$85	\$83	\$80	\$85	\$80	\$78

Notes:

Job Postings must be used within ONE year of Purchase.

Job Postings are valid for the duration specified and ONE category and ONE location at a time.

Job posting purchases include all of the following:

Job Logo, One-Click Ad Writer, Filters, Advanced and Basic Screening, Basic Tracking, Online Candidate Management, and Access to Standard MOHQ features including HR Content

For quantities of 50 jobs or more, Local and Anywhere prices are the same; customers should purchase Anywhere jobs to receive maximum flexibility at the same price

Mid-Contract Policy:

For job postings, a mid-contract purchase is based on the product pricing of the originating contract. There are no further tier breaks for job posting mid-contract purchases

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders.

Job Postings – Local (U.S.) (continued)

Product Name	Quantity	Auto-Refresh (A/R)					
		Local Jobs - Tier 2			Local Jobs - Tier 3		
		60-Day w/30-Day A/R	30-Day w/14-Day A/R	60-Day w/14-Day A/R	60-Day w/30-Day A/R	30-Day w/14-Day A/R	60-Day w/14-Day A/R
Job Postings-US-Fixed Location	1	\$338	\$325	\$575	\$263	\$250	\$450
	2	\$300	\$288	\$525	\$238	\$225	\$400
	3	\$275	\$263	\$475	\$213	\$200	\$375
	4	\$250	\$238	\$425	\$200	\$188	\$363
	5 - 9	\$225	\$213	\$400	\$188	\$175	\$350
	10 - 24	\$200	\$188	\$325	\$163	\$150	\$300
	25 - 49	\$138	\$125	\$238	\$138	\$125	\$238
Product Name	Quantity	Auto-Refresh (A/R)					
		Local Jobs - Tier 4			Local Jobs - Tier 5		
		60-Day w/30-Day A/R	30-Day w/14-Day A/R	60-Day w/14-Day A/R	60-Day w/30-Day A/R	30-Day w/14-Day A/R	60-Day w/14-Day A/R
Job Postings-US-Fixed Location	1	\$225	\$213	\$375	\$175	\$170	\$300
	2	\$200	\$188	\$338	\$170	\$165	\$290
	3	\$188	\$175	\$325	\$165	\$160	\$285
	4	\$175	\$163	\$313	\$160	\$155	\$280
	5 - 9	\$163	\$150	\$300	\$155	\$150	\$275
	10 - 24	\$150	\$138	\$275	\$150	\$138	\$263
	25 - 49	\$138	\$125	\$238	\$138	\$125	\$238

Notes:

Job Postings must be used within ONE year of Purchase.

Job Postings are valid for the duration specified and ONE category and ONE location at a time.

Job posting purchases include all of the following:

- Job Logo, One-Click Ad Writer, Filters, Advanced and Basic Screening, Basic Tracking, Online Candidate Management, and Access to Standard MOHQ features including HR Content

For quantities of 50 jobs or more, Local and Anywhere prices are the same; customers should purchase Anywhere jobs to receive maximum flexibility at the same price

Mid-Contract Policy:

For job postings, a mid-contract purchase is based on the product pricing of the originating contract. There are no further tier breaks for job posting mid-contract purchases

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders.

Job Postings (U.S.) – Supplementary Products

Product Name	Description	Price	
Job Bolding-US-Standard Postings	Highlights your non-extended duration job posting on the job search results page; Prices are per posting	1 - 99 Jobs	\$30
		100 - 999 Jobs	\$20
		1,000+ Jobs	\$10
	Highlights your extended duration job posting on the job search results page; Prices are per posting	Each Extended Duration Job	\$175

Product Name	Description	Price	
Company Profile Basic-US	Company overview on the Monster.com website	1 Profile Annual Term	\$500 each
		2 - 9 Profiles Annual Term	\$450 each
		10 - 24 Profiles Annual Term	\$400 each
		25 or more Profiles Annual Term	\$350 each
		1 Profile 6-Month Term	\$325 each
		2 - 9 Profiles 6-Month Term	\$293 each
		10 - 24 Profiles 6-Month Term	\$260 each
		25 or more Profiles 6-Month Term	\$228 each
		1 Profile 3-Month Term	\$200 each
		2 - 9 Profiles 3-Month Term	\$180 each
		10 - 24 Profiles 3-Month Term	\$160 each
		25 or more Profiles 3-Month Term	\$140 each
		1 Profile 1-Month Term	\$100 each
		2 - 9 Profiles 1-Month Term	\$90 each
		10 - 24 Profiles 1-Month Term	\$80 each
		25 or more Profiles 1-Month Term	\$70 each
Company Profile Premium-US	Company overview on the Monster.com website with many more features	1 Profile Annual Term	\$4000 each
		2 - 9 Profiles Annual Term	\$3500 each
		10 - 24 Profiles Annual Term	\$3000 each
		25 or more Profiles Annual Term	\$2500 each
		1 Profile 6-Month Term	\$2600 each
		2 - 9 Profiles 6-Month Term	\$2275 each
		10 - 24 Profiles 6-Month Term	\$1950 each
		25 or more Profiles 6-Month Term	\$1625 each
		1 Profile 3-Month Term	\$1600 each
		2 - 9 Profiles 3-Month Term	\$1400 each
		10 - 24 Profiles 3-Month Term	\$1200 each
		25 or more Profiles 3-Month Term	\$1000 each
		1 Profile 1-Month Term	\$800 each
		2 - 9 Profiles 1-Month Term	\$700 each
		10 - 24 Profiles 1-Month Term	\$600 each
		25 or more Profiles 1-Month Term	\$500 each

Job Postings (U.S.) – Supplementary Products (continued)

Notes:

Job Bolding is an add-on to job posting products; **All add-on prices are per posting**

Add-on calculation:

Price with add-ons = number of postings * (price per posting + appropriate add-on price per posting)

e.g.

Rate card price for 250 60-day **bolded** jobs = $250 * (\$55 + \$20) = \$18,750$

Rate card price for 1 90-day extended duration **bolded** jobs with 30-day auto-refresh = $1 * (\$475 + \$175) = \$650$

Rate card price for 2 180-day extended duration **bolded** jobs with 14-day auto-refresh = $2 * (\$1,500 + \$175) = \$3,175$

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders.

Enhanced Job Branding

Type	Description	Total # of Job Posting Units*	Karma Product Name	GSA Price New Template	GSA Price Renewal Template	GSA Price Additional Template	One-Time Major Update Fee
Designer	Monster develops look and feel for client's job postings	<250	Monster Job Template - EJB	\$5,500	\$3,000	\$3,000	\$2,700
			Monster Job Template - EJB - 3M	\$4,950	\$1,000		\$2,700
			Monster Job Template - EJB - 1M	\$4,400	\$400		\$2,700
		250 - 999	Monster Job Template - EJB	\$8,000	\$4,500	\$4,500	\$3,780
			Monster Job Template - EJB - 3M	\$7,200	\$1,600		\$3,780
			Monster Job Template - EJB - 1M	\$6,400	\$550		\$3,780
		1,000+	Monster Job Template - EJB	\$10,000	\$5,500	\$5,500	\$4,860
			Monster Job Template - EJB - 3M	\$9,000	\$2,000		\$4,860
			Monster Job Template - EJB - 1M	\$8,000	\$700		\$4,860
Select	Customer chooses look and feel for their jobs from 10 pre-designed templates	All	Monster Job Template - EJB	\$2,000	\$2,000	\$2,000	NA
			Monster Job Template - EJB - 3M	\$2,000	\$850		NA
			Monster Job Template - EJB - 1M	\$2,000	\$300		NA

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders.

Monster Video Products

Product Name	Description	Video Type	Duration	Quantity	Price
Monster Video Production and Hosting Bundle	This bundle combines a Mad Dash produced video and hosting fee together	Company Close-Up	1 Month	Each	\$13,250
			3 Month	Each	\$15,250
			6 Month	Each	\$18,250
			12 Month	Each	\$22,750
		Company Snapshot	1 Month	Each	\$7,250
			3 Month	Each	\$9,250
			6 Month	Each	\$12,250
			12 Month	Each	\$16,750
		Career Insider	1 Month	Each	\$11,500
			3 Month	Each	\$13,500
			6 Month	Each	\$16,500
			12 Month	Each	\$21,000
Monster Video Production and Hosting Combo Bundle	This bundle combines the Mad Dash Company Close-Up and Career Insider videos with an equivalent term of hosting	Company Close-Up / Career Insider	1 Month	Each	\$20,000
			3 Month	Each	\$22,000
			6 Month	Each	\$25,000
			12 Month	Each	\$28,500
Monster Video - Hosting - 1 Month	Hosting only of Customer's previously produced Video	NA	1 Month	Each	\$1,250
Monster Video - Hosting - 3 Month			3 Month	Each	\$3,250
Monster Video - Hosting - 6 Month			6 Month	Each	\$6,250
Monster Video - Hosting - 12 Month			12 Month	Each	\$10,750
Monster Video - Video Job	This is the inventory of video links for use on active postings	NA	12 Month	1 - 9	\$30
				10 - 24	\$26
				25 - 99	\$22
				100 - 249	\$18
				250 - 499	\$14
500 - 999	\$10				

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders.

Resume Access

Product Name	Duration	Type	Price per License						
			1	2	3	4	5 - 19	20 - 99	100+
SmartFind Resume Search--Flex Licenses	View Cap: 20,000 Resume Agents: 10								
	Annual	National	\$5,997	\$4,500	\$3,780	\$3,420	\$3,120	\$2,520	\$2,040
		Radius	\$4,200	\$3,120	\$2,820	\$2,580	\$2,340	\$1,920	\$1,560
	View Cap: 10,000 Resume Agents: 10								
	6-Month	National	\$3,900	\$2,940	\$2,460	\$2,220	\$2,040	\$1,620	\$1,320
		Radius	\$3,000	\$2,280	\$1,920	\$1,740	\$1,560	\$1,200	\$1,200
	View Cap: 5,000 Resume Agents: 10								
	3-Month	National	\$2,400	\$1,800	\$1,500	\$1,380	\$1,260	\$1,020	\$1,020
Radius		\$1,800	\$1,380	\$1,140	\$1,020	\$960	\$780	\$780	
SmartFind Resume Search--Companion License	View Cap: 500 Resume Agents: 1								
Annual	National	\$600	\$600	\$600	\$600	\$600	\$600	\$600	
SmartFind Resume Search--Companion License	View Cap: 500 Resume Agents: 1								
Annual	Radius	\$450	\$450	\$450	\$450	\$450	\$450	\$450	

Notes:

All radius licenses are 100 miles

Companion Resume licenses can only be purchased with an Annual National Flex license or if such a license is already active with that account; the Companion license expires at the same time as the Flex license, but the price **may not** be pro-rated

Additional resume agents available for \$100 each, minimum quantity of 10

Resume license purchases include all of the following features:

HR Content, Folders, Quick Search and Standard HQ Features

Mid-Contract Policy:

For resume licenses, a mid-contract purchase is based on the product pricing of the originating contract.

There are no further tier breaks for resume license mid-contract purchases

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders.

Monster Complete Resume

Product Name	Duration	Type	Price per License						
			1	2	3	4	5 - 19	20 - 99	100 - 200
Monster Complete Flex Bundle	Annual	National	\$6,897	\$5,400	\$4,680	\$4,320	\$4,020	\$3,420	\$2,940
		Radius	\$4,800	\$3,720	\$3,420	\$3,180	\$2,940	\$2,520	\$2,160
	6-Month	National	\$4,500	\$3,540	\$3,060	\$2,820	\$2,640	\$2,220	\$1,920
		Radius	\$3,450	\$2,730	\$2,370	\$2,190	\$2,010	\$1,650	\$1,650
	3-Month	National	\$2,850	\$2,250	\$1,950	\$1,830	\$1,710	\$1,470	\$1,470
		Radius	\$2,100	\$1,680	\$1,440	\$1,320	\$1,260	\$1,080	\$1,080

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders.

Monster Diversity Resume

Product Name	Duration	Type	GSA Price per License						
			1	2	3	4	5 - 19	20 - 99	100+
Resume Monster Diversity Mirroring—Flex	Annual	National	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500
		Radius	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
	6-Month	National	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
		Radius	\$750	\$750	\$750	\$750	\$750	\$750	\$750
	3-Month	National	\$750	\$750	\$750	\$750	\$750	\$750	\$750
		Radius	\$500	\$500	\$500	\$500	\$500	\$500	\$500

Notes:

All radius licenses are 100 miles

Companion Resume licenses can only be purchased with an Annual National Flex license or if such a license is already active with that account

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders.

Diversity Recruitment Solution Products – A la carte

Product Name	Description	Price	
Job Posting-US-Diversity-Extended-Mirrored A la Carte*	Client must post all their Monster Core postings to Monster Diversity, no partial inventory. This product and price only applies to US postings	Total price of jobs	25%
SmartFind Resume Search--Diversity Companion License**	Companion Resume licenses can only be purchased with an Annual National Flex license or if such a license is already active with that account	Per license	\$250

Diversity Mirrored A la Carte

Product Name	Description	Price	
Job Posting-US-Diversity-Mirrored A la Carte Job Posting-US-Diversity-Mirrored A la Carte-1M Job Posting-US-Diversity-Mirrored A la Carte-3M Job Posting-US-Diversity-Mirrored A la Carte-6M Job Posting-US-Diversity-Mirrored A la Carte-9M	Client must post all their Monster Core postings to Monster Diversity, no partial inventory. This product and price only applies to US postings	Total price of jobs	25%

Note:

*Requires purchase of US Any Location or US Extended Any Location job posting

**Requires purchase of Smart Find Resume Access

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders.

Diversity Recruitment Solutions Advertising Products

Media Type	Product Name	Price	
Media: Diversity IOne Banner* (Media appears across IOne Properties - including CCI)	Run of Premium 728x90	\$15	CPM
	Run of Premium 300x250	\$15	CPM
	Run of Network 160x600	\$4	CPM
	Run of Network 728x90	\$4	CPM
	Run of Network 300x250	\$4	CPM
Media: Diversity IOne Sponsorship	Employer of Month	\$5,000	Per Month
	Hot Employer	\$1,000	Per Month
	Poll Sponsor	\$7,000	Per Month
Media: Diversity IOne Employer Profile		\$1,500	Per Year
Media: Diversity IOne Post Login Interstitial		\$25	CPM
Media: Diversity IOne Member EMail		\$25	CPM
Monster Diversity Media (Media appears across Monster Diversity Content Channel)	Monster Diversity Banner--728x90	\$10	CPM
	Monster Diversity Banner--300x250	\$25	CPM
	Monster Diversity Employer of the Month--120x90	\$500	Per Month
	Monster Diversity Job Search Results Banner	\$10	CPM
	Monster Diversity Now Hiring Text Link	\$500	Per Week
	Monster Diversity Newsletter Text Ad	\$750	Per Week

** Run of Premium will run ads on CCI's most highly trafficked pages and will include website homepages, and the Careers & Professionals channels

Run of Site will run ads throughout the CCI sites, with the exception of the premium areas (unless there is open inventory on those pages)

CPM = Cost Per Thousand impressions

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders

Diversity Recruitment Solutions Advertising Products (continued)

Product Name	Sponsorship Options	Price	
Media: Diversity iHispano Banner	728x90Banner	\$15	CPM
	468x60 Banner	\$18	CPM
	160x600 Banner	\$20	CPM
	300x250 Banner	\$20	CPM
	Editors Choice	\$25	CPM
	Employer Spotlight	\$15	CPM
Media: Diversity iHispano Email	Direct Email	\$75	CPM
	Newsletter Sponsorship	\$25	CPM
Media: Diversity iHispano Employer of Month	NA	\$15,000	per month
Media: Diversity iHispano Newsletter (insertion)	NA	\$3,750	per quarter
Media: Diversity iHispano Video	NA	\$1,750	per month
Media: Diversity iHispano Corporate Profile	NA	\$1,500	Annual
Media: Diversity AMightyRiver Banner	728x90Banner	\$15	CPM
	468x60 Banner	\$18	CPM
	160x600 Banner	\$20	CPM
	300x250 Banner	\$20	CPM
	Editors Choice	\$25	CPM
	Employer Spotlight	\$15	CPM
Media: Diversity AMightyRiver Email	Direct Email	\$75	CPM
	Newsletter Sponsorship	\$25	CPM
Media: Diversity AMightyRiver Employer of	NA	\$15,000	per month
Media: Diversity AMightyRiver Newsletter	NA	\$3,750	per quarter
Media: Diversity AMightyRiver Video	NA	\$1,750	per month
Media: Diversity AMightyRiver Corporate Profile	NA	\$1,500	Annual
Media: Diversity HireDisability Featured Employer	NA	\$1,000	per month
Media: Diversity WorkplaceDiversity Featured Employer	NA	\$1,000	per month
Media: Diversity WorkplaceDiversity ROS Banner	NA	\$3,000	per month

** Run of Premium will run ads on CCI's most highly trafficked pages and will include website homepages, and the Careers & Professionals channels

Run of Site will run ads throughout the CCI sites, with the exception of the premium areas (unless there is open inventory on those pages)

CPM = Cost Per Thousand impressions

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Diversity Recruitment Solutions Advertising Products (continued)

Karma Product Name	Sponsorship Options	Price	
Media: Diversity PDN Banner	Run of Network	\$9	CPM
	Run of Site: Batanga Network only	\$18	CPM
	Run of Site: HBCUConnect Network only	\$18	CPM
	Run of Site: Vibe Lifestyle Network only	\$18	CPM
	Geo Targeting on Run of Network (RON Geo)	\$25	CPM
	Occupational Targeting on Run of Network (or RON Geo)	\$25	CPM
	Geo Targeting on Run of Site (ROS Geo)	\$35	CPM
Media: Diversity PDN Campaign Optimization	Site Banner Ads and Email campaigns optimized for client	\$0	N/A
Media: Diversity PDN Email	5000 Emails - Dedicated	\$2,500	Per Campaign
	10000 Emails - Dedicated	\$4,800	Per Campaign
	15000 Emails - Dedicated	\$7,000	Per Campaign
	25000 Emails - Dedicated	\$11,250	Per Campaign
	50000 Emails - Dedicated	\$20,000	Per Campaign
	100000 Emails - Dedicated	\$35,000	Per Campaign
Media: Diversity PDN Newsletter Ad	5000 Email Newsletter Ad Placement- Network	\$2,500	Per Campaign
	10000 Email Newsletter Ad Placement- Network	\$4,800	Per Campaign
	15000 Email Newsletter Ad Placement- Network	\$7,000	Per Campaign
	25000 Email Newsletter Ad Placement- Network	\$11,250	Per Campaign
	50000 Email Newsletter Ad Placement- Network	\$20,000	Per Campaign
	100000 Email Newsletter Ad Placement- Network	\$35,000	Per Campaign

1. PDN Email will require avails request
2. Minimum of 5000 Email count for PDN Email distribution
3. PDN Email Distribution will extend on the HBCUConnect.com, iHispano.com, OR AMightyRiver.com mailing lists - decided upon by availability and partner

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders.

Emerging Workforce Solutions

Product Name	Quantity	Price
Media: Career Ad Network Emerging Workforce	1 - 49	\$250
	50 - 99	\$165
	100 - 249	\$135
	250 - 499	\$125
	500+	\$100

Product Name	Quantity	Price
Media: Career Ad Network Emerging Workforce Bundle	1 - 9	\$395

Notes:

The Emerging Workforce Bundle combines a 30-day core US posting with the CAN Emerging Workforce product

Emerging Workforce Advertising

FastWeb Advertising

Banners & Sponsorships

Product Name	Attributes	Price
Media: FastWeb ROS Banner	Type = 300x250, 728x90, 160x600, or Text&Logo	\$10 CPM
Media: FastWeb Newsletter	Audience = High School, College or Parent	\$10 CPM
	Audience = Graduate	\$8 CPM

Notes:

CPM = Cost Per Thousand impressions (for Affinity this is open impressions)

\$2,500 minimum spend per ad campaign

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Power Resume Search (U.S.)

Product Name	Duration	Type	Price per License						
			1	2	3	4	5 - 19	20 - 99	100+
Resume Search--Power License	View Cap: 20,000 Resume Agents: 10								
	Annual	National	\$12,995	\$10,135	\$8,515	\$7,450	\$7,080	\$6,515	\$5,275
		Radius	\$9,100	\$7,100	\$5,965	\$5,220	\$4,960	\$4,565	\$3,700
	View Cap: 10,000 Resume Agents: 10								
	6-Month	National	\$8,450	\$6,590	\$5,535	\$4,845	\$4,605	\$4,235	\$3,430
		Radius	\$6,500	\$5,070	\$4,260	\$3,730	\$3,545	\$3,260	\$2,640
	View Cap: 5,000 Resume Agents: 10								
	3-Month	National	\$5,200	\$4,055	\$3,405	\$2,980	\$2,830	\$2,605	\$2,110
		Radius	\$3,900	\$3,040	\$2,555	\$2,235	\$2,125	\$1,955	\$1,585
	View Cap: 1,500 Resume Agents: 5								
	1-Month	National	\$2,340	\$2,340	\$2,340	\$2,340	\$2,210	\$2,080	\$1,950
		Radius	\$1,430	\$1,430	\$1,430	\$1,430	\$1,430	\$1,430	\$1,430
	View Cap: 500 Resume Agents: 3								
	2-Week	National	\$1,270	\$1,270	\$1,270	\$1,270	\$1,270	\$1,170	\$1,105
Radius		\$845	\$845	\$845	\$845	\$845	\$845	\$845	
Resume Search--Power Starter License	View Cap: 3,000 Resume Agents: 5								
	3-Month	National	\$3,900	\$3,900	\$3,900	\$3,900	\$3,900	\$3,900	\$3,900
		Radius	\$2,990	\$2,990	\$2,990	\$2,990	\$2,990	\$2,990	\$2,990
Resume Search--Power Companion License	View Cap: 500 Resume Agents: 1								
	Annual	National	\$1,300	\$1,300	\$1,300	\$1,300	\$1,300	\$1,300	\$1,300
	Annual	Radius	\$975	\$975	\$975	\$975	\$975	\$975	\$975

Notes:

Starter Resume Licenses can only be sold to new resume customers. (Customers who have only purchased a 2-week license can purchase a Starter).

All radius licenses are 100 miles

Power Resume Companion licenses can only be purchased with a Power Resume Annual National license or if such a license is already active with that account; the Companion license expires at the same time as the Power license, but the price **may not** be pro-rated

Additional resume agents available for \$100 each, minimum quantity of 10.

Resume license purchases include all of the following features:

HR Content, Folders, Quick Search and Standard HQ Features

Mid-Contract Policy:

For resume licenses, a mid-contract purchase is based on the product pricing of the originating contract. There are no further tier breaks for resume license mid-contract purchases

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders

Power Complete Resume Search (U.S.)

Product Name	Duration	Type	Price per License						
			1	2	3	4	5 - 19	20 - 99	100+
Monster Complete Power Bundle	Annual	National	\$14,945	\$12,085	\$10,465	\$9,400	\$9,030	\$8,465	\$7,225
		Radius	\$10,400	\$8,400	\$7,265	\$6,520	\$6,260	\$5,865	\$5,000
	6-Month	National	\$9,750	\$7,890	\$6,835	\$6,145	\$5,905	\$5,535	\$4,730
		Radius	\$7,475	\$6,045	\$5,235	\$4,705	\$4,520	\$4,235	\$3,615
	3-Month	National	\$6,175	\$5,030	\$4,380	\$3,955	\$3,805	\$3,580	\$3,085
		Radius	\$4,550	\$3,690	\$3,205	\$2,885	\$2,775	\$2,605	\$2,235
	1-Month	National	\$2,990	\$2,990	\$2,990	\$2,990	\$2,860	\$2,730	\$2,600
		Radius	\$1,885	\$1,885	\$1,885	\$1,885	\$1,885	\$1,885	\$1,885
	2-Week	National	\$1,595	\$1,595	\$1,595	\$1,595	\$1,595	\$1,495	\$1,430
		Radius	\$1,105	\$1,105	\$1,105	\$1,105	\$1,105	\$1,105	\$1,105

Notes:

All radius licenses are 100 miles

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders

Power Resume Search (U.S.)

Product Name	Duration	Type	Price per License							
			1	2	3	4	5 - 19	20 - 99	100+	
Resume Search--Power Diversity License	Annual	National	\$1,950	\$1,950	\$1,950	\$1,950	\$1,950	\$1,950	\$1,950	
		Radius	\$1,300	\$1,300	\$1,300	\$1,300	\$1,300	\$1,300	\$1,300	
	6-Month	National	\$1,300	\$1,300	\$1,300	\$1,300	\$1,300	\$1,300	\$1,300	
		Radius	\$975	\$975	\$975	\$975	\$975	\$975	\$975	
	3-Month	National	\$975	\$975	\$975	\$975	\$975	\$975	\$975	
		Radius	\$650	\$650	\$650	\$650	\$650	\$650	\$650	
	1-Month	National	\$650	\$650	\$650	\$650	\$650	\$650	\$650	
		Radius	\$455	\$455	\$455	\$455	\$455	\$455	\$455	
	2-Week	National	\$325	\$325	\$325	\$325	\$325	\$325	\$325	
		Radius	\$260	\$260	\$260	\$260	\$260	\$260	\$260	
	Resume Search--Power Diversity Companion License	Annual	National	\$325	\$325	\$325	\$325	\$325	\$325	\$325
			Radius	\$260	\$260	\$260	\$260	\$260	\$260	\$260

Notes:

All radius licenses are 100 miles

Power Diversity can only be purchased along with a corresponding Power resume license with the same configuration and unit volume.

Power Veteran License can be purchased independently from other licenses.

Companion Resume licenses can only be purchased with an Annual National Flex license or if such a license is already active with that account

Product Name	Duration	Type	Price per License						
			1	2	3	4	5 - 19	20 - 99	100+
Resume Search-Power Veteran License	Annual	National	\$7,500	\$7,500	\$7,500	\$7,500	\$7,500	\$7,500	\$7,500

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders

Pay per View Resume Search

Pay-per-View Resume License		
Product Name	Views	Price-per-View
	5,000 - 24,999	\$2.50
Resume Search-Pay Per View	25,000 - 49,999	\$2.25
Resume Search-Pay Per View-1M	50,000 - 99,999	\$2.00
Resume Search-Pay Per View-3M	100,000 - 249,999	\$1.50
Resume Search-Pay Per View-6M	250,000 - 499,999	\$1.20
Resume Search-Pay Per View-9M	500,000 - 749,999	\$1.00
	750,000 - 999,999	\$0.90

Add-ons (applies to all views purchased)

Resume Search-Pay Per View-Diversity - \$0.10 per view (< 50,000 views purchased)

Resume Search-Pay Per View-Diversity - \$0.05 per view (>= 50,000 views purchased)

Notes:

Annual National access only

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders

SeeMore Product Suite

Product	Contract Duration	Max Number of Users	Max Number of Records	Features			Total Price
				With PRS	With Talent Dashboard	With Talent Matching	
SeeMore-US	1 Year	5	25,000	Yes	Yes	Yes	\$ 60,000
		10	50,000	Yes	Yes	Yes	\$ 95,000
		100	500,000	Yes	Yes	Yes	\$ 470,000
		300	1,500,000	Yes	Yes	Yes	\$ 990,000
SeeMore Companion - US	1 Year	Each	None	No	Same as Core	Same as Core	\$ 1,300

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders

Virtual Career Fair Products

Product Name	Sponsorship Options	Price per Package		
		1 to 2	3 to 4	5 +
Multi Company Virtual Career Fair Bundle	Bronze	\$3,000	\$2,500	\$2,000
	Silver	\$5,500	\$5,000	\$4,000
	Gold	\$8,500	\$7,000	\$6,000
	Platinum (see Note)	\$18,000	\$18,000	\$18,000

Notes:

Only 1 Platinum sponsor available per fair

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders

Monster.com Recruitment Advertising

Product Name	Price
Media: Monster Audience Sponsorship US	Tier 1: \$750 per week Tier 2: \$500 per week Tier 3: \$100 per week
Media: Monster Audience Sponsorship CPM US	\$15 CPM
Media: Homepage Featured Employer	\$10 CPM
Media: Homepage Banner 300x250	\$10 CPM
Media: Brand Booster Package	One Target: \$10 CPM Two or More Targets: \$15 CPM
Media: Employer Spotlight CPM	One Target: \$10 CPM Not Targeted: \$5 CPM
Media: ROS Featured Employer	One Target: \$10 CPM Not Targeted: \$5 CPM
Media: ROS Banner US (728x90, 300x250, 150x600)	One Target: \$8 CPM Not Targeted: \$5 CPM
Media: Media Reach Reporting	10% of Total Media Spend
Media: Homepage Poll Sponsorship	\$5,000 per week
Media: Career Advice Text Links	\$500 per week
Media: Campaign Landing Page	\$2500 per campaign

Product Name	Attributes	GSA Price
Media: Monster Employer Login 300x250	None	\$100 CPM
Media: Monster College Audience Sponsorship	None	\$850 per week
Media: Monster College Presenting Sponsorship	None	\$5,000 per month
Media: Monster College Ad Placements	300x100 Text&Logo	\$10 CPM
	300x250 Banner	\$14 CPM
	728x90 Banner	\$12 CPM
Media: Monster Newsletter	Text&Logo	\$35 CPM
	Banner Sponsorship	\$50 CPM
	300x250 Banner	\$45 CPM
	160x600 Banner	\$45 CPM
	728x90 Banner	\$40 CPM

Notes:

\$2,500 minimum spend per ad campaign

At least 1 job must be active on the Monster site

CPM = Cost Per Thousand impressions

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders

Monster.com Recruitment Advertising (continued)

Product Name	Duration	Media Type	Units	Price	Price
				Wallpaper No	Wallpaper Yes
Media: Monster Homepage Premium Placements-US	Daily	Brandscape 994x340	1 to 1	\$7,500	\$9,000
			2 to 3	\$6,500	\$7,800
			4 to 9999	\$5,500	\$6,600
		Pushdown HP	1 to 1	\$7,500	\$9,000
			2 to 3	\$6,500	\$7,800
			4 to 9999	\$5,500	\$6,600

Product Name	Duration	Media Type	Units	Price
Media: Monster Sign-In/Out Sponsorship-US	Weekly	Not Available	1 to 1	\$30,000
			2 to 3	\$25,000
			4 to 9999	\$20,000
Media: Communities Sign-In Sponsorship-US	Not Available	Not Available	1 to 9999	\$1,500
Media: Monster College Sign-In Sponsorship-US	Not Available	Not Available	1 to 9999	\$1,500

Notes:

\$2,500 minimum spend per ad campaign

At least 1 job must be active on the Monster site

CPM = Cost Per Thousand impressions

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders

Career Ad Network

Career Ad Network -- Behavioral Targeting		Price per Unit	
Product Name	Quantity	30-day	14-day
Media: Career Ad Network	1 - 24	\$250	\$150
Media: Career Ad Network-1M	25 - 49	\$200	\$120
Media: Career Ad Network-3M	50 - 99	\$165	\$100
Media: Career Ad Network-6M	100 - 249	\$135	\$80
Media: Career Ad Network-9M	250 - 499	\$110	\$65
	500+	\$104	\$62

Notes:

\$2,500 minimum spend per ad campaign

At least 1 job must be active on the Monster site

CPM = Cost Per Thousand impressions

		Price per Unit	
Product Name	Quantity	30-day	14-day
Media: Career Ad Network-Direct	1 - 24	\$380	\$225
	25 - 49	\$365	\$215
	50 - 99	\$280	\$165
	100 - 499	\$225	\$130
	500 +	\$170	\$100

Notes:

Job Postings are not required for use with the Direct product

Contract Duration may be selected as a Product Attribute

Enhanced Analytics is included with Media: Career Ad Network-Direct and may be selected as a Product Attribute

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders.

E-Mail

Monster TargetMail

Product Name	Emails per Campaign	# Campaigns				
		1 - 4	5 - 19	20 - 99	100 - 199	200+
Media: TargetMail for Jobs	5,000	\$2,500	\$2,300	\$2,000	\$1,700	\$1,500
	10,000	\$4,800	\$4,400	\$3,900	\$3,200	\$2,800
	15,000	\$7,000	\$6,500	\$5,500	\$4,700	\$4,000
	25,000	\$11,250	\$10,250	\$9,000	\$7,650	\$6,500
	50,000	\$20,000	\$18,000	\$16,000	\$13,500	\$11,500
	100,000	\$35,000	\$32,000	\$28,000	\$24,000	\$20,000

TRAK E-Mail, and FastWeb E-Mail

Product Name	Emails per Campaign	Price per Campaign
Emerging Workforce Target Mail	5,000	\$2,500
Emerging Workforce Target Mail - (12 Months)	5,000	\$2,500

Product Name	Emails per Campaign	Price per Campaign
FastWeb Targeted Email Campaign	5,000	\$2,500

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders.

Monster.com Recruitment Advertising

Product Name	Attributes	Price
Media: Monster Communities Targeted Media	Nursing Link	\$850 per week
	Inside Tech	\$850 per week
	Excele	\$850 per week
	Police Link	\$850 per week
	allHealthcare	\$550 per week
	GovCentral	\$550 per week
	Firelink	\$550 per week
	ArtBistro	\$550 per week
	HR Guru	\$550 per week
	TestQ	\$250 per week
	Sales HQ	\$250 per week
	Admin Secret	\$250 per week
	Chefsblade	\$250 per week
	TheApple	\$250 per week
Media: Monster Communities Exclusive Community Sponsor	Nursing Link	\$15,000 per month
	Inside Tech	\$25,000 per month
	Excele	\$25,000 per month
	Police Link	\$15,000 per month
	allHealthcare	\$5,000 per month
	GovCentral	\$5,000 per month
	Firelink	\$5,000 per month
	ArtBistro	\$5,000 per month
	HR Guru	\$5,000 per month
	TestQ	\$5,000 per month
	Sales HQ	\$5,000 per month
	Admin Secret	\$15,000 per month
	TheApple	\$5,000 per month

Monster Communities Advertising

Banners & Sponsorships

Product Name	Attributes	Price
Media: Monster Communities ROS Banner	Banner Size = 300x250	\$15 CPM
	Banner Size = 728x90	\$11 CPM
	Banner Size = Text&Logo	\$13 CPM
Media: Monster Communities Email	None	\$32 CPM
Media: Monster Communities Logo and Text Feature	None	\$20 CPM

Notes:

CPM = Cost Per Thousand impressions (for Affinity this is open impressions)

\$2,500 minimum spend per ad campaign

Monster Youth Advertising

Emerging Workforce Sponsorships

Product Name	Price
Emerging Workforce Audience Sponsorship	\$15 CPM
Emerging Workforce Banner--160X600	\$10 CPM
Emerging Workforce Button--120X60	\$100 per week

Emerging Workforce Solutions

inCircle Recruiting Products

Product Name	Monthly Campaigns	Price
inCircle Recruiting Campaigns-US	10	\$60,000
	5	\$36,000
	3	\$27,000
	1	\$12,000

Note:

CPM = Cost Per Thousand impressions

\$2,500 minimum spend per ad campaign

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders

Social Recruiting Solution

Bundle Name	Product Name	Quantity	Price per Solution
Media: Social Recruiting Solution - Bundle	Media: Social Recruiting Solution - Facebook Profile & Branding Media: Social Recruiting Solution - Facebook Custom Tab Media: Social Recruiting Solution - Referral Application Media: Social Recruiting Solution - Job Feed Company Profile BeKnown-US BeKnown Jobs Tab for Facebook Pages-US Media: Social Recruiting Solution - Facebook Ads (2)	Each	\$15,000
Media: Social Recruiting Solution - Facebook Brand Driver	Media: Social Recruiting Solution-Facebook Custom Tab Media: Social Recruiting Solution - Facebook Ads (2)	Each	\$6,000
-	Media: Social Recruiting Solution - Referral Application	Each	\$4,000
-	Media: Social Recruiting Solution - Job Feed	1 - 9 10 - 9999	\$1,000 \$900
-	Media: Social Recruiting Solution - Facebook Ads	1 - 9 10 - 9999	\$1,000 \$900

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Military.com Advertising

A-la-Carte Placements Product Name = MIL Recruitment Media--1 to 6 Months or MIL Recruitment Media--7 to 12 Months

MIL Location	MIL Product	Price	State Targeting	Geo Targeting
Defense & Aero Career Center	Featured Job	\$26 CPM	+ \$5 CPM	+ \$10 CPM
Engineering Center	Featured Job	\$35 CPM	+ \$5 CPM	+ \$10 CPM
Gov & Law Enforcement Career	Featured Job	\$26 CPM	+ \$5 CPM	+ \$10 CPM
Health & Nursing Career Center	Featured Job	\$26 CPM	+ \$5 CPM	+ \$10 CPM
Maintenance Career Center	Featured Job	\$26 CPM	+ \$5 CPM	+ \$10 CPM
Military.com Career Center	Military Friendly Employer	\$25 CPM	+ \$5 CPM	+ \$10 CPM
Military.com Career Center	Rectangle 300X250	\$40 CPM	+ \$5 CPM	+ \$10 CPM
Military.com Home Page	Featured Job or Employer	\$10 CPM	+ \$5 CPM	+ \$10 CPM
Multiple Section Rotation	Banner--300X250	\$20 CPM	+ \$5 CPM	+ \$10 CPM
Multiple Section Rotation	Banner--728X90	\$14 CPM	+ \$5 CPM	+ \$10 CPM
Multiple Section Rotation	Banner--160X600	\$16 CPM	+ \$5 CPM	+ \$10 CPM
Network Site Rotation	Banner--300X250	\$16 CPM	+ \$5 CPM	+ \$10 CPM
Network Site Rotation	Banner--728X90	\$10 CPM	+ \$5 CPM	+ \$10 CPM
Network Site Rotation	Banner--160X600	\$12 CPM	+ \$5 CPM	+ \$10 CPM
Retail Career Center	Featured Job	\$26 CPM	+ \$5 CPM	+ \$10 CPM
Sec.Clearance Career Center	Featured Job	\$31.20 CPM	+ \$5 CPM	+ \$10 CPM
Spouse Channel Rotation	Banner--300X250	\$35 CPM	+ \$5 CPM	+ \$10 CPM
Spouse Channel Rotation	Banner--728X90	\$25 CPM	+ \$5 CPM	+ \$10 CPM
Spouse Channel Rotation	Banner--160X600	\$30 CPM	+ \$5 CPM	+ \$10 CPM
Spouse Channel Rotation	Text and Logo	\$25 CPM	+ \$5 CPM	+ \$10 CPM
Teaching & Edu Career Center	Featured Job	\$26 CPM	+ \$5 CPM	+ \$10 CPM
Multiple Section Rotation	Featured Job or Employer	\$15 CPM	+ \$5 CPM	+ \$10 CPM
Network Site Rotation	Text and Logo	\$10 CPM	+ \$5 CPM	+ \$10 CPM
Mil Home & Career	Homepage Roadblock	\$45 CPM	N/A	N/A
Military Blog Rotation	Banner 160x600	\$22 CPM	+ 5CPM	+ 10CPM
Military Blog Rotation	Banner 300x250	\$25 CPM	+ 5CPM	+ 10CPM
Military Blog Rotation	Banner 728x90	\$20 CPM	+ 5CPM	+ 10CPM
Military Blog Rotation	Text and Logo	\$15 CPM	+ 5CPM	+ 10CPM
Military Seeker Section	Banner 160x600	\$30 CPM	+ 5CPM	+ 10CPM
Military Seeker Section	Banner 300x250	\$35 CPM	+ 5CPM	+ 10CPM
Military Seeker Section	Banner 728x90	\$20 CPM	+ 5CPM	+ 10CPM
Military Spouse Targeting	Banner 160x600	\$30 CPM	+ 5CPM	+ 10CPM
Military Spouse Targeting	Banner 300x250	\$35 CPM	+ 5CPM	+ 10CPM
Military Spouse Targeting	Banner 728x90	\$25 CPM	+ 5CPM	+ 10CPM
Military Spouse Targeting	Text and Logo	\$25 CPM	+ 5CPM	+ 10CPM

Bundled offers within the product

DA/Eng/Sec/Gov Career Center	Banner 160x600	\$45 CPM	+ \$5 CPM	+ \$10 CPM
DA/Eng/Sec/Gov Career Center	Banner 300X250	\$45 CPM	+ \$5 CPM	+ \$10 CPM
DA/Eng/Sec/Gov Career Center	Featured Job	\$35 CPM	+ \$5 CPM	+ \$10 CPM
DoD/DefTech/Kitup/Line of Dep	Banner 300X250	\$45 CPM	NA	NA
DoD/DefTech/Kitup/Line of Dep	Banner 728x90	\$45 CPM	NA	NA
DoD/DefTech/Kitup/Line of Dep		\$35 CPM	NA	NA

Monster Government Solutions Additional Terms and Conditions

Military.com Advertising (continued)

Military.com Newsletter Placements

Product Name = MIL Recruitment Newsletter	GSA Price (CPM)
Veteran Careers Promotion	\$35
Veteran Careers Featured Job	\$45
Fast Track Careers Promotion	\$50
Fast Track Careers Feat. Job	\$60
Security Clearance Feat. Job	\$65
Active Duty Promotion	\$25
Active Duty Featured Job	\$35
Veteran Insider Promotion	\$20
Veteran Insider Featured Job	\$30
Military Report Promotion	\$35
Military Report Featured Job	\$45
Veteran Report Promotion	\$30
Veteran Report Featured Job	\$40
Family Promotion	\$50
Family Featured Job	\$65
DodBuzz Featured Job	\$100
Education Featured Job	\$35
Reserve and Guard Featured Job	\$20

Appendix A contains additional terms and conditions applicable to these products. Appendix B contains a Service Level Agreement applicable to these products available for negotiation and incorporation into agency orders

Military.com Advertising (continued)

Military.com Additional Products

Product Name	Type	Targets	Price
Media: Military Solo Email	Standard	One Non-premium Target*	\$250
	Standard	One Premium Target*	\$300
	Premium	Additional Non-Premium Target*	\$25
	Premium	Additional Premium Target*	\$50
Media: Military Veteran Transition Story Submission	-	-	\$3,000

Karma Product Name = Media: Military Media Packages

MIL Location	MIL Product	Duration	Price
Military.com Career	Advertorial	One Month	\$15,000
MIL HOME & CAREER CENTER	Career Sidewings	3 Days	\$3,840
MIL HOME & CAREER CENTER	Careers OPA	3 Days	\$4,800
Military.com Career	Twitter Slotted Placement	One Month	\$2,000
Military.com Career	Twitter One Time Promo	One Month	\$3,000
Military.com Career	Veteran Talent Portal	Six Months	\$15,000
Military.com Career	Veteran Talent Portal	Seven Months	\$18,000
Military.com Career	Veteran Talent Portal	Eight Months	\$21,000
Military.com Career	Veteran Talent Portal	Nine Months	\$24,000
Military.com Career	Veteran Talent Portal	Ten Months	\$27,000
Military.com Career	Veteran Talent Portal	11 Months	\$30,000
Military.com Career	Veteran Talent Portal	12 Months	\$25,000
Military.com Career	100K Jobs Center Listing	One Month	\$3,000

Product Name	Price
Media: Military Skills Translator Private Label	\$75,000

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Monster Government Solutions Enterprise-Ancillary Offerings

APPENDICES

Appendix A – Additional Terms and Conditions

Government Services Agreement for Monster Job Postings, SmartFind Resume Database Access, Advertising, Precision Hiring, and Diversity Products

1. Agreement. This agreement, including any exhibits, schedules and attachments (collectively the “Agreement”), is between the government agency or municipality signing this agreement (“Government”) and Monster Government Solutions LLC (“Monster”). Monster and its affiliates operate internet-based interactive job posting and search service/career destination portals on (i) Monster.com and (ii) international “Monster” branded or affiliate owned sites (e.g., Monster.co.uk (collectively, the “Affiliate Sites”). This Agreement contains terms and conditions applicable to the products and services (“Services”) provided by Monster to Government and described in the quote or proposal provided to Government (“Quote”). The Quote is subject to the terms and conditions of the Agreement and is made a part of this Agreement. Government shall use all Services provided hereunder solely for its own internal business purposes and shall not resell or transfer to any third party any Service.

2. Term and Termination. The term (“Term”) of this Agreement will begin on the date a fully executed copy of the Agreement is received from Government (the “Effective Date”), and will end upon (i) the expiration of one year from the Effective Date, or (ii) the expiration of the latest duration set forth in the Quote. This Agreement may not be terminated by either party, except as specifically stated in this Agreement. If Government breaches any provision of this Agreement, Monster may immediately suspend all Government passwords and access codes until the breach is cured and if applicable, immediately remove any violative Advertisements, Job Postings, Reserved Job Postings or Diversity Job Postings as defined below. If Government’s breach is capable of being cured, Government will have ten (10) days to cure such breach to Monster’s reasonable satisfaction in order to have passwords and access codes restored. If Government’s breach is incapable of being cured or is not cured by Government within the ten (10) day period, Monster may: (a) terminate this Agreement and/or (b) pursue all other available remedies to enforce this Agreement and obtain payment of Fees (as defined below) due. Government may terminate this Agreement if Monster materially breaches this Agreement which breach is not cured within ten (10) days of notice thereof. .

3. Payment. Invoices submitted by Monster and not rejected by the Government within three (3) business days of receipt by the Government shall be deemed “proper” invoices. All amounts payable by Government for the Services (“Fees”) are due either immediately in full by credit card or within thirty (30) days after delivery of the Monster proper invoice without deduction or setoff. Proper invoices not paid within thirty (30) days shall be subject to the interest and penalty provisions of the Prompt Payment clause at FAR 52.232-25. Fees paid for Services are non-refundable except in the case of Monster’s uncured material breach, in which case Monster will refund to Government pre-paid amounts for services not rendered as of the date of such termination.

4. Services. (a) Standard Job Postings. If set forth in the Quote, Monster will permit Government to post jobs on Monster.com and, if set forth in the Quote, on the other Affiliate Sites (“Job Postings”) specifically identified in the Quote in accordance with the terms of this Agreement and each Affiliate Site’s terms of use. Each Job Posting may include only one (1) job description in one (1) location and one (1) job category. In the event that Government or any of Government’s Job Postings is the subject of a criminal investigation, such Job Postings

will be immediately disabled. Except as otherwise specifically provided in the Quote, Job Postings purchased hereunder (i) have a scheduled run of 60 days, other than those on MonsterTRAK.com which have a scheduled run of 28 days for full-time positions and Monster / FastWeb.com part-time which shall have a scheduled run of 14 days, and (ii) must be posted during the Term, after which all Job Postings purchased hereunder expire. The terms and conditions of this Agreement shall apply to all Job Postings posted hereunder for the duration of their scheduled run. Any (1) re-activation of a deleted or expired job posting, (2) refreshing or renewing of any job posting, (3) change in the site (Monster, MonsterTRAK, etc.) where a job has been posted via FTP/BGW, (4) change in the reference code of a job, or (5) change in location where a job is based (including a change of City/Town), constitutes use of an additional Job Posting. Government acknowledges that job postings on the Sites also appear in search results on other websites owned or affiliated with Monster, including websites co-branded with third parties.

(b) Resume Access Package. If set forth in the Quote, the Monster.com, FastWeb.com and MonsterTRAK.com resume databases (each a "Resume Database"), are private databases for use by individual users under the direct control of Government ("Resume Users"). Each Resume Database access license ("Monster Resume Database License") represents a single Resume User license and each license allows a single Resume User to access the Resume Database set forth in the Quote through one unique password based on the terms of the resume access package identified in the Quote (each a "Resume Access Package"). Resume Access Packages vary according to (i) the Resume Database accessed; (ii) the maximum number of resume views permitted during the period of access to the Resume Database ("Access Period"), and (iii) the geographic segment(s) of the Resume Database accessible by a Resume User. Unless otherwise set forth in the Quote, each Monster Resume Database License will include twenty thousand (20,000) Resume Views. A Resume View occurs when a resume is acted upon following a resume search. Examples of a single resume view include without limitation when a Resume User: a) opens a resume, b) opens and prints the resume, c) opens and emails the resume, d) opens and adds it to a folder or e) adds a resume to a folder without opening such resume. Multiple resume views occur when a Resume User opens and closes the same resume multiple times. If Government (including any of Government's employees or agents) is found to share passwords to any Resume Database or private area of any Site with any non-licensed user, such sharing will be a breach of this Agreement and Monster shall have the remedies set forth in Section 2. Government agrees to notify Monster promptly after the departure of any person to whom a password was provided and Monster reserves the right to cancel such password and issue a replacement password. Monster reserves the right to periodically change issued passwords. The Resume Database License may not be used to send unsolicited mail or e-mail, make unsolicited phone calls or send unsolicited faxes regarding promotions and/or advertising of Government's or a third party's products or services. The Resume Database License may also not be used to source candidates or to contact job seekers or resume holders, in regards to any home-based business opportunities, fee-based business opportunities or franchise opportunities. If it is determined that additional users (other than named Resume Database license holders) are accessing the Resume Database, the Government will be billed in accordance with the terms hereof, at Monster's then prevailing price for such Resume Database Access.

(c) Diversity Services. If set forth in the Quote, Monster shall provide the following diversity Services to Government in conjunction with Monster's Diversity & Inclusion Network partner sites (the "Diversity Network"). A current list of Diversity Network partners can be viewed at <http://info.monster.com/diversity.asp>. Please note that Monster may add or remove partner sites from Monster's Diversity Network from time to time without notice.

(i) Diversity Job Postings. If Government has purchased Diversity Job Postings, in addition to posting on monster.com and the Diversity section of monster.com, all of Government's Monster U.S. Job Postings will be posted concurrently on the applicable career sections of each Diversity Network site for the same duration as

the applicable Monster U.S. Job Posting. The terms and conditions set forth in Section 4(a) for Monster U.S. Job Postings shall also apply to Diversity Job Postings; and

(ii) Diversity Resume Database. If Government has purchased a Diversity Resume Database Access License (“Diversity License”), Government will be permitted to access the Monster U.S. Resume Database and diverse candidate resumes from Monster.com and the Diversity Network shall be “flagged” as diverse candidates in the search results listing. The terms and conditions set forth in Section 4(b) for Monster Resume Database Licenses shall also apply to Diversity Licenses.

(d) Advertising. If set forth in the Quote, Monster will permit Government to post banner and button advertising on the Sites and/or on the Diversity Network. Except as expressly provided in the Quote, positioning of advertisements is within the sole discretion of Monster. Government acknowledges that Monster has made no guarantees with respect to usage statistics or click through rates for any advertisement. Government will provide all materials for the advertisements in accordance with Monster’s policies in effect from time to time. All contents of Government advertisements are subject to Monster’s sole approval. Monster reserves the right in its sole discretion to reject or cancel any advertisement, space reservation, URL link or position commitment at any time. If Monster fails to publish an advertisement in accordance with the Quote (or in the event of any other failure, technical or otherwise, of such advertisement to appear as provided in such Quote), Monster’s sole liability to Government will be limited to, at Government’s option, either a refund of the advertising portion of the fee relating thereto or placement of the advertisement at a later time in a comparable position.

(e) Monster Career Ad Network (CAN) Package. If set forth in the Quote, Monster will run an advertisement campaign (“CAN Ad Campaign”) created from a job posting specified by Government (each, a “CAN Ad”). Each such CAN Ad Campaign will have an associated scheduled run as set forth in the Quote (the “Run Period”), during which time such CAN Ad may appear on Monster Property (as defined below) or CAN Partner Property (as defined below). Each such CAN Ad will be created by an automated process to be determined by Monster in its sole discretion. Each such CAN Ad may be placed on (i) any content or property provided by Monster (“Monster Property”) and (ii) any other content or property provided by a third party (each, a “CAN Partner”) upon which Monster places ads (“CAN Partner Property”), such placement to be determined by a targeting algorithm as determined by Monster in its sole discretion. Government authorizes, approves and consents to all such placements. Monster warrants that its online advertising policy is as follows: CAN Ads will not, to Monster’s knowledge, be associated with or displayed on the same page as any questionable or illicit content, where questionable or illicit content is defined as any editorial, visual, user generated dialog and/or imagery that is: in violation of any local, state, or federal ordinance, regulations or law; pornographic; defamatory, obscene, threatening, abusive or promote any activity that is illegal, discriminatory or has the intention to cause harm. Monster or a CAN Partner may remove any CAN Ad or discontinue any CAN Ad Campaign that violates any provision of this Agreement or any Site’s or CAN Partner’s terms of use.

(f) Precision Hiring. If set forth in the Quote, Monster will (i) engage with Government to develop the recruitment plan, (ii) develop, deploy and maintain for the period set forth in the Quote a Career Landing Page on the Internet, (iii) manage the recruitment advertising campaign specified in the Quote, and (iv) conduct the sourcing and screening of candidates as described in the Quote. As used herein, “User Data” means any and all data and information concerning any person who accesses the Career Landing Page (each such person, a “User”), including without limitation all User-identifying information (e.g., name, email address, mail address, and the like information), collected during any registration process on the Career Landing Page, demographic and psychographic data and other forms of aggregated data and information concerning Users. The parties agree that all User Data is and will remain the sole property of Government, provided that Monster shall have the right to maintain a copy of the User Data solely for archival purposes as part of its normal process of

backing up and archiving data on its Sites. Except in the event of gross negligence or willful misconduct arising out of or relating to the delivery of the Precision Hiring Services by Monster, Government shall indemnify Monster, its affiliates and their respective officers, directors, employees and agents, from and against any third party claims, actions or demands, including without limitation reasonable legal and accounting fees, arising or resulting from Government's use of the results of the Precision Hiring Services. Notwithstanding anything to the contrary set forth in this Agreement, in the Quote or in any written or oral statement made by Monster or any representative of Monster, Monster makes no representations or warranties with respect to the results of the Precision Hiring services (i.e., that the Precision Hiring services will result in an actual hire of a qualified individual). Government will pay Monster the referral fee set forth in the Quote for each submitted and acceptable candidate pursuant to mutually agreeable criteria, which is determined during the discovery and requirements phase of the engagement. Each candidate submitted by Monster to the Government must be approved or declined within three business days of receipt by an authorized Government representative. A non-response by Government within three business days shall be recognized as an "accepted" candidate and will be invoiced accordingly.

(g) TalentBin by Monster License. For each TalentBin License included in this Sales Order, Monster will permit a single, individual user under the direct control of Government ("User") to access Monster's TalentBin social network database ("TalentBin") under this TalentBin License for the duration specified in this Sales Order. Each User will be permitted to export up to 100 profiles per calendar month from the TalentBin Database. Government will notify Monster promptly after the departure of any person to whom a password was provided and Monster reserves the right to cancel such password and issue a replacement password upon notification to Government. Monster reserves the right to periodically change issued passwords upon notification to Government. The TalentBin License shall only be used by employers for the purpose of seeking employees. The TalentBin License may not be used to send unsolicited mail or e-mail, make unsolicited phone calls or send unsolicited faxes regarding promotions and/or advertising of Government's or a third party's products or services. The TalentBin License may also not be used to source candidates or to contact job seekers or resume holders in regards to any home-based business opportunities, fee-based business opportunities or franchise opportunities. If it is determined that additional users (other than named User) are accessing the TalentBin License, then, in Monster's sole discretion, either (i) Government will be billed in accordance with the terms hereof, at Monster's then prevailing price for such TalentBin License or (ii) such sharing will be a breach of the Agreement and Monster shall have the remedies set forth in the Agreement. Governments who utilize the OFCCP record-keeping functionality when accessing Monster's resume database are advised and hereby acknowledge that Monster's OFCCP record-keeping functionality does not include TalentBin License activity.

(h) Twitter Cards Subscription. Monster will deliver to Government the Twitter Cards Subscription consisting of the following Tweets with Twitter: (a) up to ten Twitter Card Tweets each business day and (b) one Tweet each business day with a link to all open positions from the Government on Monster. Each Twitter Card Tweet will contain a standard Tweet of up to 140 characters as well as a Twitter Card below that includes Government's logo or other image provided by Government and will link to and contain information from a new job posting posted by the Government on Monster. Government must have or establish a Twitter account and may choose which Twitter handle or handles to use with the Twitter Cards Subscription. Government must authorize Monster to post Tweets from the applicable Twitter accounts on behalf of Government.

(i) Talent CRM. Monster will permit Government to send messages to candidates from Monster's resume database or from Government's private resume database up to the specified annual message limit. Talent CRM may not be used to send unsolicited emails regarding promotions and/or advertising of Government's or a third party's products or services. Talent CRM may also not be used to source candidates or to contact job seekers or resume holders in regards to any home-based business opportunities, fee-based business opportunities or franchise opportunities. Government must respect job seeker requests to be opted out from Government

contact. The number of messages sent per day will be limited by Monster and may vary over time. Talent CRM inventory will be deducted for each message sent to a seeker at the time the message is transmitted to the job seeker. Monster does not guarantee the message will successfully reach the candidate's personal inbox.

(j) Monster Hiring Management Data Archive - Monster hosted, annual solution providing Government agency's users access to retrieve historic MHME data collected and obtained during an active MHME subscription for read-only purposes. The MHME Data Archive shall support agency data retention needs by providing a web-hosted interface solution for retrieving case files related and reporting information collected within MHME. The solution allows designated agency users to maintain access for read-only purposes to existing MHM Enterprise data when no longer uses the MHME subscription for a period no less than one year from expiration of the MHME subscription. The Government agency will continue to receive access to the MGS web-based MHME system and analytics including system upgrades to the archived MHM Enterprise application as needed for security and stability reasons. The Data Archive will also include a Monster Professional Service contact for assisting with minor user issues, such as password resets, unplanned system outages, fielding special request, and general communication.

5. Confidentiality. Each party will keep the specific terms of this Agreement confidential and not disclose them to any third party (other than to its attorneys and accountants) without the other party's prior written consent, except as required by law. In addition, in connection with the negotiation and performance of this Agreement, a party (the "Receiving Party") may receive information of the other party (the "Disclosing Party") which is confidential or proprietary in nature, including without limitation confidential or proprietary information about a party's or its partner's products and services ("Confidential Information"). The Receiving Party agrees that, during the Term of this Agreement and for two (2) years thereafter, it will keep the Confidential Information in strictest confidence and, in addition, protect such Confidential Information by no less stringent security measures as it takes to protect its own Confidential Information, but by at least reasonable security measures. The Receiving Party also agrees that it will not use any Confidential Information for any purpose other than in connection with the performance of its obligations under this Agreement. The term "Confidential Information" shall not include any Job Postings, Reserved Job Postings, Diversity Job Postings, Advertisements or other postings designed for public viewing or any information which is or becomes generally available to the public without breach of this Agreement, is in the possession of the Receiving Party prior to its disclosure by the Disclosing Party, becomes available from a third party not in breach of any obligations of confidentiality, is independently developed by the Receiving Party, or is required by law to be disclosed. The parties recognize that the disclosure or use of a Disclosing Party's Confidential Information by the Receiving Party in violation of the provisions of this section would cause irreparable injury to the Disclosing Party; therefore, in the event any party breaches or threatens to breach the provisions of this section, the other party, in addition to any other remedies it may have, shall be entitled to preliminary and permanent injunctive relief without the necessity of posting a bond.

6. Ownership; Licenses. (a) As between Monster and Government, any job postings and/or advertisements provided by Government for placement on any Site and all intellectual and other proprietary rights therein are and shall at all times remain Government's property. Government grants to Monster and its affiliates an irrevocable, royalty-free, perpetual, fully paid up, non-exclusive and worldwide license to use, copy, reproduce, publish, perform, display, and distribute such job postings (in whole or in part). Monster shall retain all right, title and interest, including all intellectual property rights, to and in: (i) any proprietary technology and software contained or incorporated in or part of the Sites and (ii) the content (excluding Government's job postings) on or part of the Sites (including without limitation all resumes), and all elements which are a part of or incorporated in (or constitute a collection or compilation of) any of the foregoing.

(b) During the Term, Monster hereby grants to Government a non-exclusive, royalty-free license to use Monster's logos, tradenames and trademarks (collectively, the "Monster Marks"), but such license shall be solely for the purpose of (i) marketing, advertising and promoting Monster, Monster.com, and (ii) fulfilling Government's additional marketing or promotional obligations set forth in the Quote and herein. Government shall not use the Monster Marks without Monster's prior review and written consent. Government shall submit to Monster for its prior written approval all press releases, public statements, marketing and advertising materials (i) referencing this Agreement, or (ii) involving the use of Monster's Marks. All rights in the Monster Marks not specifically granted to Government hereunder are retained by Monster. Government shall not by virtue of this Agreement obtain or claim any right, title or interest in or to Monster's Marks, except the right of use specified herein, and the parties hereby acknowledge and agree that all such use shall inure to the benefit of the Monster. All rights conferred on Government pursuant to this section shall terminate upon the expiration or termination of this Agreement.

7. Terms of Use. Government acknowledges that it and its employees and agents must comply with the terms of use of Monster.com and each Affiliate Site described in the Quote or accessed by Government. To the extent there is any inconsistency between any accessed site's terms of use described above in this paragraph and the terms of this Agreement, the terms of this Agreement will control.

8. Limited Warranty. Monster warrants that monster.com and the other affiliate sites specified in the quote will, subject to the terms and conditions of this agreement, be generally available to government, except for unavailability which may result from (a) insufficient or inadequate government bandwidth or technology, (b) general internet brown-outs, black-outs and slowdowns, (c) failure of Monster's providers to provide sufficient service, (d) bringdowns in the ordinary course that are necessary to maintain, update or refresh monster.com or any other site, (e) any "hacking" or "denial of service" activity by a third party and (f) any other reason beyond Monster's reasonable control. To the fullest extent permitted by law, with respect to CAN Ad Campaigns, Monster disclaims all guarantees regarding positioning, levels, quality, or timing of: (i) costs per click; (ii) click through rates; (iii) usage statistics; (iv) availability and/or delivery of any impressions on any Monster Property or CAN Partner Property or section thereof; (v) clicks; (vi) conversions or other results for any CAN Ad; (vii) the accuracy of CAN Partner data (e.g. reach, size of audience, demographics or other purported characteristics of audience); and (viii) the adjacency or placement of CAN Ads. EXCEPT FOR THE FOREGOING, MONSTER MAKES NO WARRANTIES, EXPRESS OR IMPLIED, INCLUDING THE WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, OR NON-INFRINGEMENT WITH RESPECT TO ITS SERVICES OR THE CITES OR THE FUNCTIONALITY, PERFORMANCE OR RESULTS OF ANY OF USE OF ITS SERVICES OR SITES.

9. Government Representation and Warranty. Government represents and warrants that (i) it is the sole owner of its respective web site(s), names, logos, trademarks, service marks, domain names, copyrightable content and the intellectual property rights embodied in any of the foregoing and (ii) it has the right to publish any content on the Site without infringement of any rights (including without limitation copyright, trademark, other intellectual property rights, publicity rights and privacy rights) of any third party or violation of any applicable laws, rules or regulations and (iii) any material that it provides to the Site will not infringe on any rights (including without limitation copyright, trademark, other intellectual property rights, publicity rights and privacy rights) of any third party or violation of any applicable laws, rules or regulations.

10. Limitation of Liability. NOTWITHSTANDING ANYTHING TO THE CONTRARY CONTAINED IN THIS AGREEMENT (INCLUDING THE QUOTE), EXCEPT FOR OBLIGATIONS OF AN INDEMNIFYING PARTY UNDER SECTION 9 OR BREACHES OF SECTIONS 4(b) OR 11, BUT WITHOUT IN ANY WAY LIMITING GOVERNMENT'S PAYMENT OBLIGATIONS UNDER THIS

AGREEMENT, (A) NO PARTY WILL BE LIABLE TO ANY OTHER PARTY (NOR TO ANY PERSON CLAIMING RIGHTS DERIVED FROM THE OTHER PARTY'S RIGHTS) FOR INCIDENTAL, INDIRECT, CONSEQUENTIAL, SPECIAL, PUNITIVE OR EXEMPLARY DAMAGES OF ANY KIND - INCLUDING LOST REVENUES OR PROFITS, LOSS OF BUSINESS OR LOSS OF DATA - ARISING OUT OF OR IN CONNECTION WITH THIS AGREEMENT OR THE SERVICES PROVIDED HEREUNDER (INCLUDING WITHOUT LIMITATION AS A RESULT OF ANY BREACH OF ANY WARRANTY OR OTHER TERM OF THIS AGREEMENT), REGARDLESS OF WHETHER THE PARTY LIABLE OR ALLEGEDLY LIABLE WAS ADVISED, HAD OTHER REASON TO KNOW, OR IN FACT KNEW OF THE POSSIBILITY THEREOF, AND (B) EACH PARTY'S MAXIMUM LIABILITY ARISING OUT OF OR IN CONNECTION WITH THIS AGREEMENT, ANY PRODUCT, THE SERVICES PROVIDED HEREUNDER OR ANY SITE, REGARDLESS OF THE CAUSE OF ACTION (WHETHER IN CONTRACT, TORT, BREACH OF WARRANTY OR OTHERWISE), WILL NOT EXCEED THE AMOUNT PAID OR PAYABLE BY GOVERNMENT TO MONSTER DURING THE TERM HEREOF.

11. Navigation/Search Engines; No Modification. Notwithstanding anything to the contrary contained herein, Government shall not use and shall cause each party under Government's control (including but not limited to its Resume Users) not to use any engine, software, tool, agent or other device or mechanism (including without limitation browsers, spiders, avatars or intelligent agents) to navigate or search the Sites other than the search engine and search agents available from Monster on the Sites, except for generally available third party web browsers (e.g., Internet Explorer, Firefox or Safari). Government shall not and shall cause each party under Government's control (including but not limited to its Resume Users) not to, decipher, decompile, disassemble or reverse engineer any of the software comprising or in any way making up a part of any Site.

12. Miscellaneous. Each party agrees with respect to its use of or provision of the Services, as the case may be, to comply with all applicable local, national and international laws, regulations and executive orders, including but not limited to laws relating to labor and employment (including but not limited to anti-discrimination, affirmative action and the U.S. Equal Employment Opportunity Commission's Uniform Guidelines on Employee Selection Procedures), data privacy, data access and use, and intellectual property. Each party to this Agreement shall be acting as an independent contractor, and nothing herein shall be construed to create a partnership, joint venture or any type of agency relationship between Monster and Government or any of Government's employees or agents. This Agreement, which may be executed in counterparts, contains the entire understanding of the parties with respect to the transactions and matters contemplated hereby, supersedes all previous communications, understandings and agreements (whether oral or written), and cannot be amended or waived except by a writing signed by all of the parties. Neither party may assign this Agreement in whole or in part, by operation of law, merger, asset or stock sale or transfer, or otherwise, without the prior written consent of the other party. No party has relied on any representation or warranty of any other party not expressly set forth in this Agreement. No failure or delay on the part of any party in exercising any right or remedy provided in this Agreement shall operate as a waiver thereof; nor shall any single or partial exercise of or failure to exercise any such right or remedy preclude any other or further exercise thereof or the exercise of any other right or remedy under this Agreement. The terms of Sections 2, 3 and 5 through 12, inclusive shall survive any expiration or termination of this Agreement. Each party's performance under this Agreement is subject to force majeure. All notices given hereunder shall be given by first class mail, return receipt requested, overnight courier or facsimile transmission, to the respective addresses or facsimile numbers set forth herein, and shall be deemed given upon actual delivery thereof.

Appendix B - Service Level Agreement, Job Postings, Resume Access



SERVICE LEVEL AGREEMENT

For

GOVERNMENT CUSTOMER

This Service Level Agreement applies to Monster Job Postings, Reserved Job Postings, SmartFind Resume Database (Resume Access), Advertising, Career Site Hosting, and Diversity Products

This Service Level agreement (“SLA”) is an exhibit to the Membership Agreement between Monster Inc. (hereinafter referred to as “Monster”) of 5 Clock Tower Place, Maynard, MA 01754, **CUSTOMER** (hereinafter referred to as “Customer”) or “Customer” of **INSERT ADDRESS HERE**.

This SLA describes the terms and conditions under which Monster will provide service as described in the Membership Agreement and Proposal (collective referred to as “the Services”) between Monster and Customer. The objective is to provide a basis and framework for the delivery of high quality Services that meet the needs of the Customer.

1. SCOPE OF WORK

Customized Services

Customized services to be delivered under this SLA, if any, are as listed, described and specified in Schedule A to this SLA.

Service Availability

Monster.com will be generally available to Customer 98.5% of the time during each calendar month during the term of the Membership Agreement, except of unavailability which may results from (i) insufficient of inadequate customer bandwidth or technology, (ii) general internet brown-outs, black-outs or slow-downs, (iii) failure of Monster’s providers to provide sufficient service, (iv) bringdowns in the ordinary course that are necessary to maintain, update or refresh Monster.com pr any other Monster Website , (v) any “hacking: or “denial of service” activity by a third party and (vi) any other reason beyond Monster’s reasonable control.

Changes to Services

Either party may propose changes to the scope, nature or time schedule of the Services being performed under this SLA. The parties must mutually agree to any proposed changes, including adjustments to fees and expenses as a result of any changes to the Services. All changes must be approved in writing by both parties.

Customer delays to Services

Monster will be entitled to an adjustment to any penalties or refunds due in respect of inadequate performance if Monster is prevented from performing specific Services for any reasons which are caused by the Customer’s actions, omissions or failure to act or respond.

2. PERFORMANCE, TRACKING AND REPORTING

Key Personnel Changes

Key personnel are not required to be specifically named within this SLA but Monster will reasonably notify the Customer in advance of changes to any key personnel that could reasonably be expected to affect the delivery of the Services to the Customer.

How Monster.com service will be monitored

Monster will provide a service report to Customer on a quarterly basis. The report will include information regarding the availability of the Monster.com site under the terms of Section 1.2 of this SLA.

Service Review Meetings

Service Review meetings will be held on a quarterly basis at the Customer’s offices or by teleconference at Monster’s election. The issues to be covered will include (if and only as applicable):

- Service performance levels
- Support performance level
- Installation performance
- Equipment issues
- System issues
- Compensation issues
- Administrative issues
- Security issues
- Changes proposed

3. PROBLEM MANAGEMENT

Support and Help Desk Services

Monster will provide ongoing Customer Service assistance to the Customer to support the Services provides. The Help Desk services, hours and phone numbers are as follows:

1. In the event that Customer needs to contact Monster for a problem request, it will call its Customer Service Representative (CSR) or the Monster Technology Help Desk.
 - a. Please direct calls to your CSR, _____, at _____ or 1-800-MONSTER Ext. _____. Standard available hours of the CSR: M-F 9:00 EST – 8:00 EST.
 - b. If your CSR is not available or during non-standard hours (evenings and weekends), please contact the Monster Technology Help Desk at 1-800-MONSTER Ext. 4357 (prompt 3). During certain times of the day, the calls to the Monster Technology Help Desk will be transferred to the Monster Network Operations Center.

Problem Definition

The following standard problem definitions will apply to the services provided under the terms of this SLA.

Problem Priority	Status	Impact
Severity 1	Critical	Customer’s business is severely impacted by the problem, i.e. –Customer cannot access any resumes.
Severity 2	Important	Customer’s business is impacted but not in mission critical manner, i.e. a portion of the data in resumes is unavailable.
Severity 3	Low	Customer’s business is not significantly impact. System is functional but defect does exist which should be eventually be corrected.

Response Time

Customer agrees that the response time below is dependent on a representative of Customer speaking to one of (i) its CSR, (ii) the Monster Technology Help Desk or the (ii) the Monster Network Operations Center. Customer agrees that leaving a voicemail with its CSR is not considered notification of a problem for purposes of Response Time herein.

- A. Severity Level 1: Monster will provide initial response communications within 1 hour

1. Updates every 4 hours, or sooner if available, during the business day.
- B. Severity Level 2: Monster will provide initial response communications within 1 hour
 1. Updates no less than every 2 business days after the problem has been reported.
- C. Severity Level 3: Monster will provide initial response communications within 1 hour
 1. Updates no less than every two weeks.

Problem Escalation

To ensure that the Customer receives management attention on unresolved issues, Monster operates a problem escalation procedure in order that any unresolved problems are notified to Monster's operational and management personnel on a priority basis, dependent upon the severity of the problem. This escalation process is as follows:

- a. The CSR will provide first line support and escalate to the Monster Technology Help Desk all other problem requests.
- b. The Help Desk will maintain contact with the appropriate Development Resources and Customer Service personnel until the problem has been resolved.

4. CUSTOMER DUTIES AND RESPONSIBILITIES

Customer personnel, facilities and resources

The Customer will ensure Monster has timely access to appropriate Customer personnel and, if necessary, will arrange for Monster personnel to have suitable and safe access to the Customer's facilities and/or systems. The Customer will also provide suitable associated resources for Monster personnel including all necessary computing and support resources.

Approvals and Information

The Customer will respond promptly to any Monster requests to provide direction, information, approvals, authorizations or decisions that are reasonably necessary for Monster to perform the services.

5. WARRANTIES AND REMEDIES

5.1 Quality of Service

Monster warrants that the Services will be performed in a professional and workmanlike manner consistent with industry standards reasonably applicable to such services. If the Customer considers that a breach of this warranty has occurred and notifies Monster in writing stating the nature of the breach, then Monster will be required to respond to such request of breach within a reasonable period.

5.2 Exclusions

Monster is not responsible for any infringements to third party copyrights, patents or trade secrets where the Customer has made amendments to original documents and similar works prepared by Monster without the prior express written approval of Monster, or where the Customer fails to use the most recent versions of such works that have been delivered by Monster.

5.3 Remedies for breaches

In the events of any uncured breaches by Monster or failure to furnish the agreed level of service, Monster will make commercially reasonable efforts to restore the service to a good operating condition. If any remedies are available in the event of a breach, such remedies will be defined in Schedule B to this SLA.

5.4 Force majeure

Except in respect of payment obligations, neither party will be liable for any failure or delay in its performance under this SLA due to reasons beyond its reasonable control, including, without limitation, acts of war, acts of God, earthquake, flood, riot, embargo, sabotage, governmental act or failure of the Internet, provided the delayed party gives the other party prompt notice of the reasons for such cause.

6. SECURITY

6.1 Physical Access

The Customer is to ensure that Monster's employees and sub-contractors are given reasonable authorized access to premises and equipment in order that the Services may be delivered and maintained in accordance with the terms of this SLA.

6.2 Logical Access

The Customer is to ensure that Monster's employees and sub-contractors are given necessary access to Customer's software and computer systems in order that the Services may be delivered and maintained in accordance with the terms of this SLA.

6.3 Compliance with Customer Facility Security Policies

In the event that the Customer operates formal security policies and notifies Monster in advance of such policies, and in advance of when employees or sub-contractors of Monster are within the Customer environment, Monster will ensure that its applicable employees are made aware of such policies and will also use commercially reasonable efforts to ensure ongoing compliance with these policies. The Customer will provide Monster with up to date information on its security policies and will keep Monster informed about any changes to these policies.

6.4 Information and data security measures

Monster will manage information and data security with commercially reasonable efforts to restrict unauthorized access. Monster will make commercially reasonable efforts to ensure that its employees and representatives are fully aware of the risks associated with information and data security issues.

6.5 Disaster recovery

Monster will ensure that information and data under its responsibility is properly backed up on a daily basis and also that arrangements are made for recovery processes to be installed to minimize any potential disruption to the Customer's business. Monster will use commercially reasonable efforts to ensure that proper measures are in place to enable continuation of services in the event of unexpected disruptive events.

6.6 Encryption

Where it deems it necessary, Monster will utilize Secure Socket Layer (SSL) encryption technology in the electronic transmission of data to protect private Customer information from access by unauthorized users.

7. GENERAL

7.1 Term

The Term of this SLA shall be coterminous with the Membership Agreement. Any expiration or termination of the Membership Agreement will result in the expiration or termination of this SLA.

7.2 Notices

Notices required under this SLA are to be sent to the address and persons specified in schedule C to this SLA, in accordance with such Schedule C.

7.3 Exhibits

The Schedules referred to in, and attached to, this document are to be considered an integral part of this SLA and are incorporated herein by reference.

SCHEDULE A – CUSTOMIZED SERVICES TO BE PROVIDED

To be negotiated with ordering agency.

SCHEDULE B – REMEDIES FOR BREACH OF SERVICE LEVELS

This Schedule B provides information on any remedies that may be available in case of Monster's breach of specified service levels on Services deliverable under the terms of the Membership Agreement and this SLA.

Remedies for Breach of the SLA

- a. **Problem Requests.** Customer will submit problem requests to Monster through its CSR or the Monster Technology Help Desk in accordance with Section 3 above. Customer will: (i) provide a description of the problem (including the associated impact to the Customer Personnel or the Users); (ii) the circumstances under which the problem occurred; and (iii) where applicable, the name of the job seeker experiencing the problem or specific examples. The parties will, at such time, jointly determine the Severity Level associated with the failure. Monster will resolve such failures in accordance with the Service Levels and procedures set forth in this SLA.
- b. **Service Level Credits.** Upon an uncured material breach by Monster of a service level commitment in this SLA, Customer shall be eligible for Service Level Credits as follows:
 - i. **Availability –** for each uncured material breach of the Availability Service Level, Monster will credit customer with two (2) additional days of services added to the Term at no charge.

- ii. Response Times – for each uncured material breach of the Response Time Service Level, Monster will credit customer with two (2) additional days of services to be added to the Term at no charge.
- c. Non-cumulative Credits. Customer eligibility for Service Level Credits as described in this SLA is non-cumulative for a single reported event, problem or system related issue for which Customer is entitled to a Service Level Credit. (i.e., one event can give rise to not more than one two-day credit)
- d. Cap on Service Level Credits. Notwithstanding anything to the contrary contained herein, Customer shall not be eligible for Service Level Credits in excess of the addition of thirty (30) days to the Term of the Membership Agreement.