

Sales Order

Bill To

Adams County, Colorado
Amy Jones
4430 South Adams County
Parkway, 4th Floor, Suite C4000B
Brighton, CO 80601
United States

Glassdoor Order # G070477
Date 3/2/2017
Valid Until
Glassdoor Contact Jake Williams

Sold To

Adams County, Colorado
Amy Jones
4430 South Adams County
Parkway, 4th Floor, Suite C4000B
Brighton, CO 80601
United States

Agency of Record
Payment Terms Net 30
Currency USD
Customer PO

Item	Description	Billing Schedule	Months	Amount
Essentials - Standard	A Glassdoor package for Adams County, Colorado on the United States (www.glassdoor.com) website that includes Enhanced Profile - Standard and 10 Job Slots. Enhanced Employer Profile - Standard is a sponsored company page to promote your employer brand including customizable branded content, company updates, featured review, analytics on your business and competitors, 5 "Companies To Explore" ad on a competitor profile, and only your jobs featured throughout your profile. Job Slots are sponsored job advertising placements within the Glassdoor Platform (website, apps, email alerts, etc.) featured for the service period. You decide which of your open jobs to run in your Job Slots and can make changes at any time. Start Date: 2017-04-01	Advance - Annually - 24 Months	21	\$14,000.00
Total				\$14,000.00

GENERAL TERMS

The services listed above (the "**Services**") are subject to the Glassdoor Services Terms (the "**Services Terms**") found at this URL: https://media.glassdoor.com/misc/Glassdoor_Terms_12-2016.pdf.

Click on the link below to view the Services Terms:

https://media.glassdoor.com/misc/Glassdoor_Terms_12-2016.pdf

In the event of any conflict between the terms of this Sales Order (the "**Order**") and the Services Terms (collectively, the "**Agreement**"), the Order shall prevail. As used in this Agreement, "**Platform**" or "**Site**" means Glassdoor's websites, applications, email distributions, and the websites of our network and advertising partners; "**Start Date**" means the date the service period for a Service begins to run; "**Subscription Service**" means any Enhanced Profile, Essentials, or Job Slots service; and "**Display Ads**" means solely the following Services: Company Spotlight, Jobs Spotlight, Brand Spotlight, or Homepage Highlight.

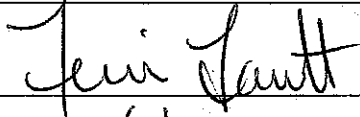
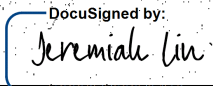
Unless otherwise specified in this Agreement, the date of last signature below (the "**Effective Date**") will be the Start Date for the Services. If the Effective Date occurs after a specific Start Date printed on the Order, the Effective Date will become the amended Start Date for that Service. For renewals of unexpired Subscription Services, the Start Date will be contiguous with the expiration date of the service period being renewed, notwithstanding anything to the contrary in the Order. Please allow up to five (5) days for account provisioning. Glassdoor may invoice you as of the Effective Date.

Enhanced Profiles and Localized Enhanced Profiles purchased for Glassdoor's United States (Glassdoor.com) website are accessible to users in the U.S. only. Enhanced Profiles and Localized Enhanced Profiles purchased for Glassdoor's Rest of World (Glassdoor.com) website are accessible to users outside of the U.S. only.

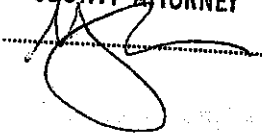
The terms found at this URL: http://media.glassdoor.com/misc/Channel_Partner_Terms_10-2015.pdf (the "Channel Partner Terms") apply only if an agency or other authorized third party (a "Partner") will receive commissions in connection with this Order. Click on the link below to view the Channel Partner Terms:

http://media.glassdoor.com/misc/Channel_Partner_Terms_10-2015.pdf

By signing this Order, you acknowledge that you (a) have read and understood the terms of this Agreement, (b) have not made changes to this form without expressly bringing them to the attention of Glassdoor personnel, (c) have entered into the Agreement on behalf of the party ("Customer") receiving the Services, and (d) have the authority to bind the Customer (and, if applicable, the Partner) to the Agreement. This Agreement will not be binding on the parties unless signed by you and an authorized Glassdoor representative. You may purchase additional services under this Order by email agreement with Glassdoor subject to the terms of this Agreement. Terms of any purchase or insertion order offered by you related to this Agreement are void.

CUSTOMER (OR AUTHORIZED PARTNER)		GLASSDOOR, INC	
Name	Amy Jones Terri Lautt	Name	Jeremiah Lin
Title	Interim HR Director	Title	Senior Contracts Negotiator
Signature		Signature	 <small>B8880E5288794D3...</small>
Date	3/8/17	Date	3/10/2017
Email	amy.jones@adcogov.org tlautt@adcogov.org		

APPROVED AS TO FORM
COUNTY ATTORNEY





CORPORATE FACT SHEET

Glassdoor's Mission

To help people everywhere find a job and company they love.

About Glassdoor

Glassdoor is the most transparent jobs and recruiting marketplace that is changing the way people search for jobs and companies recruit top talent. Glassdoor offers members the latest job listings, as well as access to proprietary user-generated content including company-specific salary reports, ratings and reviews, CEO approval ratings, interview questions and reviews, benefits reviews, office photos and more. In addition, thousands of employers are using Glassdoor for Employers to support their recruiting and employment branding efforts.

Glassdoor was founded in 2007 by Robert Hohman, Rich Barton and Tim Besse. Glassdoor has raised approximately \$200 million from Google Capital, Tiger Global, Benchmark, Battery Ventures, Sutter Hill Ventures, DAG Ventures, Dragoneer Investment Group, funds and accounts advised by T. Rowe Price Associates, Inc. and others.

How Glassdoor Began

"What would happen if someone left the unedited employee survey for the whole company on the printer and it got posted to the Web?"

This was the question posed by Rich Barton to Robert Hohman in mid-2007. They discussed the fact that talking about compensation in many circles remains taboo and wondered why information about salaries and internal survey data is so hard to find in today's increasingly transparent world. Tim Besse was brought into the conversation, and Glassdoor was born to deliver greater transparency to a critical area of our life – our work – and help people make more informed career decisions.

Management Team	Board of Directors
Robert Hohman, Glassdoor CEO & Co-Founder	
Tim Besse, Co-Founder and Strategic Advisor	Richard Barton, Co-Founder and Non-Executive Chairman of Glassdoor, Co-Founder and Executive Chairman of Zillow, Inc.
Kate Ahlering, Vice President of Sales	Neeraj Agrawal, Battery Ventures, Partner
Tim Anderson, Senior Vice President of Product Management	Erik Blachford, Venture Partner at Technology Crossover Ventures
Ryan Aylward, Senior Vice President of Engineering & Chief Technology Officer	Lee Fixel, Partner at Tiger Global Management, LLC and Co-Head of the firm's private equity business
Dr. Andrew Chamberlain, Chief Economist	Stephen Kaufer, CEO and Co-Founder, TripAdvisor
Heather Friedland, Chief Product Officer	Rusty Rueff, Former HR executive at Electronic Arts and PepsiCo, Board Director at HireVue & Rethink Books
Carmel Galvin, Chief Human Resources Officer	Jim White, Sutter Hill Ventures Managing Director
Moody (Mutahar) Glasgow, Chief Marketing Officer	
Anjanette Hill-Mendoza, Vice President of Client Success	
Dawn Lyon, Vice President of Corporate Affairs	
Brad Mirkovich, Chief Revenue Officer	
Anthony Moisant, Vice President of Information Technology	
Diarmuid Russell, Vice President of International	
Brad Serwin, General Counsel	
Kirsten Smith, Vice President of Employer Marketing	
Adam Spiegel, Chief Financial Officer	
Christian Sutherland-Wong, Vice President & General Manager of Online Business & Operations	