

**AMENDMENT 3 TO HUMAN RESOURCES RECRUITMENT AND SELECTION  
AGREEMENT TO PURCHASE THREE ADDITIONAL MODULES TO EXPAND  
FUNCTIONALITY**

This Amendment 3 to the "Master Agreement for Recruitment and Selection Software," (the "Master Agreement"), executed on September 28, 2011, and amended on August 27, 2014 and December 10, 2020, by and between Snohomish County, a political subdivision of the State of Washington (the "County") and GovernmentJobs.com, Inc., dba NeoGov, duly registered and authorized to conduct business in Washington State (the "Contractor") is made and entered into on this 30th day of June, 2021.

**RECITALS**

**WHEREAS**, the County and GovernmentJobs.com are the parties to that certain NeoGov Service Agreement executed on September 28, 2011, amended on August 27, 2014, and December 10, 2020 (the "Master Agreement"); and

**WHEREAS**, the County desires to expand the functionality of the NeoGov Recruitment and Selection System to include the Onboard module to eliminate in-person contact during the onboarding and offboarding processes and to streamline the movement of information from Insight to Highline significantly reducing use of paper; and

**WHEREAS**, the County desires to expand the functionality of the NeoGov Recruitment and Selection System to include the Learn module which, in combination with the Onboard module, will provide ability to assign and track completion of trainings during onboarding, track employee license and certification renewals, and quickly develop courses and employee surveys; and

**WHEREAS**, the County desires to expand the functionality of the NeoGov Recruitment and Selection System to include the Perform module which, in combination with the Learn module, will increase management's capability to develop and measure employees' achievement progress in the remote workplace and provides continuous communication with employees; and

**WHEREAS**, to that end, the parties have agreed to add the Onboard, Learn and Perform modules at governmentjobs.com to the functionality of the County's NeoGov Recruitment System for a sum of **Thirty-Six Thousand Five Hundred Dollars (\$36,500.00)** for the initial deployment and first year, **One Hundred Forty-Two Thousand, Five Hundred Seventy-Three Dollars and Eighty-Six Cents (\$142,573.86)** for the second year, **One Hundred Forty-Nine Thousand, Three Hundred Sixty-Six Dollars and Seventy-Eight Cents (\$149,366.78)** for the third year, **One Hundred Fifty-Six Thousand, One Hundred Fifty-Nine Dollars and Seventy Cents (\$156,159.70)** for the fourth year, and **One Hundred Sixty-Two Thousand, Nine Hundred Fifty-Two Dollars and Sixty-Two Cents (\$162,952.62)** for the fifth year.

**NOW, THEREFORE,** for and consideration of the mutual benefits conferred on both parties, the parties agree as follows:

**Section 1.** Exhibit B – NeoGov Onboard, Learn and Perform Modules Statement of Work (“SOW”); Attachment 1, Onboard, Learn and Perform Proposed Gantt Charts; Attachment 2, NEOGOV Personality Integration Guide; Attachment 3, NEOGOV Insight Enterprise Position Control Integration; Attachment 4, NEOGOV E-Verify User Guide; Attachment 5, NEOGOV Insight Candidate Text Messaging; Attachment 6, and NEOGOV New Hire Integration Guide; and Attachment 7, NEOGOV Dataflow Expectations, are attached to this Amendment 3 and by this reference incorporated into the Master Agreement to include Onboard, Learn and Perform in the County's GovernmentJobs.com subscription.

**Section 2.** All other terms of the Master Agreement, as amended by Amendment No. 1 and Amendment No. 2, shall remain in full force and effect, except as expressly modified by this Amendment 3.

IN WITNESS WHEREOF, the parties hereto have executed this Amendment 3 as of the day and year first written above.

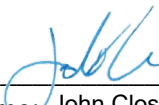
**COUNTY:**

Snohomish County, a political subdivision  
of the State of Washington

**CONTRACTOR:**

NeoGov, Inc.  
A California Corporation

By \_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_

By  \_\_\_\_\_  
Name: John Closs  
Title: Controller

**Approved as to Form:**

\_\_\_\_\_  
Deputy Prosecuting Attorney

**Approved as to Insurance and  
Indemnification Provisions:**

\_\_\_\_\_  
Risk Management