



Hi Bob (UK) LTD.

Quote and Service Order - ("Quote")

Quote ID: HB-20262

Currency: EUR

Subscription Start Date: **April 25, 2022**

Subscription End Date: **April 24, 2023**

Quote Expiration Date: May 19, 2022

Dear Michael Grupp of Bryter,

Thank you for the opportunity to submit our Quote for "**bob**", our HR people management platform. The total value for this Quote for 12 month subscription term, is listed in the table below.

Strong, sustainable company cultures balance the importance of the individual and the importance of the organization. Planning both organizational and personal success, developing roadmaps for personal and professional goals—these are the markers of a great culture, and some of the challenges HR is facing. Working with advanced HR technology can simplify and streamline finding solutions.

Challenges of fast-growing companies that bob will help you solve:

As your teams grow quickly, you'll need to support more people—and maybe even more sites, in different countries. Each new team and location will have different standards and needs.

- As teams grow and diversify, they also evolve—impacting leadership roles, reporting structures, and, most of all, the organization's existing culture.
- When yesterday's employees are today's managers and you're implementing new processes while they're being built, HR needs to prioritize agility. Onboarding and offboarding need to be streamlined. Your HR platform needs to serve your people.

In the new world of work, we need HR platforms that deliver more than a repository or cost management. bob's people management platform takes HR to the next level—managing paperwork, while also providing a home for new and existing employees. New hires can be onboarded through the system and then become active parts of the company's culture.

Employees can use bob to stay engaged with company activities via Shoutouts, Kudos, and Surveys; work with managers on performance reviews and roadmaps; manage forms and compensation, and stay in the loop on company news and updates. For HR leadership, this means increased engagement and retention, plus an easier way to manage people data, analytics, and KPIs using bob as a single source of truth.

bob is the people management platform that helps fast-growing companies bring out the best in their people. Think of us as HRIS with people and culture at the forefront.

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Boundary House 91-93 Charterhouse St.
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www.hibob.com



bob HR Platform Subscriptions

Module Name	Minimum Subscription of Authorized Users	Standard Price	Duration	Net Price Per Authorized User	Net Price
Core	251	€9.90	12	€7.92	€23,855.04
Your Voice	251	€2	12	€1.60	€4,819.20
				Total List Price	€35,842.80
				Discount	20%
				Total Net Price	€28,674.24

Total payment:

The price per Authorized User is: **€9.52** (not including one time services fees).

The total monthly cost for this Quote is: **€2,389.52** (not including one time services fees).

The total subscription term of this Quote is **12** months.

Implementation Services (one time fee)

Package Name	Standard Price	Quantity	Discount %	Net price
Implementation - Core HR - Advantage	€15,000	1	10%	€13,500
			Total List Price	€15,000
			Discount	10%
			Total Net Price	€13,500

Core HR - Advantage Implementation Scope

Eligibility: 251-500 ees

Standard time to go live: 90

Description:

Bob professionals will help you map the ideal system architecture for you to self-implement

1. Kick-off meeting:
 - a. Discovery of business objectives
 - b. Defining MVP for initial go-live
 - c. Governance, roles & responsibilities
2. Data migration mapping
 - a. Data customisation consultancy & mapping
 - b. Data optimisation for reporting
3. Enablement on permissions + system settings
 - a. User roles & permissions customisation
 - b. Site specific settings
 - c. Custom fields settings
4. Enablement on time off setup & management
 - a. Policy mapping consultancy
 - b. Overview of assignment, adjustment & requests
5. Operations enablement - Flows
 - a. Flows overview consultancy

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- b. Employee onboarding focus (Employee Onboarding & New Hire)
 - 6. Operations enablement - Task Lists
 - a. Task list creation enablement
 - b. Task list management
 - 7. Enablement on Analytics & KPIs
 - a. Report building & scheduling enablement
 - b. KPIs overview
 - 8. Docs + E-sign overview + Benefits
 - a. Docs management best-practice & enablement
 - b. E-sign enablement
 - c. Benefits overview & enablement
 - 9. Pre-launch meeting
 - a. Pre-launch review
 - b. Business readiness checklist
 - 10. Post-launch handover and project closure
 - a. Introduction & handover to Account Manager
 - b. Project review & next steps
 - 11. Integrations mapping and consultancy
 - 12. Hand-on support with data migration process

Billing Information			
Customer Information		Billing Contact Details	
Company Name:	Bryter	First Name:	Iris
Company Legal Name (For Contract):	BRYTER GmbH	Last Name:	Adler
Post/Zip Code:	60314	Email:	adler@bryter.io
Address:	Hanauer Landstraße 175	Phone:	00491637457985
State: Not Applicable	City: Frankfurt	Company Number (Only for UK/IL:)	
Country: Germany	VAT Number (Non UK only): DE318764258		

T&C

- Subscription Term: **12** months.
- Minimum Subscription: **251** Authorized Users.

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- Payment Plan: **Monthly**.
 - Payment Method: **Wire Transfer (Invoice)**; payment due within **Net 30** of receipt of invoice.
 - The prices quoted herein are exclusive of all taxes; any withholding taxes, levies or duties shall be exclusively borne by the Customer.

Please note that should you execute and/or return this Quote to HiBob after the Subscription Start Date stated in the Quote, HiBob may adjust the Subscription Start Date (and respective End Date) to be the date on which HiBob received the executed Quote, provided that the Total Net Price and overall Term do not change.

By accepting this Quote, the Customer hereby acknowledges and agrees to the Customer subscription terms and conditions (available at :<https://www.hibob.com/customer-subscription-terms/>), which are incorporated by reference herein ("T&Cs"). Any capitalized term not defined herein shall have the meaning set forth in the T&Cs. Any additional or different terms (whether included in Customer's purchase order, Customer's response to this proposal, or elsewhere) or any terms that may be implicit from the course of conduct shall be considered void and non-binding.

HIBOB

Print Name: David Sussely

Title: CFO

Date: April 19, 2022

Signature:

Bryter

Print Name: Michael Grupp

Title: CEO

Date: Apr 19, 2022 5:45:14 PM
UTC+0200

Signature:

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