



## BULLHORN AMPLIFY ADDENDUM

*Version: June 2026*

This Bullhorn Amplify Addendum (the “**Addendum**”) shall apply to Licensee’s use and Licensor’s provision of Bullhorn Amplify (“**Amplify**”), which shall be deemed to be part of the Service and subject to the terms, conditions and limitations of the Agreement as supplemented by this Addendum. Capitalized terms used, but not defined, herein shall have the same meaning as in the Agreement. In the event of any conflict between terms in the Agreement and terms in this Addendum, this Addendum shall control and prevail over the Agreement with respect to Amplify.

1. For purposes of this Addendum, Licensor is the Service Provider and Developer and Licensee is the Deployer, User and Employer as those terms are used under applicable AI Laws (as defined below). Licensee acknowledges and agrees that its Data Subject’s/User’s interaction with Amplify (collectively, the “**Input**”), will be analyzed and processed using Amplify to generate results, outputs and information (collectively, the “**Output**”), that may be used by Licensee in conducting interviews, assessing candidates, and supporting other employment-related decision-making processes. The Input and Output shall be Licensee Data (or, whatever other defined term refers to data or content submitted by or through Licensee or its Users to or through the Service).
2. Licensor is responsible for its compliance with Applicable Laws in relation to the development and provision of Amplify, including but not limited to, as applicable, call recording laws (“**Recording**”), and laws applicable to artificial intelligence, machine-learning, large language models, algorithms and automated decision-making (collectively, “**AI Laws**”).
3. Licensee is solely responsible for (i) its compliance with Recording and AI Laws in relation to its use of Amplify and the Output; and (ii) for all candidate, employment and application related decisions, practices, actions, omissions, impacts, and outcomes arising from or in connection with Licensee’s use of Amplify and the Output. Licensee shall be solely responsible for reviewing, interpreting, evaluating and decisions made using the Output, including whether the Output is accurate, non-biased, complete or sufficient for Licensee’s purposes. Licensee acknowledges and agrees that the Output it receives from Amplify may not be unique.
4. Licensee shall defend (at Licensor’s option), indemnify, and hold harmless Licensor, its Affiliates, and their respective employees, directors, agents, representatives, successors and assigns from and against any and all Losses to the extent arising out of or in connection with any Claims against Licensor arising directly or indirectly from any matter for which Licensee is responsible as set forth in Section 3 of this Addendum.
5. Modification. Licensor may update this Addendum from time to time by posting an updated “Version” at <https://www.bullhorn.com/legal-terms/supplemental-terms/Amplify.pdf>. Licensee may subscribe to receive email notifications when an updated Version is posted and, except with respect to amendments or changes required by Applicable Law, may object to the such updated Version within ten (10) business days of the date of the newly posted Version (the “**Notice Period**”) by completing the applicable form at <https://www.bullhorn.com/legal-terms/supplemental-terms>. If Licensee notifies Licensor of a reasonable objection within the Notice Period, then the Addendum in effect immediately prior to the then-current Version shall continue to apply to Licensee’s use of Amplify until the end of Licensee’s then-current Initial Term or Renewal Term, as the case may be. When Amplify is renewed, it will be renewed under the then-current Version of the Addendum.