



Handshake

ORDER FORM

STRYDER CORP. dba HANDSHAKE

225 Bush Street, Suite 1200
 San Francisco, CA, 94104
 www.joinhandshake.com
 +1 415-981-8400

Order Form Number: Q-28269
 Order Form Date: 2/12/2026
 Offer Expiration Date: 3/10/2026
 Order prepared by: Drea Lontoc

Ship to:
 Edris Humphrey
 edris.humphrey@jefferson.kyschools.us
 (502) 485-3519

Bill to:
 Edris Humphrey
 edris.humphrey@jefferson.kyschools.us
 (502) 485-3519

Payment & Subscription Terms:
 Order Start Date: 3/5/2026
 Order End Date: 3/4/2027

Jefferson County KY Public Schools
 3332 Newburg Rd.
 Louisville, Kentucky 40218 United States

Jefferson County KY Public Schools
 3332 Newburg Rd.
 Louisville, Kentucky 40218 United States

Billing Frequency: Annual
 Payment Terms: Net 30

Year 1

Product Name	QTY	Start	End
TES Platform Access	1	3/5/2026	3/4/2027
TES Module - Handshake Expert Assist	1	3/5/2026	3/4/2027
Year 1 TOTAL:			USD 33,800.00

Product Name	QTY	Start	End
TES Module - ATS (Included)-	1	3/5/2026	3/4/2027
TES - Pack of 25 Seats (Included)	1	3/5/2026	3/4/2027

Subtotal USD 33,800.00
Estimated Tax Not yet calculated
TOTAL USD 33,800.00

Terms & Conditions

Acceptance of Order:

By signing this Order Form, you are offering to purchase the products and services listed above (the "Order Form"). Your offer to purchase becomes a binding commitment upon acceptance by Stryder Corp. dba Handshake, a Delaware corporation ("Handshake"), and is not subject to the issuance of any further purchase orders, confirmations or other events. The Subscription Term shall commence on 3/5/2026, and shall continue until 3/4/2027, unless otherwise terminated in accordance with the Agreement. Upon Handshake's acceptance of this signed Order Form, this Order Form for the products and services outlined above forms a part of the terms and conditions of that certain Handshake Access Terms and Conditions (the "Terms and Conditions") dated 2/26/2025 previously entered into by and between you and Handshake. Capitalized terms used but not defined herein shall have the meanings

ascribed to such terms in the Terms and Conditions. The Terms and Conditions and this Order Form represent the entire Agreement between you and Handshake and cannot be overridden by terms contained in any later received document, unless the additional terms are accepted in writing by Handshake. This Order Form may be executed in counterparts by each party and delivered by electronic signature, and such execution and delivery shall be legally binding on the parties to the same extent as if original signatures in ink were delivered in person.

Billing:

This Order Form, along with your invoice and, if applicable, a purchase order, will be processed upon acceptance by Handshake. This Order Form may include an Estimated Tax associated with the Sales Tax based on the Ship-To Address on this form. The Final Tax amount will be added to each invoice which could include federal or foreign taxes, levies or duties of any nature, including value-added, sales use or withholding taxes ("Taxes"). If Handshake has the legal obligation to pay or collect Taxes for which you are responsible, the appropriate amount shall be invoiced to and paid by you. For customers based in the United States, any applicable taxes will be determined based on the laws and regulations of the taxing authorities governing the "Ship to" location provided by the Employer on this Order Form.

Description of Handshake Subscription Services: Talent Engagement Suite (TES) -Owner seat, Recruiter Sourcer, Recruiter Advanced and/or Administrator seat(s), applicant tracking systems (ATS) integration, school explorer, smart campaigns based on candidate segments (with advanced attributes); candidate relationship management; talent analytics for your program; personalized branding capability based on candidate profile; single sign-on (SAML only); advanced search; messaging; and access to customer support.

Modules:

Handshake Expert Assist: Comprehensive Onboarding, Initial Job, Event & Campaign Execution, Comprehensive Training, Comprehensive Advisory.

Jefferson County KY Public Schools

Handshake

By:

By:

DocuSigned by:
Mallory Wheaton
DE3152128DA14ED

Name:

Name:

Mallory wheaton

Title:

Title:

VP of Employer Partnerships

Date:

Date:

2/19/2026

Jefferson County Public Schools

NON-COMPETITIVE DETERMINATION EXPLANATION

Describe how you determined that competitive vendor selection is not feasible?

Documentation requirement for all noncompetitive D&F transactions, including contracts and purchases of products at any dollar amount: Requisitioner must document how they determined that the vendor qualified for noncompetitive purchasing. This explanation may include documenting the efforts to find other vendors who provide a similar service/product and/or a list of services/products reviewed and the specific attribute that made the selected service/product distinctly different. This documentation must be attached to contracts during the routing process and attached to the requisition for purchases of all services/products using noncompetitive purchasing.

Requirement for all purchases of \$50,000 or more: Requisitioner must include evidence of cost center approval. This may be accomplished by attaching the Requisition to Purchase form to the Munis requisition or by attaching an approval email from the cost center head. Document negotiation efforts to receive the best price for the service/products being procured.

What specific criteria/criterion is/are necessary for this product or service?

Handshake is the sole producer, publisher, and owner of the software. See the attached Handshake: Sole Source

What steps did you take (i.e. research) to determine this was the only vendor available?

Vendor holds copyrights to this program. This is a renewal to a current system utilized by Human Resources and will provide no loss in service.

Handshake

Jefferson County Public Schools Handshake Sole Source

Prepared for:

Dr. Edris Humphrey

Prepared by:

Drea Lontoc, Senior Account Manager - Education

Date: January 2026

HANDSHAKE: SOLE SOURCE

Dr. Edris Humphrey
Executive Director of Recruitment
Jefferson County Public Schools

Dr. Humphrey,

We are excited about the opportunity to continue our partnership with the Jefferson County Public Schools. Jefferson County Public Schools currently uses Handshake to post jobs and events at universities that utilize Handshake as their software system supporting the Career Services Center. With our Premium level of service, you will be able to realize the Jefferson County Public Schools initiatives for 2026 and beyond including:

1. Build and manage an early talent pipeline
2. Increase the number of qualified teacher applicants
3. Update your Employer Branding to attract more qualified and diverse applicants
4. Increase the number of applicants from underrepresented backgrounds
5. Expand the reach of schools you can recruit from

We are the only source that can enable Jefferson County Public Schools to accomplish all of these goals effectively. This is because we have an exclusive partnership based talent marketplace. You can definitively purchase Handshake via sole source for the following reasons:

1. We are the only talent marketplace in the United States that incorporates students, universities, and employers.
2. We are the only early talent marketplace that allows you to source underrepresented students programmatically.
3. We have an exclusive partnership with our universities which allows you to expand your higher education partnerships programmatically.
4. We are the only early talent marketplace that integrates with the university registrar's database and therefore the only place that provides you access to verified student academic data.

Additionally, Handshake is the sole producer, publisher, and owner of the software.

Sincerely,
Mallory Wheaton
VP Sales - Enterprise & Account Management
Handshake

HANDSHAKE SUMMARY

Handshake's mission is to democratize access to opportunity for all students. Handshake works to give all early talent the chance to build the career they want, no matter where they are from or what school they attend.

Jefferson County Public Schools already uses Handshake today to engage with United States universities - posting job announcements, signing up for college career fairs, and sharing upcoming Jefferson County Public Schools events. Since the start of our partnership on 3/5/2025, there have been 412 total applicants.

Handshake is the largest early talent network in the United States, providing Jefferson County Public Schools the ability to manage university relationships in a scalable, sustainable, and efficient way. Handshake can do this because it is the official career system of record - powering job boards, career fairs, and on campus interviewing - for more than 1,500 colleges/universities, 20 million+ active students & alumni, and 1 million companies (including 100% of the Fortune 500). Within this network, there are 200+ Minority Serving Institutions, including 67 Historically Black Colleges and Universities (HBCUs), 156 Hispanic Serving Institutions (HSIs), and 29 Women's Colleges.

As the only career system of record at our partner universities, every student has a profile created for them by the university that includes their validated academic and enrollment data. This information is synced regularly from the school's information system, creating the most trusted and reliable national network for early talent. Students can share additional information about their interests, activities, and experiences on their profiles so that employers can search for candidates that would be most relevant to the jobs they are hiring for. Students at Handshake schools use the platform when they make an appointment at their career center to get their resume reviewed, when they sign up to attend an on campus or virtual campus event, to participate in campus interviews, and to look for job opportunities. In fact, we have **5-20x more active student profiles** than any other college sourcing platform. Additionally, universities switching from other career services systems typically see a **200% increase in student engagement**.

Handshake is the only 3-sided marketplace that brings together the employer, university, and student. This enables organizations to reach the largest national scale of students, but at the same time, find the niche profiles that are qualified for their roles.

Instead of posting jobs and hoping the right candidates apply, with Handshake premium, Jefferson County Public Schools can identify and proactively make quality talent aware of positions. The team can build a target audience based on a student's credentials, background, and experience - called a "Segment". Then Jefferson County Public Schools can reach out to these pre-qualified individuals at scale with "Campaign" communication - creating personalized communication at scale. This proactive messaging can be used to invite qualified students to a virtual event, increase attendance at on-campus events, and recruit virtually to a national reach of schools. Virtual engagement on Handshake enables Jefferson County Public Schools to recruit top talent in core areas, find students with a niche background for harder to fill roles, and increase engagement from candidates that are

traditionally underrepresented in a passive applicant funnel. In addition to the ability to recruit candidates, Handshake can be leveraged for event management with universities and university students: identifying the target population, inviting candidates, collecting pre-qualified RSVPs, checking in candidates as they attend, and running post event communications.

Handshake provides access to data and insights for national recruitment trends, benchmarking, and diversity engagement. Due to Handshake's unique position in the market, where career fair registration, on campus interview set up, and job postings are all housed, Handshake has more information on the domestic students' college to career path than any other organization. Access to this type of data is something that other providers with less reach and niche engagement cannot provide, so Handshake plays a pivotal role in our partners' ability to make data driven recruitment decisions around their campus programs.

Jefferson County Public Schools PARTNERSHIP & HANDSHAKE PREMIUM EXPERIENCE

Since March 2025, Jefferson County Public Schools has been using Handshake as its primary platform to source early talent for its teaching positions. By leveraging Handshake, the Talent team has had an all-in-one platform that allows them to save time & increase reach with mass messaging campaigns, target a diverse population of candidates, and create a larger brand presence nationwide.

Below are high level key performance metrics and historical experience of Handshake's partnership with Jefferson County Public Schools since the start of our partnership on March 5, 2025:

Sourcing Qualified Applicants & Leveraging for Career Fairs/Events

Jefferson County Public Schools leveraged Handshake to source qualified applicants for your high priority roles. For each role, Jefferson County Public Schools was able to develop a highly specified "student segment" that allowed your team to target qualified applicants by location, school, major, skillset, gender/ethnicity, and more. With our Premium platform functions, Jefferson County Public Schools was able to drive the right candidates to specific roles and events with the following results this past year (Referred applicants refers to sourced clicks to apply via ATS):

- Jobs Posted/Advertised: 22 Jobs

- Messages: 73K+ Messages sent to 50K+ individual candidates
- Referred Applicants: 412 Applicants on Handshake from 210 unique colleges & universities
- Job Views: 4,334
- School Connections: 1,515 Colleges & Universities

Jefferson County Public Schools PRICING & PACKAGING AGREEMENT

Pricing Summary: Jefferson County Public Schools total subscription for a one-year term from 2026-2027 is \$33,800. This agreement enables members of the Jefferson County Public Schools recruiting team to utilize campaigns, smart segmentation, campaign results analytics, and dynamic personalized employer branding. It will also include the Expert Assist module which provides access to a team of Program Managers to support with added bandwidth and tactical support on the platform.

Pricing for Jefferson County Public Schools:

Subscription Levels	Pricing (USD)
Talent Engagement Suite: Unlimited campaigns, Smart segmentation attributes for student outreach, Detailed campaign analytics, Personalized employer branding, Customer success team. Up to 25 Premium Seats	\$33,800 for 2026-2027
Expert Assist: Boost recruiting bandwidth, accelerate onboarding, and drive better results without the lift. Let our experts do the work so your team can focus on hiring.	

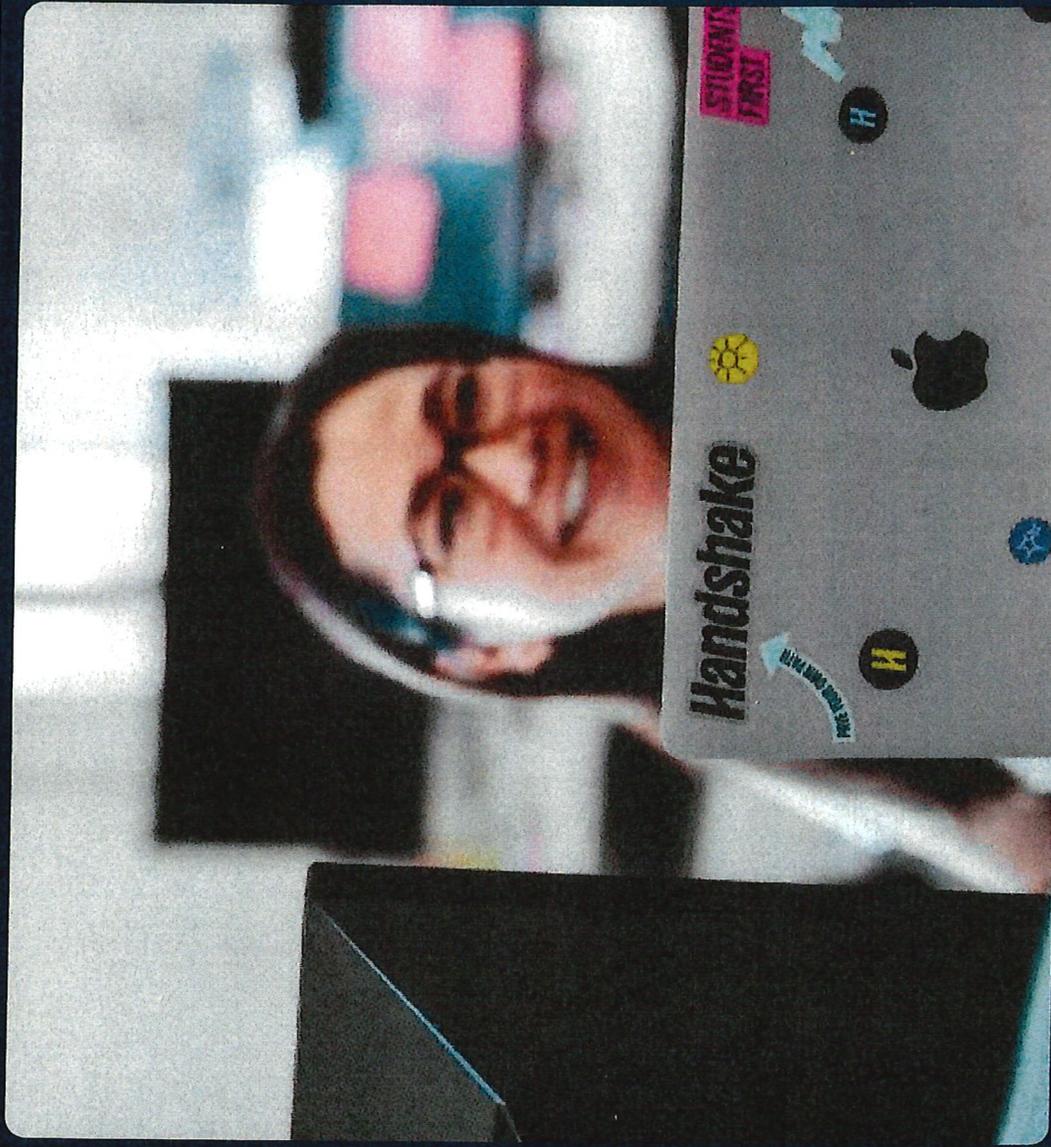


DREA LONTOC
SR. ACCOUNT MANAGER - EDUCATION ACCOUNTS
JOINHANDSHAKE.COM

Jefferson County KY Public Schools & Handshake Proposal

Drea Lontoc
andrea@joinhandshake.com
December 2025

Handshake



Hire the right early talent, faster with the #1 career network for Gen Z

97%

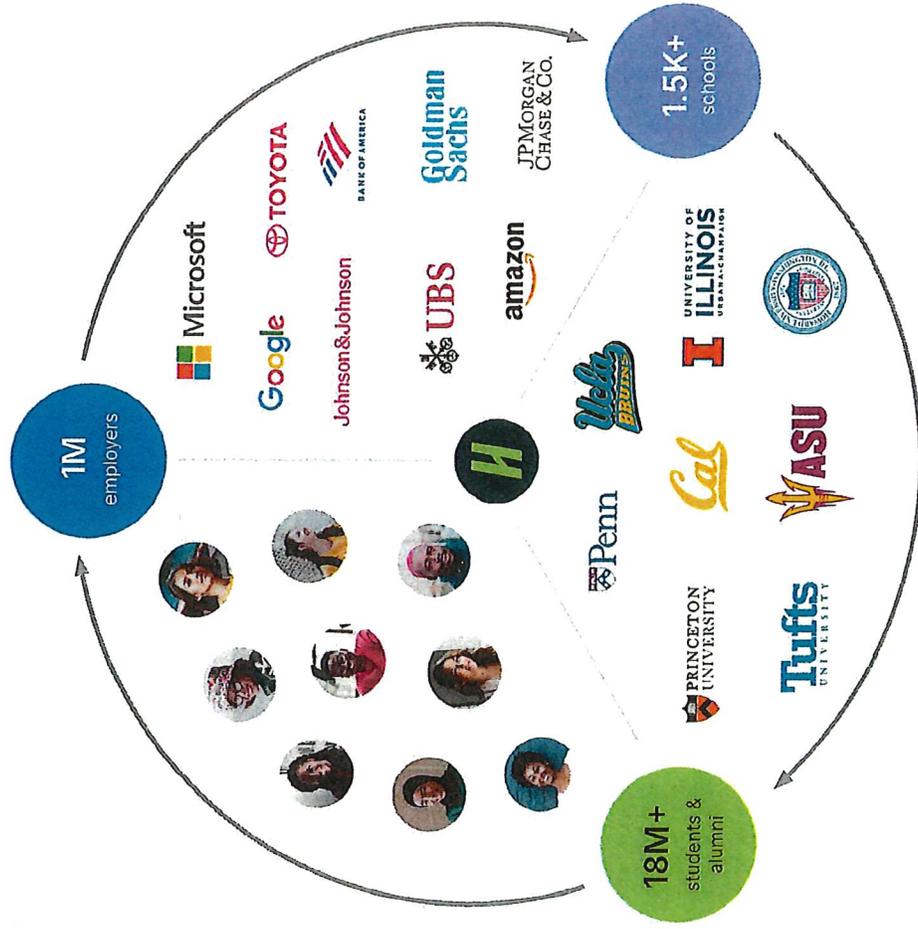
Of the Fortune 500 and employers from every industry use Handshake to hire their future workforce

77%

Of the total US university student population has access to Handshake

92%

Of top 500 colleges rely on Handshake as their official academic system of record



Major product updates from 2025



Build your brand

- Public profiles **Live**
- Attach jobs to posts **Live**
- Career milestone posts and content prompts **Live**
- Post sharing **Live**
- Jobs and employer follows from events **Live**
- Feed content notifications **Live**
- Open network and streamlined onboarding **Live**
- Feed as homepage **Live**

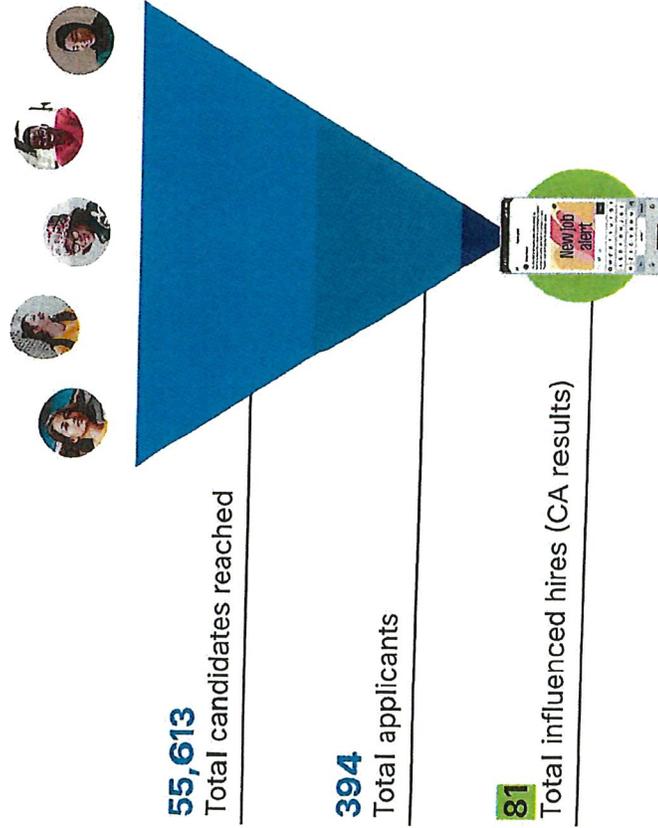


Hire qualified talent on time

- Dynamic targeting **Live**
- XML job feed **Live**
- Screening questions **Live**
- AI-assisted direct messaging **Live**
- Job Promotions **Beta**
- Job search improvements: collections and AI search **Beta**
- Agentic sourcing **Early 2026**

Summary: Jefferson County's Candidate Pipeline

MEASURE



Recommendations:

1. Add source codes to your jobs to see real time reporting in your ATS [or the minimum number of applicants and hires from Handshake]
2. Run Candidates Analysis for full funnel visibility
3. Invest in leading touchpoints that convert **[and/or build on additional touchpoints → more touchpoints = stronger offer acceptance rates]**
4. Identify under-engaged majors/schools for strategy expansion

4. Source: Jefferson County KY Public Schools Handshake data from 2025-03-05 to 2025-12-04.

Proactive outreach is fueling meaningful candidate connections

68,430
Messages sent

7.1%
Message clicked

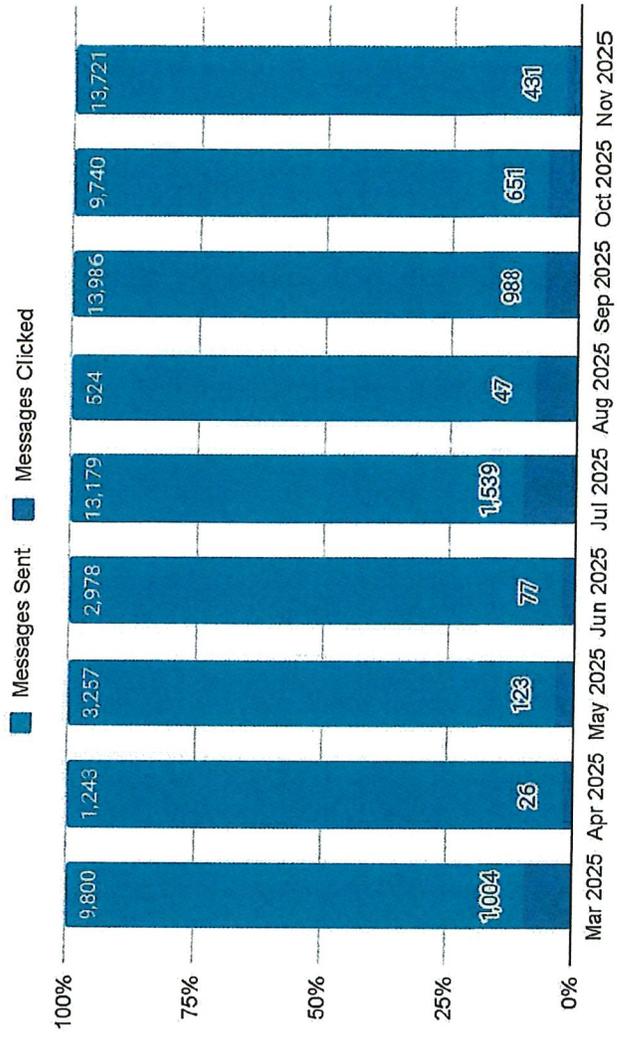
68% of your applicants and sourced RSVPs were through messaging.

You had **263** sourced applicants and **5** RSVPs.

5 Source: Jefferson County KY Public Schools Handshake data from 2025-03-05 to 2025-12-04
Note: * pp refers to percentage point. It is calculated by subtracting this year's open rate compared to last year's open rate.

MESSAGES

Messages sent vs. click MoM



Your team interacted most with students in **Psychology, Physics and Secondary Education** majors via messaging.

Expert Assist Results: accelerate your recruitment outcomes

Our program managers enable and accelerate recruitment outcomes by

- Campaign execution, job and event optimization
- Enabling your users on product best practices
- Advising on and planning outreach strategy

Your results:

48%
Of total campaigns

8 Job campaigns
0 Event campaigns
3 Career Fair campaigns

4,904
Candidates reached

7
Total sourced via Expert Assist

7 Job applicants
0 Event RSVPs
0 Career Fair RSVPs

EXPERT ASSIST

Partnership Timeline



Handshake's solutions

Talent Engagement Suite

- ✓ **Jobs**
Post jobs and review applications
- ✓ **Targeted sourcing**
Filter talent based on skills, engagement, interests, & more
- ✓ **Manage candidates**
Unlimited talent matches, nurture & review applicants
- ✓ **Messages & Campaigns**
Unlimited 1:1, bulk, & scaled messages to network of 18M+
- ✓ **Fairs & events**
Attend unlimited fairs & host events across multiple schools
- ✓ **School Explorer**
Determine school prioritization with live data

Additional solutions to help your strategy:

Brand

Tell your story where early talent listens

Build awareness with dynamic content, spotlight your culture and people, and reach students based on what matters to them—like major, class year, and career interests.

Events

Simplify and scale your event strategy

Plan, promote, host, and follow up on virtual and in-person events—all in one platform. Make events seamless for students and actionable for your team.

Insights

Power smarter decisions with data

Benchmark performance, analyze events and outreach, and stay ahead of Gen Z trends with proprietary data that fuels your strategy.

Expert Assist

Extend your team with Handshake experts

Boost recruiting bandwidth, accelerate onboarding, and drive better results without the lift. Let our experts do the work so your team can focus on hiring.

Expert Assist Case Study 2025

A public school district in Virginia aimed to build their employer brand & increase their recruitment team's scale & efficiency. Their district made roughly 120 new teacher hires a year.

The district had 1 person on their team responsible for recruiting but that person was also responsible for training, retention, and onboarding. She leveraged Expert Assist to maximize her results on Handshake.

By investing in Expert Assist, 65% of all their messaging outreach was handled by Expert Assist. The module was able to reach 77,000+ new candidates and source 168 quality job applicants.

The Results



✓ **Sourced Candidates** → 188 total candidates: 144 Job Applicants + 45 Event & Career Fair RSVPs



✓ **Broad Reach** → 77,309 unique candidates reached through strategic campaigns.



✓ **Scalable Impact** → This approach accounted for 65% of total company campaigns, demonstrating its effectiveness in high-volume hiring efforts.

Option 1 - Proposal for Jefferson County Public Schools (2026-2027)

Valid through [3/4/2025]

Product subscription: 1-year	Annual subscription fee: Year 1
<p>Talent Engagement Suite Your early talent program size:</p> <ul style="list-style-type: none">• 300 early talent hires• 17,000 employees <p>What's included:</p> <ul style="list-style-type: none">• Up to 25 seats• ATS Integrations & XML job feeds• Dedicated Handshake Customer Success Manager	<p>\$35,000</p>
<p>Expert Assist</p>	<p>\$5,000</p>
<p>Discount</p>	<p>(\$6,200)</p>
<p>Total investment: \$33,800</p>	

10 Pricing for TES is based on estimates for your forecasted annual hires. Forecasts are built by using Handshake historical data from the past 12 months (applicants, jobs posted, events attended). Handshake Terms and Conditions can be found here: <https://handshake.com/terms>



Proposal for Jefferson County Public Schools: 2-year term

Valid through 3/4/2026

Product subscription: 2-year	Annual subscription fee: Year 1	Annual subscription fee: Year 2
Talent Engagement Suite Your early talent program size ¹ : <ul style="list-style-type: none"> • 300 early talent hires • 17,000 employees 	\$35,000	\$35,000
What's included: <ul style="list-style-type: none"> • Up to 25 seats • ATS Integrations & XML job feeds • Dedicated Handshake Customer Success Manager 		
Expert Assist	\$5,000	\$5,000
Total investment (annual contract value)	\$40,000 \$33,800	\$40,000 \$34,814
Total investment: \$33,800 in Year 1 + \$34,814 in Year 2 \$11,386 total savings for year 1 & 2		

¹ Pricing for TES is based on estimates for your forecasted annual hires. Forecasts are built by using Handshake Historical data from the past 12 months (applicants, jobs posted, events attended) Handshake Terms and Conditions can be found here: <https://handshake.com/terms>

Humphrey, Edris B.

From: Newton, Asia D.
Sent: Tuesday, February 10, 2026 12:37 PM
To: Humphrey, Edris B.
Subject: RE: Digital Resource Review: Final Decision on your Request



Handshake

Handshake

 Approved - See notes  Compliant

Get ahead and Get hired

 [Website Handshake](#)  [Privacy Policy](#)  [Terms of Service](#)

 [Show Description](#)

Comments from Jefferson County Public Schools

Review Expiration Date: 02/05/2026

Approved - See Notes

No Student Accounts Created Or Student Data Entered

Thanks,
Asia

Asia D. Newton, M.Ed.

Assistant Coordinator of Recruitment

Jefferson County Public Schools

VanHoose Education Center

3332 Newburg Road

Louisville, Kentucky 40218

☎ (502) 805-4888

✉ asia.newton@jefferson.kyschools.us

Recruitment: <https://www.jefferson.kyschools.us/o/jcps/page/jcps-recruitment>

Retention: <https://www.jefferson.kyschools.us/o/jcps/page/employee-retention>

"Our goal is to support our employees from hire to retire."



Tell us about your Personnel Services experience!

The information contained in this transmission is intended only for the person or entity to which it is addressed and may contain confidential and/or privileged material. If you are not the intended recipient of this information, do not review, retransmit, disclose, disseminate, use, or take any action in reliance upon this information. If you received this transmission in error, please contact the sender immediately, destroy all printed copies, and delete the material from all computers.

From: Newton, Asia D.

Sent: Tuesday, February 10, 2026 12:22 PM

To: Humphrey, Edris B. <edris.humphrey@jefferson.kyschools.us>

Subject: FW: Digital Resource Review: Final Decision on your Request

Handshake has been approved

**Thanks,
Asia**

Asia D. Newton, M.Ed.

Assistant Coordinator of Recruitment

Jefferson County Public Schools

VanHoose Education Center

3332 Newburg Road

Louisville, Kentucky 40218

☎ (502) 805-4888

✉ asia.newton@jefferson.kyschools.us

Recruitment: <https://www.jefferson.kyschools.us/o/icps/page/icps-recruitment>
Retention: <https://www.jefferson.kyschools.us/o/icps/page/employee-retention>
"Our goal is to support our employees from hire to retire."



[Tell us about your Personnel Services experience!](#)

The information contained in this transmission is intended only for the person or entity to which it is addressed and may contain confidential and/or privileged material. If you are not the intended recipient of this information, do not review, retransmit, disclose, disseminate, use, or take any action in reliance upon this information. If you received this transmission in error, please contact the sender immediately, destroy all printed copies, and delete the material from all computers.

From: Jefferson County Public Schools (via LearnPlatform) <noreply@learnplatform.com>
Sent: Tuesday, February 10, 2026 11:46 AM
To: Newton, Asia D. <asia.newton@jefferson.kyschools.us>
Subject: Digital Resource Review: Final Decision on your Request

CAUTION: This email originated from outside of JCPS. Do not click links or open attachments unless you recognize the sender and know the content is safe.



Hi Asia,

A final decision on your request for Handshake has been made. Please visit the library (jcps.me/LearnPlatform) to view more information.

You're receiving this email as part of workflow ***2026 DRR Process Proposal** for product **Handshake**.

You've received this email because a LearnPlatform account has been registered with this email address. If you didn't do this or intend to, you can ignore this email - the account hasn't been created yet. If you need help, please send an email to support-lp@instructure.com

Instructure.

Instructure 2026 All Rights Reserved