# Glassdoor Community Spark Program Terms

Last Revised: September 30, 2026
Effective Date of Revisions: September 30, 2026

The Glassdoor Community Spark Program Terms (the "**Spark Terms**") govern your participation in Community Spark Program (the "**Program**"). The Spark Terms incorporate and are expressly subject to the Glassdoor Terms of Use, including the Community Guidelines, and all other applicable Glassdoor policies and guidelines (collectively, the "**Policies**"). In the event of a conflict between the Spark Terms and the Policies, the Spark Terms will control.

- Any term not defined in these Spark Terms has the meaning set forth in the Policies.
- For the purposes of these Terms, "**Glassdoor**," "**we**," "**us**," or "**our**" means Indeed, Inc., the owner and operator of the Glassdoor Community and Fishbowl services.
- "**Glassdoor account**" and "**Fishbowl account**" each mean the user account utilized to interact with the community and conversation services available on Glassdoor and/or Fishbowl-branded websites and mobile apps.

The Program is solely for your personal, noncommercial use and is time-limited, beginning on April 3rd, 2023 and ending on December 31, 2026, unless extended at our sole discretion (the "**Term**").

**1. Program Eligibility and Application Process**

To apply for the Program, you must:

1. Reside in Australia, Belgium, Canada (excluding Quebec), India, Ireland, Sweden, the United Kingdom, or the United States.
2. Have a Glassdoor and/or Fishbowl account in good standing and be a member of at least one employee-only company bowl or industry bowl.
3. Be invited by Glassdoor to participate in the Program.
4. Submit a completed Program application via the designated application landing page.

We will evaluate your application and eligibility and will notify you of your acceptance or rejection, which shall be determined by us at our sole discretion.

- We may reject an application for any reason, including if we determine that you don't meet the Program eligibility requirements or have otherwise violated the Policies.
- If your application is rejected, you may only reapply if you are again invited to the Program.
- We reserve the right to add or modify eligibility requirements at any time and at our sole discretion.
- Glassdoor employees are not eligible to participate in the program.

**2. Reward**

Subject to your compliance with the Policies at all times during the Term, and confirmation by us that your account is in continued good standing, you can accrue reward funds based on your

completion of "**Eligible Activities**" as detailed in the table below. Posts created using the "suggested post" feature, found at the top of some bowls, are not eligible for rewards. All Eligible Activities must be completed using the Glassdoor Glassdoor-branded website or mobile app to be eligible for rewards.

| Eligible Activities & Rewards | | |
|---|---|---|
| **Eligible Activity** | **Maximum Times Activity May Be Completed Per Week* (as applicable)** | **Reward Funds Accrued Per Activity** |
| Posting a Quality post** in your assigned bowl | 5 per week | $6 |
| Posting comments in your assigned bowl | 20 per week | $1.50 |
| Referring other Spark Program Participants*** | Varies. Subject to the number of new participants granted access to the program. | Varies. See most recent referral offering for details |
| Completing other activities offered during the Term (e.g., surveys) | As indicated in the offering | As indicated in the offering |

- *For the purposes of the Program, each week begins on Monday at 12:00 AM (UTC) and ends on the next Sunday at 11:59 PM (UTC).
- **Content is considered **"Quality**" only if it complies with the Policies and is of such quality as to meet our quality requirements for such Content, as determined at our sole discretion. For the sake of clarity, but without limiting the foregoing, Quality content will not include content that fails to communicate a comprehensible question or statement, or is otherwise determined by us in our sole discretion as intended to game our effort of incentivizing otherwise bonafide participation on our services.
- ***Referrals are only credited when 1. a new Spark Program participant is accepted into the program; 2. All required Spark Program Application fields, and the referral field indicating you are the referring participant, are completed; and 3. The referred program participant contributes at least five (5) quality posts to their assigned bowl within one (1) week of being accepted into the program.

**3. Reward Terms**

We will report the amount of reward funds accrued during the prior month's period (a "**reporting period**") within thirty (30) days of the close of the reporting period. All reward funds shall be calculated and payable in U.S. dollars. You will receive a payout of available reward funds if the total amount of reward funds due to you is equal to or exceeds the minimum payment threshold of $50.00 USD (the "**minimum payment threshold**") and you remain in compliance with these Spark Terms.

- All reward funds accrued in a reporting period but which do not reach the minimum payment threshold will not be eligible for payment until the unpaid reward funds equal or exceed the minimum payment threshold.

- The maximum amount of reward funds that may be accruable or payable to an individual participant under the Program in a given reporting period is $500.

Any and all reward funds payment may be issued to you on behalf of Glassdoor by an authorized third-party payor, PayPal (via Tremendous or another third-party we designate), which will act as the payor under these Spark Terms. We may modify or substitute the designated payor at any time, without notice to you.

You are responsible for providing and maintaining an accurate, up-to-date payment account that complies with these Spark Terms and the terms of your payment account provider. We will not be responsible for any delay, failure, or inability to send payment due to any reason out of our control, including your failure to comply with these Spark Terms or the terms applicable to your payment account. We shall not be responsible for any fees or charges relating to the use or operation of your payment account.

You are solely responsible for any and all applicable federal, state, and local taxes. You agree and acknowledge that we reserve the right and are authorized to withhold from such payments any amounts we are required to withhold and pay over to any governmental authority under applicable law, and any such withheld amounts shall be treated as paid to you by Glassdoor.

We may adjust amounts due to you or offset against any payments owed to you in the next monthly reporting period. In the event that we at any time determine, in our sole discretion, that any Eligible Activities you completed were:

1. artificially produced or obtained,
2. paid or incentivized views or interactions, and/ or
3. otherwise obtained in violation of these Spark Terms (including, without limitation, the Community Guidelines), or you are otherwise in violation of these Spark Terms.

If no future payments are due, you will refund to Glassdoor any amounts owed within thirty (30) days of receiving written notification. Any adjustments or refunds are without prejudice to any other rights or remedies we may have arising out of your breach of these Spark Terms. We may at any time, without providing a warning or prior notice, temporarily suspend further payments to your Program account, including due to suspected invalid or fraudulent activity or your failure to otherwise comply with these Terms.

**5. Termination**

We reserve the right to cancel your Program, Fishbowl, and/or Glassdoor account(s), and/or withhold payment for cause, if we believe, in our sole discretion, that you are:

1. tampering with or abusing any aspect of the Program;
2. repeated failure to meet Quality post requirements or post consistently;
3. ineligible to receive a payment for legal reasons (such as export laws or sanctions),
4. may be engaging in activities that violate these Program Terms or the Policies; or
5. involved in any situation or occurrence that could reflect unfavorably upon you or Glassdoor (including the services, the Program, or any employees of Glassdoor) (collectively constitute “**for cause**” termination reasons).

We may also terminate your participation if we determine that your participation is no longer necessary to meet the goals of the Program. For example, if content creation in your bowl has reached a desired level or a bowl is no longer a priority for the program.

Termination will be effective upon our delivery of a termination notice to your Program email address or phone number. You may terminate your participation in the Program at any time by contacting Glassdoor via spark @ Glassdoor.com. Termination is effective upon acknowledged receipt.

- Upon termination, Glassdoor shall have no further payment obligations under the Program, provided that if the balance owed to you at the time of termination exceeds the minimum payment threshold, we will pay all such undisputed amounts that accrued in compliance with these Spark Terms within a reasonable time after termination.
- However, if we terminate you from the Program for cause (as described above), you forfeit all unpaid reward funds amounts accrued but not paid out to you as of the effective date of termination, and we may withhold any amounts otherwise payable to you.
- If you are terminated from the Program for cause, you are ineligible to re-apply for participation in the Program.

You must contact us regarding any dispute arising out of rewards funds payment, perceived accounting or reporting errors, or termination within 30 days of such issue arising. All disputes not raised within 30 days shall be deemed waived by you.

**6. Representations and Warranties**

You represent and warrant:

1. You are over the age of 18 or the age of majority in your jurisdiction, if older.
2. You have read, understand, and agree to the Policies.
3. All application information you submit is accurate and you will maintain the accuracy of the information at all times.
4. You shall not solicit or employ the use of any method, software, automated script, or technology that attempts to artificially create Content or increase views or interactions with your Content, including for purposes of inflating the number of views or interactions or amounts payable under the Program.
5. Your participation in the Program will not violate the law or any contract or agreement that you are a party to or otherwise bound by, or otherwise interfere with any third-party rights or obligations.
6. You are responsible for monitoring updates that are sent from spark@glassdoor.com (or any other designated email address for the program, as may be changed and communicated from time to time) and those posted in the Spark Program Bowl.
7. You shall clearly and conspicuously disclose your participation in the Program when making any endorsement of the Glassdoor and/or Fishbowl brands or services (including a disclosure, such as #Ad/#sponsored or other organic disclosure, placed in copy, in voiceover in a video, or through superimposed script on an image, as applicable, that

communicates to a viewer that you participate in the Program and receives payment from Glassdoor), whether in Content posted on the services or in content posted in third-party media.

**7. Confidentiality, Publicity, and Privacy**

- The details of any reporting metrics that may be provided by Glassdoor, or other non-public information contained in or resulting from this Program, shall be kept strictly confidential by you and not be published or shared with any third party, except legal or professional advisors under an obligation of confidentiality.
- We reserve the right to publicly designate you as a participant in the Program, if required by law.
- As an existing Glassdoor and/or Fishbowl account holder, your data will continue to be processed in accordance with the Glassdoor Privacy Policy. We will not collect or process any additional personal information when you participate in the Program. In order to determine eligibility for Program participation and/or verify your completed activities, Glassdoor may review your Glassdoor and/or Fishbowl account and activity.

**8. Independent Contractor**

We and you each acknowledge that our relationship is that of independent contractors and nothing contained in these Spark Terms will be deemed to create or be construed as creating any partnership, joint venture, or employment relationship with Glassdoor or any third party.

- For the avoidance of doubt, you agree that you are not an employee of Glassdoor and are not entitled to (and also hereby waive to the maximum extent allowed by law) any benefits provided or rights guaranteed by Glassdoor, or by operation of law, to its respective employees, including but not limited to group insurance, liability insurance, disability insurance, vacation, leave, retirement plans, or unemployment insurance.
- You acknowledge that you are not authorized to make any contract, agreement, or warranty on behalf of Glassdoor.

**9. Feedback.** By participating in the Program, you may be asked to provide feedback regarding your use of the services and your participation. You acknowledge that we own any feedback provided, and you hereby grant to us, if for any reason it is needed, a perpetual, non-revocable, royalty-free worldwide license to use and/or incorporate such feedback into any of our products or services at any time at our sole discretion.

**10. Miscellaneous**

- We may revise these Spark Terms from time to time by posting an updated version to the services. If we make a change that we believe materially reduces your rights or increases your responsibilities, we will notify you by communication (e.g., by email or text message sent to the e-mail address or phone number specified in your account) and/or by means of a notice on the services prior to the change becoming effective. We may provide notice of changes in other circumstances as well. Any such changes will not apply to any claim brought prior to the effective date of the revised Spark Terms incorporating such changes. We encourage you to periodically review this page for the

latest information on our Spark Terms. Your continued use of the services is subject to the most current effective version of these Terms.

- If any provision of the Spark Terms is found to be unenforceable or invalid, then only that provision shall be modified to reflect the parties' intention or eliminated to the minimum extent necessary so that the Spark Terms shall otherwise remain in full force and effect and enforceable.
- The failure of Glassdoor to exercise any rights granted herein upon the occurrence of any of the contingencies set forth in these Spark Terms shall not constitute a waiver of such rights.
- The Spark Terms, and any rights or obligations hereunder, are not assignable, transferable, or sublicensable by you except with Glassdoor's prior written consent, but may be assigned or transferred by us without restriction. Any attempted assignment by you shall violate these Spark Terms and be void.
- The section titles in these Spark Terms are for convenience only and have no legal or contractual effect.
- As used in these Spark Terms, the word "including" means "including but not limited to."