



7/1/2023

Re: Sole Source Letter

To whom it may concern,

Interview Now is the only distribution source providing customized recruitment, communication, and candidate management software as a service (SaaS) for public safety agencies which include on-demand, automated, recruitment flows that pre-screen job seekers and connect them with agency-designated personnel during set business hours. Our automated pre-screening allows for calls and SMS texts from job seekers to be simultaneously redirected to designated recruiting personnel facilitating a dialogue after they are pre-screened, in real-time (Interview Now).

Interview Now's integrated Event (RSVP) feature, custom developed for our customers based on feedback, is a unique tool designed to increase the show rate for testing events and candidate followthrough. The functionality integrates directly into the Interview Now dashboard and allows for event-centric, bilateral communication not found through any other source.

Interview Now and the Law and Public Safety Education Network (LAPSEN), a recipient of COPS grant funds and partner with many different states nationally, are developing and implementing a system where youth ages 14 - 21 can list their accomplishments, experiences, and interests in various types of law enforcement agencies, along with their preferred location, on the Interview Now's platform. Law Enforcement agencies will be able to search the Interview Now platform for youth who have expressed interest in law enforcement and be able to reach out and contact them directly.

Interview Now products and services can only be obtained directly from Interview Now as there are no authorized third party distributors.

Best,

Robert Cate, CEO