

Foreign IP Address Whitelist Waiver Form

Company Name

Company Contact

Company Contact Phone Number

Company Contact Email

Company hereby requests that Mercer Marketplace whitelist (“Whitelist”) the foreign-based employees (“Employees”) and their related static IP addresses (“Whitelisted Addresses”) as set forth on Schedule A. Company hereby agrees to provide Mercer Marketplace with an accurately updated Schedule A (i) not less than annually and (ii) immediately upon any changes to the employment status of the Employees, including, without limitation, upon a termination of employment. Company further represents and agrees that it shall submit to Mercer Marketplace only a single, static Whitelisted Address for each employee (e.g., no use of dynamic IP addresses).

Whitelisting removes firewall and certain other security measures that would otherwise exist between Mercer Marketplace’s internal electronic systems and the Whitelisted Addresses, thus permitting the Employees to seamlessly log into Mercer Marketplace’s internal systems. Whitelisting allows the Employees to work remotely from a site other than the Company’s premises. Whitelisting is an accommodation to Company that reduces Company costs, enhances Company’s ability to recruit and retain talent, and enhances Employees’ experiences, among other benefits.

Company acknowledges that Whitelisting creates certain risks associated with the direct access to Mercer Marketplace’s internal systems using the Whitelisted Address. By signing this waiver and/or requesting Whitelisting, Company (i) accepts the risks involved with Whitelisting and (ii) agrees to indemnify, defend, and hold harmless Mercer Marketplace, its affiliates, directors, officers, employees and agents from all suits, actions, claims, demands, damages, losses, expenses, fines, penalties and costs, including without limitation reasonable attorneys’ fees, arising out of or in connection with Company’s Whitelisting requests. Company further acknowledges and agrees that Mercer Marketplace may audit Company’s and its employees’ use of IP addresses and related access to Mercer Marketplace systems to evaluate Company’s and its employees’ compliance with this waiver.

This waiver is concurrent with any existing contracts between Mercer Marketplace and Company and shall terminate following (i) termination of all other contracts between the parties and (ii) termination of Whitelisting. Except as otherwise provided herein, any existing contracts are hereby ratified and confirmed.

Company Name:

By:

Its:

Schedule A: Whitelisted Employees and IP Addresses

Employee Name	Title	Physical Address	Single, Static IP Address