

EU-U.S., UK EXTENSION, AND SWISS-U.S. DATA PRIVACY FRAMEWORK STATEMENT

This EU-U.S., UK Extension, and Swiss-U.S. Data Privacy Framework Statement (this “Statement”) outlines how Payscale, Inc. together with its U.S. subsidiaries MarketPay Associates, LLC, Payfactors Group, LLC, and Agora Solutions, Inc. (collectively, “Payscale”) adheres to the new EU-U.S. Data Privacy Framework. This Statement supplements and should be read in conjunction with Payscale’s [Privacy Statement](#).

Payscale complies with the EU-U.S. Data Privacy program Framework (“EU-U.S. DPF”), the UK Extension to the EU-U.S. Data Privacy Framework, and the Swiss-U.S. Data Privacy program Framework (“Swiss-U.S. DPF”) as set forth by the U.S. Department of Commerce. Payscale has certified to the U.S. Department of Commerce that it adheres to the EU-U.S. DPF program Principles (the “EU-U.S. DPF Principles”) with regard to the processing of personal data received from the European Union in reliance on the EU-U.S. DPF and from the United Kingdom (and Gibraltar) in reliance on the UK Extension to the EU-U.S. DPF. Payscale has certified to the U.S. Department of Commerce that it adheres to the Swiss-U.S. Data Privacy Framework program Principles (the “Swiss-U.S. DPF Principles”) with regard to the processing of personal data received from Switzerland in reliance on the Swiss-U.S. DPF. If there is any conflict between the terms in this Statement and the EU-U.S. DPF Principles and/or the Swiss-U.S. DPF Principles, the Principles shall govern. To learn more about the Data Privacy Framework (“DPF”) program, and to view our certification, please visit <https://www.dataprivacyframework.gov/>.

In compliance with the EU-U.S. DPF Principles, Payscale commits to resolve complaints about your privacy and our collection or use of your personal information transferred to the United States pursuant to the DPF Principles. European Union and Swiss individuals with inquiries or complaints regarding this Statement should first contact us at privacy@payscale.com, via phone at +1 (206)-453-1837, or by regular mail addressed to:

Payscale, Inc.
Attn: Privacy, Legal Department
113 Cherry Street, Suite 96140
Seattle, Washington 98104

Payscale has further committed to refer unresolved privacy complaints under the DPF Principles to an independent dispute resolution mechanism, Data Privacy Framework Services, operated by BBB National Programs. If you do not receive timely acknowledgment of your complaint, or if your complaint is not satisfactorily addressed, please visit <https://bbbprograms.org/programs/all-programs/dpf-consumers/ProcessForConsumers> for more information and to file a complaint. This service is provided free of charge to you.

If your DPF complaint cannot be resolved through the above channels, under certain conditions, you may invoke binding arbitration for some residual claims not resolved by other redress mechanisms. See <https://www.dataprivacyframework.gov/s/article/G-Arbitration-Procedures-dpf?tabset-35584=2>.

As provided in further detail in the [Privacy Statement](#), to the extent required to provide the relevant services, Payscale may make onward transfers of personal data to third parties. In the event of such transfers, Payscale ensures that: (1) personal data is transferred only for limited and specified purposes; (2) the receiving party is obligated to provide at least the same level of privacy protection as is required by the DPF Principles; (3) reasonable and appropriate steps have been taken to ensure that the receiving party effectively processes the personal data transferred in a manner consistent with Payscale’s obligations under the DPF Principles; (4) the receiving party is required to notify Payscale if the receiving party makes the determination that it can no longer meet its obligation to provide the same level of protection as is required by the DPF Principles; (5) upon notice, reasonable and appropriate steps will be taken to stop and remediate unauthorized processing; and (6) a summary or copy of the relevant privacy provisions of Payscale’s contract with the receiving party will be provided to the Department of Commerce or other relevant regulatory authority upon request. Payscale remains

responsible for the processing activities of Sub-processors (as that term is defined in the [Privacy Statement](#)).

Payscale is subject to the investigatory and enforcement powers of the U.S. Federal Trade Commission. Payscale may disclose personal information where we have a good faith belief that such action is necessary to: (1) conform to legal requirements or to respond to lawful requests by public authorities, including to meet national security or law enforcement requirements; (2) protect and defend our rights or property; (3) enforce our agreements; or (4) act to protect the interests of our users or others.