EU-U.S. AND SWISS-U.S. PRIVACY SHIELD STATEMENT

In light of the decision of the Court of Justice for the European Union in Case No. C-311/18 ("Schrems II"), Payscale does not presently rely on Privacy Shield for compliant transfers of personal information outside of the European Economic Area ("EEA"). However, Payscale retains its commitment to the Privacy Shield Principles.

In compliance with the Privacy Shield Principles ("Principles"), Payscale – along with its U.S. subsidiaries MarketPay Associates, LLC and Payfactors Group, LLC – commits to resolve complaints about its collection or use of your personal information. If there is any conflict between the terms in Payscale’s Privacy Statement and the Principles, the Principles shall govern. To learn more about the Privacy Shield program, and to view our certification, go here. In addition to our Privacy Statement, the following terms apply to our collection, use, and retention of personal information transferred from the European Union ("EU") and Switzerland to the United States ("U.S.").

When you or your employer register for a Payscale account, use certain Payscale products or services, or visit Payscale pages, we may collect, use, and share certain personal information, as described in our Privacy Statement. Payscale is committed to cooperating with EU data protection authorities ("DPAs") and the Swiss Federal Data Protection and Information Commissioner ("FDPIC") and compliance with the advice given by such authorities with regard to human resources data transferred from the EU and Switzerland in the context of the employment relationship. EU and Swiss individuals with inquiries or complaints regarding our Privacy Shield policy should first contact us at privacy@Payscale.com 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 complaints to BBB National Programs, Inc. ("BBB"), an independent dispute resolution provider based in the U.S.. If you do not receive timely acknowledgment of your complaint from us, or if we have not addressed your complaint to your satisfaction, please visit this link for more information or to file a complaint. The services of BBB are provided at no cost to you.

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.