

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

Last Updated: October 9, 2017

PayScale has certified to the Department of Commerce that it adheres to the Privacy Shield Principles (“Principles”) and is committed to subjecting to the Principles all personal information received from the EU and Switzerland in reliance on the EU-U.S. Privacy Shield Framework and the Swiss-U.S. Privacy Shield Framework (“Privacy Shield”). 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 (<https://www.payscale.com/privacy.aspx>), 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. If we transfer personal information received under the Privacy Shield to a third party, the third party’s access, use, and disclosure of the personal information must comply with our Privacy Shield obligations, and we will remain liable under the Privacy Shield for any failure to do so by the third party unless we prove we are not responsible for the event giving rise to the damage.

If you have any questions regarding this Privacy Shield Statement or need to update, change or remove information, please contact privacy@payscale.com or by regular mail addressed to:

PayScale, Inc.
Attn: Privacy, Legal Department
1000 First Avenue South
Seattle, Washington 98134

We will respond to your request to access or delete your information within 30 days.

If your personal information changes, you change your mind about receiving information from us, you wish to cancel your account or request that PayScale no longer use your information to provide services, contact us via email or regular mail at the addresses listed above. Additionally, you may choose to unsubscribe from our marketing communications by following the instructions or unsubscribe mechanism in the message you received. We will retain and use your personal information for as long as necessary to provide you products and services, comply with our legal obligations, resolve disputes, and enforce our agreements.

In compliance with the Principles, PayScale commits to resolve complaints about our collection or use of your personal information. If you have inquiries or complaints regarding our Privacy Shield Statement or Privacy Shield compliance, please contact us via the information provided above. With respect to any inquiry or complaint that cannot be resolved through our internal processes, you may file a claim with Judicial Arbitration and Mediation Services (“JAMS”), an independent dispute resolution provider based in the U.S., [here](#). Additionally, you have the possibility, under certain conditions, to invoke binding arbitration for complaints regarding Privacy Shield compliance not resolved by any of the other Privacy Shield mechanisms, as outlined [here](#).

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.