



PayScale's Sub-processors

PayScale, Inc. (“**PayScale**”) uses various types of third-party suppliers that process (e.g., store) our customers’ personal data (e.g., an individual’s name and email address) and portions of our customers’ Customer Data that may contain personal data. These third-party suppliers assist with providing the PayScale Offerings by performing the functions described below and are considered sub-processors under applicable data protection laws (“**Sub-processors**”). PayScale requires Sub-processors to comply with appropriate obligations as those required of PayScale, including, our data protection and confidentiality obligations. Information about Sub-processors are available at their respective site. Capitalized terms used herein and not defined have the meanings given to them in the Master Subscription Agreement (<https://www.payscale.com/content/legal/msa2017.pdf>).

Data Storage

PayScale uses various infrastructure Sub-processors for the Cloud Offering’s production systems, such as for database storage. These Sub-processors allow us to deliver to our customers faster performing products and mitigate the risk of a disruption to the Cloud Offering, such as downtimes.

Sub-processors	Headquarter/Office Location	Location of Processing
Amazon Web Services, Inc.	Seattle, WA	United States
Equinix, Inc.	Redwood City, CA	United States
Microsoft Corporation (Microsoft Azure)	Redmond, WA	United States
Snowflake Computing, Inc.	San Mateo, CA	United States
TierPoint, LLC	St. Louis, MO	United States

Product Development and Analytics

PayScale engages Sub-processors for development services (e.g., coding) and to allow us to analyze the performance and usage of our products. These tools enable our product and engineering teams to continually develop new and improved features and user experiences.

Sub-processors	Headquarter/Office Location	Location of Processing
IVC, Inc.	Cary, NC	United States
Mouseflow, Inc.	Redmond, WA	United States
Pendo.io, Inc.	Raleigh, NC	United States

General Business Operations

PayScale uses a variety of tools for our general business operations, such as accounting, managing customer relationships, marketing, and communicating with our customers and potential customers.

Sub-processors	Headquarter/Office Location	Location of Processing
DocuSign, Inc.	San Francisco, CA	United States
Gainsight, Inc.	Redwood City, CA	United States
Gong.IO Inc.	San Mateo, CA	United States
Marketo, Inc.	San Mateo, CA	United States
Microsoft Corporation (Office 365)	Redmond, WA	United States
Oracle Corporation (NetSuite)	Redwood City, CA	United States
Salesforce.com, Inc.	San Francisco, CA	United States
Zendesk, Inc.	San Francisco, CA	United States
Zoom Video Communications, Inc.	San Jose, CA	United States