



PAYSCALE’S SUB-PROCESSORS

Please be advised that this page is no longer in use. For the most up-to-date sub-processor list, please refer to <https://www.payscale.com/about/data-protection/payscales-sub-processors/>. You may also subscribe to receive automated updates to this list when you use the form at the bottom of the new page.

To comply with our obligations under applicable data protection laws and to our customers, we have developed this list of third-party suppliers that enable us to provide our products and services and operate our business. These third-party suppliers perform the functions described below and are considered sub-processors under applicable data protection laws (“**Sub-processors**”), including the European Union’s data privacy regulation known as the General Data Protection Regulation (“**GDPR**”), because they process personal data. When we use the terms “process,” “processing,” “processed” and “personal data” herein, those terms have the meaning given to them under GDPR. We require our Sub-processors to implement proper security measures to safeguard personal data and to comply with appropriate obligations as those required of Payscale. Information about our Sub-processors are available at their respective websites. *In the interest of transparency, we have chosen to be overly inclusive and list all entities that provide some processing services to us. It does not follow that all the entities listed below will be implicated in any given data processing activity, including in the provision of customer services.*

Payscale Affiliates

Payscale may, as required, process personal data through one of several affiliates. These affiliates are all wholly owned subsidiaries of Payscale, Inc.

Sub-processors	Primary Business Location	Location of Processing	General Function
PayFactors Group, LLC	Quincy, MA	United States	Affiliate
Market Pay Associates, LLC	Denver, CO	United States	Affiliate
Curo Compensation Limited	Edinburgh, Scotland	United Kingdom	Affiliate
Curo Compensation Canada Limited	Ottawa, Ontario	Canada	Affiliate
Agora Solutions, Inc.	San Francisco, CA	United States	Affiliate

Back-End Infrastructure & Data Storage

Payscale uses Sub-processors that provide back-end infrastructure for our products’ production systems and for data storage generally. These Sub-processors possess an extensive set of security certifications with regular auditing to ensure compliance. More importantly, these Sub-processors allow us to deliver to our customers betterperforming products and helps us minimize service disruptions.

Sub-processors	Primary Business Location	Location of Processing	General Function
Amazon Web Services, Inc.	Seattle, WA	United States United Kingdom Australia	Data storage
Equinix, Inc.	Redwood City, CA	United States	Data storage (Data Center)
Fivetran, Inc.	Oakland, CA	United States	Data connector to data storage providers

Microsoft Corporation (Microsoft Azure)	Redmond, WA	United States	Data storage
Snowflake Computing, Inc.	San Mateo, CA	United States	Data storage
Elastic NV	Mountain View, CA	United States	Data storage and search
MongoDB – Atlas	New York, NY	United States	Data storage
DataVita	Chapelhall, Scotland	United Kingdom	Data storage
Pulsant	Edinburgh, Scotland	United Kingdom	Data storage

Product Development & Analytics

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

Sub-processors	Primary Business Location	Location of Processing	General Function
Analytics Pros, Inc. (GoogleAnalytics)	Seattle, WA	United States	Website analytics
Catamorphic Co. (dba LaunchDarkly)	Oakland, CA	United States	Delivery of beta features (only to participating beta users)
IVC, Inc.	Cary, NC	United States	Service development and support
Mouseflow, Inc.	Redmond, WA	United States	Service usage analytics

Pendo	Raleigh, NC	United States	Product experience and digital adoption solutions
DataDog	Boston, MA	United States	Cloud analytics and monitoring
Dynatrace	Waltham, MA	United States	Cloud analytics and monitoring
Sentry	San Francisco, CA	United States	Cloud analytics and monitoring
Google	Mountain View, CA	United States United Kingdom Australia	Cloud analytics and monitoring
Caelum Northwest (dba Cascadeo)	Seattle, WA	United States	Cloud deployment services
Wingify Software Private Limited (dba VWO)	Delhi, India	India	Website analytics
CloudGrowth Pvt Ltd	Mumbai, India	India	CRM development

Other Third Party Service Providers

Payscale also utilizes third parties to provide services on our behalf to support in client engagement and relationship management.

Sub-processors	Primary Business Location	Location of Processing	General Function
-----------------------	----------------------------------	-------------------------------	-------------------------

WalkMe	San Francisco, CA	United States Israel	User experience and guidance
Marketo	San Mateo, CA	United States	Marketing automation
Stripe	Palo Alto, CA	United States	Payment processor
Salesforce	San Francisco, CA	United States	Customer relationship management
Salesloft	Atlanta, GA	United States	Customer relationship management
ZOHO	Chennai, India	United States	Customer relationship management
HubSpot	Cambridge, MA	United States	Customer relationship management
Atlassian	Sydney, Australia	United States Singapore Australia Ireland	Issue tracking and project management
KMC MAG Solutions, Inc.	Taguig City, Philippines	Philippines	Customer support operations
Persistent Systems Limited	Pune, India	United States	IT consulting
Gainsight	San Francisco, CA	United States	Customer relationship management
Skilljar Inc.	Seattle, WA	United States	Customer training platform
LeanData	Santa Clara, CA	United States	Customer relationship management
Jobs Technology Solutions	Holly, MI	United States	Software implementation support
SlapFive	Westford, MA	United States	Customer relationship management
Confluent, Inc.	Mountain View, CA	United States	Event streaming platform
Anecdotes	Palo Alto, CA	United States Israel	Compliance operating system
Winter Analytics, LLC	Boulder, CO	United States	IT consulting
CIVIC	Edinburgh, Scotland	United Kingdom	IT consulting
Intrado Digital Media, LLC (dba Notified)	Omaha, NE	United States	Event streaming platform
Aleysian	Chicago, IL	United States	CRM advisory services

Gong	Palo Alto, CA	United States	Revenue intelligence platform
Go Global Services	Kraków, Poland	Poland	IT consulting
Topline	Newton, MA	United States	Product consulting
Consensus	American Fork, UT	United States	Demo -sharing tool
Opsify Consulting LLC	Boston, MA	United States	IT consulting
6sense	San Francisco, CA	United States	Revenue analytics