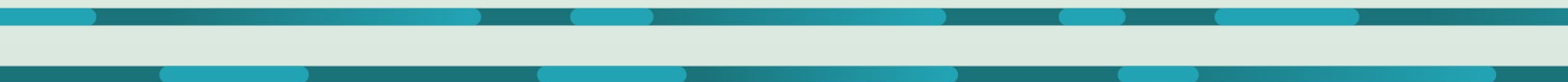




Payscale[®] Services Documentation



The below and linked Payscale Services Documentation (“Documentation”) applies to the Payscale Services purchased by Customer. This Documentation, together with the applicable Master Subscription Agreement and the applicable Order Form(s), comprises the Agreement. All capitalized terms used and not defined in the Documentation will have the meanings given to them in the Master Subscription Agreement or Order Form, as applicable.

We use the term Artificial Intelligence (“AI”) to refer to machine-based systems that generate predictions, recommendations, or other outputs based on human-defined objectives and/or input data. AI, as used herein, includes statistical modeling, machine learning, and other computational techniques, including both generative and non-generative approaches. Payscale is not responsible for the content produced with third-party generative AI features and does not guarantee that it is error-free, up-to-date, appropriate, suitable for its intended purposes, or free of bias. Please note that failure to provide clear prompts to any generative AI features (e.g., shorthand or undefined acronyms) may result in the AI feature’s failure to generate responsive suggestions.

Documentation relating to Implementation, Subscription Service, and Managed Services is available at: [Implementation, Subscription Service, and Managed Services](#)

Documentation relating to Success Tier and Professional Service Projects is available at: [Success Tiers](#)

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Payscale Products

Payscale Payfactors®

Payfactors is a compensation management platform that provides market data and technology to leverage data to help organization design, implement, and manage effective compensation strategies. Payfactors is available at the following levels:

1. **Payfactors Basics:** Access Payscale data and technology to market price jobs.

The product functionality at this package level includes:

- **Company Administration:** Control functionality and data access to Payfactors users.
- **Quick Price:** Access multiple data sources for market pricing on the fly.
- **Pricing Projects:** Access multiple data sets in a sandbox environment and move to market pricing.
- **Pay markets:** Apply competitive sets based on industry, size and location to apply to your job pricings.
- **Employees:** Manually add employee data to Payfactors.
- **Jobs:** Manually add job data to Payfactors.
- **Data:** Explore market data with [Payscale Verse](#)
- **Explore:** Find relevant and timely compensation and labor market data and insights using AI-powered semantic search.
- **Payge:** Get answers to basic “how to” and “common issue” inquiries about the Payscale platform using this AI chatbot.
- **Smart Assistant in Collective:** Generate AI summaries of Payscale support documentation and community content in Collective, Payscale’s professional on-line community, with this AI-powered assistant.

2. **Payfactors Professional:** Market price your roles in alignment with your current employee and job data. Additional tools are available to implement consistency in job pricing. This package level includes everything from Payfactors® Basics, in addition to:

- **Employees:** Import HRIS data through APIs for select vendors, SFTP, or manual upload to keep your employee and job data up to date. Information for import may include pay, pay changes, and employee details.
- **Jobs:** Import and centralize job information from your HRIS, including job titles, codes, and families.
- **Data Insights:** Access to pre-built reports and visualizations and create custom-build reports through an integration with Tableau.
- **Salary Structures:** Build, edit and maintain salary structures using job-based or grade-based ranges. Sandbox functionality is also available.

3. **Payfactors Advanced:** Scale your compensation program and streamline your survey management and participation. This package level includes everything from Payfactors® Professional, in addition to:

- **Survey Management:** Centralize and manage all third-party surveys in a single location and monitor utilization.

- Survey Participation: Complete participation templates, audit participation and save for future re-use.
- Price-at-Scale: Apply consistent pricing rules across surveys at scale, with configurable data source preferences and optional AI-assisted match suggestions.
- Year-Over-Year Pricing Updates: Update annual survey matches using AI-assisted match suggestions.

Add-ons (subject to additional fees):

1. Peer Global Network: The dynamic compensation benchmarking service developed by Payscale using Aggregated Data sourced from Payscale’s participating Customers. Customers who have purchased Peer Global Network may also purchase Peer Industry Networks, which are industry-specific data cuts available within Peer Global Network.

2. Smart Price: The Smart Price (“Smart Price”) feature is an AI-powered job pricing workflow available within Payscale Payfactors. Smart Price is designed to guide Customers through a structured pricing process of selecting their company’s jobs and suggesting relevant job matches from market data to support consistent, data-backed compensation decisions.

Functionality

Smart Price enables Customers to:

- Submit at least one Company Job and one Pay Market to initiate pricing.
- Receive AI-driven match suggestions based on job title and any additional job-related inputs provided.
- Review, accept, modify, or ignore suggested matches prior to publishing pricing.
- Price roles using purchased Payscale proprietary datasets and third-party surveys.

Data Sources

Smart Price supports pricing using:

- [Verse data](#) (included)
- [Peer data](#) (as purchased separately)
- [Pulse+ data](#) (as purchased separately)
- Up to ten (10) third-party survey datasets (surveys must be purchased separately)

Smart Price includes the ability to integrate third-party survey datasets as data sources within the pricing workflow. Smart Price does not include the purchase of third-party surveys. Customers may separately purchase the ability to integrate additional third-party surveys.

3. Smart Price Essentials: The Smart Price Essentials (“Smart Price Essentials”) feature is an AI-powered job pricing workflow available within Payscale Payfactors. Smart Price Essentials is designed to guide Customers through a structured pricing process of selecting their company’s jobs and suggesting relevant job matches from market data to support consistent, data-backed compensation decisions. Smart Price Essentials does not include the ability to integrate third-party survey datasets as data sources within the pricing workflow.

Functionality

Smart Price Essentials enables Customers to:

- Submit at least one Company Job and one Pay Market to initiate pricing.
- Receive AI-driven job match suggestions based on job title and any additional job-related inputs provided.
- Review, accept, modify, or ignore suggested matches prior to publishing pricing.
- Price roles using purchased Payscale proprietary datasets.

Data Sources

Smart Price Essentials supports pricing using:

- [Verse data](#) (included)
- [Peer data](#) (as purchased separately)
- [Pulse+ data](#) (as purchased separately)

4. Smart Price Additional Surveys - Pack of 10 USD/GBP/EUR

The Smart Price Additional Surveys – Pack of 10 USD/GBP/EUR (“Smart Price Additional Surveys”) is an add-on feature available to Customers who have purchased Smart Price. Smart Price Additional Surveys are not available for Smart Price Essentials.

Smart Price Additional Surveys provides the ability to integrate up to ten (10) additional separately purchased third-party survey datasets as data sources within Smart Price. Smart Price Additional Surveys does not include the purchase of third-party surveys; they must be separately purchased. Each survey slot corresponds to a single separately purchased third-party survey dataset.

Functionality

Upon purchase of Smart Price Additional Surveys Customers may:

- Allocate up to ten (10) additional separately purchased third-party survey datasets for use within Smart Price.
- Utilize those separately purchased third-party survey datasets within the Smart Price workflow for pricing and match recommendations.

Customers are solely responsible for ensuring proper licensing and use of third-party survey data in accordance with applicable survey provider terms and the Agreement.

5. Payscale® Kickstart

The Kickstart (“Kickstart”) feature suggests pre-configured job pricing within select Payscale products. Kickstart is designed to enable Customers to access market pricing data upon activation by providing pre-built, industry-specific job shell suggestions aligned to a selected Peer Industry Network.

Functionality

Kickstart enables Customers to:

- Select a designated industry from available Peer Industry Networks.
- Access a predefined set of industry-aligned job shell suggestions (“Kickstart Jobs”).
- View associated market pricing data for those roles upon setup.
- Use the preloaded job suggestions as a foundation for further refinement and alignment to internal job architecture.

Customers may modify, align, map, or replace Kickstart Jobs or create additional jobs outside of the provided job set at any time. Customers may update titles, job codes, job levels, and descriptions to match internal structures and compensation philosophy.

6. Compass

The Compass (“Compass”) feature is an executive intelligence layer designed to help Customers understand how their compensation strategy compares to peers by analyzing aggregated, de-identified organizational data and positioning against comparable organizations (“cohorts”) to support strategic, data-driven workforce and compensation decisions. (Only available for [Payfactors Professional](#) and [Payfactors Advanced](#).)

Functionality

Compass enables Customers to:

- View a benchmarked, directional summary of their compensation strategy across key workforce indicators, expressed as percentile positions relative to a selected cohort.
- Compare their organization to cohorts of similar companies using aggregated, de-identified platform data.
- Leverage AI-powered modeling to analyze compensation positioning at both the organizational and workforce segment level, including comparisons across equivalent job families, even when labeled differently across organizations.
- Use modeled insights to support executive-level planning and identify where compensation investment may be above or below cohort norms.

7. Job Description Management: The Job Description Management (“JDM”) feature is a centralized repository designed to help Customers create, manage, and maintain job descriptions whilst enabling controlled governance, cross-functional collaboration, and strategic consistency across their organization. (Only available for [Payfactors Professional](#) and [Payfactors Advanced](#).)

Functionality

JDM enables Customers to:

- Create and structure job descriptions using customizable templates that enforce content standards and organizational consistency.
- Collaborate through built-in editing and approval workflows, allowing multiple stakeholders to contribute, review, and approve changes before finalization.
- Maintain a complete audit trail of historical versions, making it easy to compare descriptions against prior iterations or similar role descriptions.
- Leverage a pre-built job description library populated with competencies, skills, and role summaries derived from Payfactors compensation data to accelerate content creation.
- Generate initial job summary drafts using AI-powered modeling that synthesize basic job information, reducing manual drafting effort.
- Distribute finalized job descriptions to employees through acknowledgment workflows or direct sharing, creating documented records of employee notification.

Additional Terms

Your use of the AI-Generated Job Summaries feature is subject to the terms contained in the [Microsoft Azure Legal Information](#), the [Azure OpenAI Service Documentation](#), the applicable [Microsoft Azure Product Terms](#), and the [Code of Conduct for Azure OpenAI Service](#). For more information on the Azure OpenAI Service, you may further consult the [Transparency Note for Azure OpenAI Service](#) and [this note](#) on Azure OpenAI's privacy and security practices. If you have any questions about these terms, please contact Microsoft directly.

8. Total Rewards Statements: Create customized statements that clearly communicate each employee's total compensation package, including monetary and non-monetary rewards. (Only available for [Payfactors Professional](#) and [Payfactors Advanced](#).)

9. Survey Management – Pro

Activate advanced survey functionality for up to 2 surveys loaded into the product. This add-on includes:

- Survey Management: Centralize and manage third-party surveys in a single location and monitor utilization.
- Survey Participation: Complete participation templates, audit participation and save for future re-use.
- Price-at-Scale: Apply consistent pricing rules across surveys, with configurable data source preferences and optional AI-assisted match suggestions.
- Year-Over-Year Pricing Updates: Update annual survey matches using optional AI-assisted match suggestions.

(Only available for [Payfactors Professional](#).)

10. Smart Reporting

The Smart Reporting feature allows Customers to type a query into an AI chat interface to instantly produce reporting charts, tables, or visual summaries based on their loaded data in Payfactors. The AI model in Smart Reporting will provide responses to queries like “Show me a pay equity analysis by department and tenure” or “Compare our salary ranges to market data for engineering roles.” Smart Reporting uses compensation data structures and compensation-specific templates, and understands the vocabulary of total rewards (compa-ratio, pay equity, merit bands, etc.) natively. This empowers Customers to generate board-ready compensation analyses without building complex tabular reports or switching to Excel. (Only available for [Payfactors Professional](#) and [Payfactors Advanced](#).)

Functionality

Smart Reporting enables Customers to:

- Ask questions in plain English – the model provides answers to questions with an instant chart or summary.
- Use pre-built standard report templates for common compensation analyses.
- Filter Customer's loaded data by department, job level, location, date range, and more.
- Create, save, and share reports and dashboards.

Usage Limits

Smart Reporting usage may be subject to limits as set forth in the applicable Order Form.

Payscale Marketpay

Marketpay is a compensation platform that delivers survey management and compensation management functionality that helps strategize for the future and execute across global markets. The following product functionality is included in Marketpay:

- Survey Participation: Complete participation templates for specific formats needed for major data providers.
- Survey Management: Manage all surveys in a centralized location and automatically receive updates as they are available.
- Structure Modeling: Model changes to pay ranges to evaluate the impact on employee positioning within ranges and overall compensation budget.
- Merit Modeling: Define guidelines for how merit budget is allocated and evaluate the cost and compensation impact.
- Price at scale: Apply your company's pricing philosophy across groups of jobs, with optional AI-powered match suggestions to accelerate the process.
- Price a job: Market price roles one at a time, with optional AI-powered match suggestions to accelerate the process.
- Reporting and Analytics: Access over 100 customizable, pre-built reports that can create tabular and interactive visualizations.
- Settings: Customize User permissions to provide role-based access.
- Marketplace Matches: AI-powered feature that suggests additional survey matches based on Customer's existing matches and the matching patterns of others using the same sources.
- Payge: Get answers to basic "how to" and "common issue" inquiries about the Payscale platform using this AI chatbot.
- Smart Assistant in Collective: Generate AI summaries of Payscale support documentation and community content in Collective, Payscale's professional on-line community, with this AI-powered assistant.

Add-ons (subject to additional fees):

1. **Payscale Pulse™:** Payscale Pulse is a dynamic compensation benchmarking survey that combines HR-reported Payscale Peer Data with AI-enhanced modeled data from Payscale Verse, delivering both sources within a single quarterly survey experience. Available exclusively for Marketpay customers, Payscale Pulse makes it easy to benchmark compensation with clearly identified, independently usable data.
2. **Payscale Pulse Industry and Country Reports:** Payscale Pulse Industry and Country Reports are dynamic compensation benchmarking reports that include HR-reported Payscale Peer Data within a single quarterly survey experience. Available exclusively for Marketpay customers, Payscale Pulse makes it easy to benchmark compensation with clearly identified, independently usable data.
3. **Payscale Marketpay Jobs – Powered by JDXpert:** Marketpay Jobs brings seamless job description management into Marketpay through a two-way integration with JDXpert, the market leader in job description management. Users can create, edit, manage, and view job descriptions side-by-side with compensation data — supporting stakeholder transparency, cross-functional collaboration, and compliance risk reduction.

Payscale Paycycle™

Paycycle is a compensation review and adjustments solution that helps facilitate the increase cycle by bringing together market data, compensation budgets and internal guardrails to front line managers and their HR team. The following items are included as part of a standard Paycycle Implementation:

- Live environment with single sign on and branding (Logo and 2 colors) and user acceptance testing environment
- One language
- Schedulable flat data import and historical information loaded (Up to three years of data imported and displayed in drilldowns)
- Up to 5 simple awards (per review)
- Up to 3 review screens (per review)
- HRBP Access (4 HRBP accounts per 1,000 employees per review)
- Budgets and guideline recommendations: Allow managers to allocate dollars as they see fit while allowing them to see varying scenarios and potential impact
- Recommendation history panel: Allow managers to see historical pay information of an employee for added context in their decision-making process
- Constraints: Apply hard and soft constraints on managers to maintain governance
- Actionable insights: Dashboards allow managers to review impact of award allocation before submitting.
- Customizable letters: Share updates with employees with a personalized compensation letter or email.
- Benchmarking data: Incorporate raw or blended salary benchmarks to ensure awards are in line with the market.

The following items can be added to the contract. Additional fees may apply:

- Complex awards (non-discretionary)
- Training environment one-time (1 month, 3 months, 6 months, 1 year)
- Training environment recurring (1 year)
- Additional languages (translation must be provided by customer)

Payscale Datapeople Platform

Payscale Datapeople Platform (“Datapeople”) is a recruiting intelligence and job description optimization platform that helps Customers write, structure, and analyze job descriptions to create more effective hiring processes. By combining a massive, curated dataset of job postings with deep integrations into major applicant tracking system (ATS) and HR systems, Datapeople provides real-time suggestions on language, pay transparency, and job architecture.

The following items are included as part of Datapeople:

Account Setup & Configuration

- Up to one (1) 2-way ATS integration with a compatible applicant tracking system (currently supports Workday, SAP SuccessFactors, SmartRecruiters, Gr8People, iCIMS, Greenhouse, and Lever)
- Automated periodic job import and management from company career page
- SAML 2.0-based Single Sign-On (SSO)
- Secure environment hosted on AWS Cloud

Functionality

Smart Editor

Smart Editor uses a range of AI-based capabilities to deliver real-time suggestions to promote inclusive, compliant, and engaging job descriptions. Smart Editor enables Customers to:

- Search and filter through a robust library of job content.
- Use pre-approved templates and flagship jobs for best-in-class and frequently used content.
- Calibrate jobs by reviewing similar jobs from other employers in the local talent market.
- Auto-save and utilize version control for job post content.
- Use the AI-Powered Job Writing Guidance feature to suggest edits.

Datapeople Anywhere

Datapeople Anywhere is a browser extension companion app for Chrome and Microsoft Edge that enables Customers to:

- Access Datapeople's templates and repositories anywhere.

Datapeople Insights

Datapeople Insights is a recruiting analytics feature that enables Customers to:

- Utilize real-time recruiting performance dashboards.
- Utilize real-time pay transparency compliance reports.
- Create weekly, content, usage, and language snapshot reporting.

Datapeople First Draft

Datapeople First Draft ("First Draft") is an LLM-based feature that helps Customers get started with a powerful first draft to their job content. First Draft enables Customers to:

- Generate job posts from scratch.
- Iterate on existing job content.
- Review new and existing job posts for accuracy, and accept, re-generate, or make changes as needed.

Support & Enablement

- Dedicated account management
- Up to 2 virtual training sessions for recruiter and hiring manager enablement
- Live chat support (US Eastern time zone business hours)
- Self-serve learning center

Add-ons (subject to additional fees):

- Custom reports
- Custom guidance (e.g. brand or employer value proposition related checks)

Additional Terms

First Draft is built using Meta Llama 3, which is subject to the [Meta Llama 3 Community License Agreement](#). Additionally, Datapeople has been built using data from [GeoNames.org](#), which is made available under the Creative Commons Attribution 4.0 License. Such data is used and modified as needed to provide accurate geographical and location-based information within the service.

Payscale[®] Pay Equity

Pay Equity is a self-service pay equity analysis solution that provides functionality to complete controlled and uncontrolled pay equity analysis. Organizations can use this data to develop remediation plans with current budgets.

Payscale[®] Data Services

Customer's access to and use of Payscale Data Services are subject to the following terms and conditions.

Payscale[®] Data

Peer Global Network

Peer Global Network (“Peer”) is a dynamic compensation benchmarking service developed by Payscale using Aggregated Data (as defined in the Agreement) sourced from Payscale's participating customers. Peer enables Customers to create custom data sets by using filtering tools to select groups of participants by various company, job or employee attributes (such as name, industry, size, and geography). A minimum number of Customers must be selected in each data set. All data contained in Peer is Payscale Data (“Payscale Peer Data”). Customers participating in Peer will have their names listed as participants and may remain selectable in Peer for a period of time post-termination. Peer is currently available as a stand-alone service and as an add-on feature in Payscale Payfactors.

Peer Participation Requirements:

- Customer must upload its employee salary data to Peer within 120 days of initial activation.
- Customer must update its employee salary data at least once per year in order to maintain access to Peer. Payscale recommends quarterly updates. Customer can update their data via manual file upload, automated SFTP feed, or API integration with supported HRIS systems. If Customer does not update its employee salary data at least once per year, in Payscale's sole discretion, Customer will either lose access to Peer until it updates such data or be required to pay the difference between a “Non-Participant” rate and the discounted “Participant” rate.
- Customer must use best efforts to match at least 60% of its internal jobs to Peer jobs. Matching can be completed by leveraging in-product workflows on the Manage Jobs page, including Peer

Auto-Match, uploading an .xls file, or through Payscale's job matching services (subject to additional fees).

Peer Auto-Match is an AI-powered feature within Peer that suggests matches between a Customer's unmatched jobs and Peer job profiles. By default, this feature will automatically assign high-confidence matches after thirty days, but Customer can disable this feature to review and approve all matches manually.

Peer Industry Networks (or PINs) are specialized subsets of the broader Peer data set, offering industry-specific data cuts, available for purchase by Customers who have purchased Peer Global Network. All Peer terms apply to the Peer Industry Networks, including, but not limited to, Peer Participation Requirements. Examples of Peer Industry Networks include:

- Payscale Peer for Colleges and Universities
- Payscale Peer for Biopharma and Life Sciences
- Payscale Peer for Business Services
- Payscale Peer for Manufacturing
- Payscale Peer for Construction
- Payscale Peer for Architecture, Engineering and Design
- Peer Industry Network – Retail
- Peer Industry Network – Airlines
- Peer Industry Network -- Homebuilders
- Peer -- Hospitality (Customers who participate in the Peer -- Hospitality PIN are required to submit data for all positions—including corporate, managerial, and hourly—on a quarterly basis.)

Payscale Verse

Payscale Verse is a modeled salary data product that provides compensation range estimates for jobs. It is powered by non-generative, AI-based regression models that are trained on de-identified and aggregated HRIS data from opted-in data sharing participants. Payscale Verse is currently available for pricing jobs located in the United States and Canada and is included with all Payfactors packages.

Payscale Pulse™

Payscale Pulse™ (an expanded version of the former "Payscale Compensation Survey") is Payscale's dynamic compensation benchmarking survey developed by Payscale using Aggregated Data (as defined in the Agreement) sourced from Payscale's customers and delivered to customers as a traditional quarterly survey. Payscale Pulse surveys ("Payscale Pulse Datasets") combine [Payscale Peer Data](#) with AI-enhanced modeled compensation data from [Payscale Verse](#). Payscale Pulse Datasets make both HR-reported and modeled data available within a single experience, with each source clearly identified and available for independent use. All data contained in Payscale Pulse is Payscale Data. Customers participating in Payscale Pulse will have their names listed as participants. Payscale Pulse is currently available for purchase by Marketpay customers.

Payscale Pulse Participation Requirements:

- Customer must upload its employee salary data to Peer within 120 days of initial activation.
- Customer must update its employee salary data at least once per year in order to maintain access to Payscale Pulse. Payscale recommends quarterly updates. Customer can update its

data via manual file upload or automated SFTP feeds from your HRIS system. If Customer does not update its employee salary data at least once per year, in Payscale's sole discretion, Customer may lose access to Payscale Pulse until it updates such data.

Payscale Pulse Industry and Country Reports

Payscale Pulse Industry and Country Reports are published in various industry- and country-specific surveys. All Payscale Pulse terms apply to the Payscale Pulse Industry and Country Report datasets, including, but not limited to, Payscale Pulse Participation Requirements. Examples include:

Payscale Pulse Industry Surveys

- Payscale Pulse Dataset - Airlines
- Payscale Pulse Dataset - Architecture, Engineering & Design
- Payscale Pulse Dataset - BioPharma and Life Sciences
- Payscale Pulse Dataset - Business Services
- Payscale Pulse Dataset - Colleges & Universities
- Payscale Pulse Dataset - Construction
- Payscale Pulse Dataset - Healthcare
- Payscale Pulse Dataset - Hospitality
- Payscale Pulse Dataset - Manufacturing
- Payscale Pulse Dataset - Retail Trade

Payscale Pulse Country Surveys

- Payscale Pulse Dataset - Australia - Participant
- Payscale Pulse Dataset - Canada - Participant
- Payscale Pulse Dataset - China - Participant
- Payscale Pulse Dataset - France - Participant
- Payscale Pulse Dataset - Germany - Participant
- Payscale Pulse Dataset - India - Participant
- Payscale Pulse Dataset - Italy - Participant
- Payscale Pulse Dataset - Japan - Participant
- Payscale Pulse Dataset - Mexico - Participant
- Payscale Pulse Dataset - Spain - Participant
- Payscale Pulse Dataset - United Kingdom - Participant
- Payscale Pulse Dataset - US National - Participant

Payscale Pulse+

Payscale Pulse+ is Payscale Data that blends [Payscale Peer Data](#) with validated external market sources into a country-specific compensation dataset. The dataset is refreshed annually to provide a broader, representative view of local pay markets. Pulse+ is currently available for select global markets, with the applicable country dataset(s) identified on Customer's Order Form. This data is currently available for purchase by Payfactors and Marketpay customers.

HR Market Analysis

HR Market Analysis is Payscale Data providing compensation benchmarking data for specific geographies. HR Market Analysis is available for purchase in select countries. Contact your Payscale representative for a current list of available geographies.

Employee Reported Data

Employee Reported Data is a category of Payscale Data that is sourced from individuals who have opted to provide compensation information, and may be supplemented with publicly available data inputs, such as curated job posting information and other external market signals. Employee Reported Data may be referred to as “Crowdsourced Data” for Marketpay users.

Payscale[®] Licensed Third Party Surveys

Customer’s use of Third Party Surveys licensed to Customer by Payscale through the Compensation Management Services is subject to the Survey Publisher’s terms below:

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(<https://www.payscale.com/content/dg/faq/Aon+Product+Terms+for+Payscale.pdf>)

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Empsight International, LLC (“Empsight”). Compensation surveys and publications published by Empsight are subject to the terms and conditions available here:
[Terms and Conditions](https://755961.app.netsuite.com/core/media/media.nl?id=419940&c=755961&h=feSYdnWda0-fmE0JZWjGjvdpMoh33z7DAq8t4V54dNIFefM)
(<https://755961.app.netsuite.com/core/media/media.nl?id=419940&c=755961&h=feSYdnWda0-fmE0JZWjGjvdpMoh33z7DAq8t4V54dNIFefM>)

Korn Ferry (US) (“Korn Ferry”). Compensation surveys and publications published by Korn Ferry are subject to the terms and conditions available here:
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(<https://pearlmeyer.com/terms-use>) and as follows:

- The summarized market data contained in the Survey represents the copyrighted work product of Pearl Meyer based upon the contribution of member companies. Distribution to non-member companies is in violation of the terms of survey participation.
- The data and other information reported in the surveys may not be reproduced, stored in a retrieval system, or distributed or disclosed in any form by any means by any non-member

company; including but not limited to electronic, mechanical, photocopying, recording or otherwise without the prior written permission of Pearl Meyer.

- The data and other information contained in the survey will be used only in connection with your internal human resources management and in the documents prepared for your company's management.
- Any data provided to Pearl Meyer will be used only for compensation data reports and will maintain the highest degree of confidentiality.
- Under no circumstances are clients authorized to share their Pearl Meyer Survey Client portal login credentials (user ID, password) with others.

Third Party Services

Payscale® Marketpay Jobs – Powered by JDXpert

“Marketpay Jobs” is a job description builder provided by Payscale under license and powered by HRTMS, Inc. (“HRTMS”). Customer’s use of Marketpay Jobs is subject to the terms below, in addition to the terms of the Agreement.

Provision of Marketpay Jobs. Customer understands and agrees that MarketPay Jobs is an integrated service developed by HRTMS and the delivery, operation, and provision of MarketPay Jobs is provided at Payscale’s direction. Implementation and support for Marketpay Jobs may be provided, in some instances, by HRTMS, at Payscale’s direction.

Customer Data. Customer understands and agrees that Customer Data may be shared by Payscale with HRTMS in connection with the delivery, operation, and support of Marketpay Jobs. You agree that for any Customer Data shared by Payscale with HRTMS in accordance with this Agreement, you grant to HRTMS, its licensees, a non-exclusive, perpetual, irrevocable, worldwide, fully paid license, with rights to sublicense, to copy, modify, distribute, and publicly display or otherwise process Customer Data solely to the extent necessary to provide and support the MarketPay Jobs service, and improve MarketPay Jobs.

Content Sharing. Marketpay Jobs may allow you to choose to contribute all or some of your job descriptions to the JDXpert Content library. You agree that for any Customer Data you contribute to the JDXpert Content library, you are subject to the terms and conditions related to the JDXpert Content Sharing Program, which are set out at www.jdxcsp.com/jdxcsp (“JDXCSP”). By entering into this Agreement and using Marketpay Jobs, you agree to be a participant in the JDXCSP. The terms of the JDXCSP may change from time to time, and such changes will be applicable to the Agreement when posted by HRTMS on its website.

HRTMS a Third-Party Beneficiary. Customer specifically agrees that HRTMS is an intended third-party beneficiary of the Agreement with respect to Marketpay Jobs only, and is entitled to the relevant rights and benefits under the Agreement and may enforce the provisions of the Agreement as if it were a party to the Agreement (including, without limitation, limitations of liability and disclaimers of warranty applicable to Payscale applied to HRTMS).

Payfactors. Marketpay Jobs is also available within Payfactors.

Add-ons (subject to additional fees):

Employee Acknowledgements: Provides a built-in workflow for Customer’s employees to review and electronically sign-off on their job descriptions.

PayParity and RAPTR – Provided by First Capitol Consulting, Inc. d.b.a Trusaic (“Trusaic”)

Trusaic provides AI-powered software to assist companies with pay equity and EU Pay Transparency Directive compliance. Trusaic’s suite of products is augmented by AI agents that simplify complex pay equity and transparency reporting tasks with precision.

PayParity - PayParity is pay equity software that conducts analyses of compensation and benefits data (from HRIS and payroll systems) to uncover pay disparities by gender, race/ethnicity, age, disability, and other factors, and supports continuous monitoring.

RAPTR – Regulatory & Pay Transparency Reporting - RAPTR is Trusaic’s module for companies to simplify their compliance with pay transparency laws: it automates the creation of jurisdiction-specific reports, keeps regulatory logic up-to-date, and supports multilingual or localized narrative disclosures.

Services provided by Trusaic are subject to the general terms of service available here:

<https://www.payscale.com/content/legal/General-Terms-of-Services-Trusaic.pdf>

Payscale® Integrations

“**Payscale Integrations**” are APIs or other tools that allow Payscale Services to connect with a Third Party Service.

Support and Training. Customer understands that no training or support is provided by Payscale in connection with the implementation, maintenance, or use of a Payscale Integration.

Payscale® for Consultants

Consultant Usage: Customer’s use of Payscale Services (including Payscale Data) to provide services to Customer’s clients (“Customer Client”) are subject to being specifically listed on an Order Form (including any scope limitations) and to the following terms and conditions:

Definitions:

“**Payscale Report**” or “**Report**” means a report generated through Payscale® Payfactors™ or Payscale® Marketpay using Payscale Data and Customer Data and created by running a certain Unique Job Code or Payscale Job Title in a Unique Pay Market.

“Payscale Job Title” means the job title used by Payscale to identify certain jobs tied to Payscale Data and located under the Payscale Job Title header when Customer runs a Report through the Payscale Service.

“Unique Job Code” means the job code used to identify a specific job.

“Unique Pay Market” means a combination of city, state, region, industry, company size, and other relevant labor market factors.

Use Restrictions. Customer may only use the Payscale Data or Payscale Report (together, “Report”), and the information contained in a Report as a part of a comprehensive bundle of services provided to a Customer Client. Customer understands and agrees that Payscale and its licensors have no obligation to provide any services (e.g., support services or Professional Services) directly to Customer Clients and that Customer is solely responsible for interacting with Customer Clients and solely liable to Customer Clients. Customer Clients are not an intended third party beneficiary under this Agreement. Customer must not: (a) grant Customer Clients direct access to Customer’s Account, a Payscale Report, or the Payscale Service; (b) sell the Payscale Reports on a standalone basis or charge a Customer Client a separate fee for all or any part of a Report; (c) advertise, promote, or communicate the sale of a product or service that is the same or similar to a Payscale Service, but at a lower cost than Payscale’s list price for such Payscale Service; (d) in Payscale reasonable discretion, solicit or attempt to sell the Payscale Service or Payscale Reports to any Payscale customer or prospective Payscale customer; or (e) use the Payscale Service or Payscale Reports for the benefit of a Customer Client who has a subscription to a Payscale Service. If Customer violates this Section 2, then such violation will be deemed a material breach by Customer.

Subscription Scope: Unless otherwise agreed by the parties in the Order Form, the Payscale Service’s Annual Subscription Fee is based on the number of Reports generated by Customer through the Payscale Service. The annual limit on the number of Reports that Customer may generate through the Payscale Service is set out in the applicable Order Form (“Report Count”). For purposes of determining the number of Reports counted toward the Report Count, the following is included: (a) the initial creation of a Report; (b) any refreshes to an existing Report after modification to the Unique Pay Market or the Payscale Job Title; and (c) any refreshes to an existing Report that was created prior to the anniversary date of Customer’s subscription. For clarification, even if Customer deletes a Report in its Account, such deleted Report will still be counted toward the Report Count and any changes made only to the compensable factors of a Report will not create a new Report and is not included in the Report Count. If Customer exceeds the Report Count during the Subscription Term, the Annual Subscription Fee may be increased to reflect the additional usage based on the pricing set out in the Order Form (or if no pricing is specified, based on the pricing then in effect), except that Customer will be notified in advance of any adjustment to the Annual Subscription Fee.

Customer Client Data. For purposes of this Agreement, any Customer Client data provided to Payscale or loaded into a Payscale Service by Customer (or by Payscale on Customer’s behalf) will be deemed “Customer Data” under this Agreement and all licenses, warranties, rights, and other protections Customer has granted to Payscale in this Agreement regarding Customer Data will also apply to such Customer Client data.

Audit Rights. At any time during the Term of this Agreement and for up to 3 years after its termination or expiration, Payscale may (a) access Customer's Account, and (b) audit Customer's relevant records and files (including, pertinent portions of Customer's contract with a Customer Client) ("Customer Records"), to ensure that Customer is using the Payscale Services and Reports only as permitted under this Agreement. Customer Records will be deemed Customer's Confidential Information subject to the confidentiality requirements set out in the Master Subscription Agreement. Customer will provide Payscale a copy of requested Customer Records within 30 days after a request is sent. If Payscale discovers that Customer is using the Payscale Service or a Report in violation of this Agreement, then such violation will be deemed a material breach and Payscale may immediately suspend Customer's access to its Account.

Report Count. If no report limit is listed in the Order Form, Customer is limited to a total of 100 reports during the Term.

Payscale[®] Services for Renewal Only

Payscale[®] Advanced Pay Equity

Advanced Pay Equity Scope. Payscale will provide you with two Pay Equity reports (described below), as Site reports, located within the Report Writer module of your Account that provide a comprehensive analysis of pay equity between protected and not-protected classes of employees in your organization by gender and ethnicity. These analyses are filterable across multiple dimensions. Advanced Reporting Pay Equity is currently only available as a part of some Compensation Management Services.

Payscale Responsibilities. Payscale will create two reports that provide visual and analytical views into gender and ethnicity equity within your organization. Both reports are connected live to the underlying human resource information system (HRIS) data and will update when new employee information is loaded. The reports include:

- **Uncontrolled Pay Gap Report:** This report has multiple dashboards that details the gender pay gap in base pay, bonus pay, and total cash compensation for your entire organization. It further details the gender breakdown of the company as well as analyses by age buckets, years of service, and grade. It also contains a second dashboard that details the same information for the ethnicity pay gap. Both dashboards have an explorer tab and graphs to filter and analyze your data. It is a baseline report, utilizing solely the comparison of protected class and not-protected class salaries alone, not taking any other variables into consideration.
 - Payscale will work with you to identify, codify, and quantify key compensable elements to include in a multiple regression model of pay equity in your organization. Payscale will develop a multiple regression model that compares the predicted value of base pay based on the identified compensable factors, to the actual base pay. The predicted values plus detailed statistics are utilized to populate the second report, the Controlled Variable Pay Gap report to

analyze the gender and ethnicity pay gaps taking into account the key, critical variables influencing why employees are paid differently.

- **Controlled Variable Pay Gap Report:** This proprietary report takes the predicted salaries generated by the Multivariate Regression final model, and Payscale loads those predicted salaries and the standard error of the model into employee user-defined fields in your Account. The comparison of actual base salary to the predicted base salary is analyzed by gender and ethnicity to assess the pay gap between protected and not-protected classes taking into account the critical variables used in the multivariate regression. This is a robust, detailed report comprised of five dashboards: an overview, gender gap, ethnicity gap, combination of gender and ethnicity gap, and an employee report that calculates cost to bring to various levels of predicted values and provides a color-coded list of employee information and status based on their degree of variance, calculated by standard deviation boundaries.

Payscale will conduct a kick-off meeting, a multivariate model review and decision meeting, and a final report review and discussion of interpretation and evaluation of the two reports. At the end of each year, Payscale will coordinate and schedule a timeframe for reviewing the pay equity model each year. This would include a meeting to re-evaluate the key variables, a refreshed regression analysis generating new predicted values for employees, and a meeting to discuss the results of the new reports. The reports would be updated with any enhancements made during the year.

Your Responsibilities.

- Partner with Payscale to implement this project, including participating in the initial kick-off meeting, the intermediate multivariate model review meeting, and the final report review discussion.
 - Participate in a one-hour kick-off call with Payscale to discuss the project, filtering considerations and identify key participants. During this call you must be prepared to discuss your compensation philosophy, the key factors you believe are impacting pay equity within your organization, and any factors that are unique to your organization that might be influencing why employees are paid differently.
 - Discussion of the data stored in your Account, how it is loaded, whether it has been in fact been loaded, variable coding, and other historical areas/data of concern; and
 - Discussion of how to get variables into proper form for the analysis.
 - One-hour review of the results of the multivariate regression analysis, including a discussion of the key variables, inclusion or exclusion of variables, and approval of the final model based on the interpretation of the statistical results.
 - All users of the reports should be present for the final report review and discussion.
- Load all necessary data for this project into your Account. No market data is necessary for this project to proceed, however, all required HRIS data must be loaded per Account requirements, as well as gender, ethnicity, date of hire, date of birth, and a valid measure of hierarchy if midpoints do not exist. Any additional data that is determined to be needed as a result of the kick-off and multivariate analysis discussion must be loaded into your Account before the project can proceed.

Project Assumptions. You have loaded into your Account all the necessary data which includes, gender, ethnicity, some measure of internal hierarchy such as grade and midpoint or career level, date of

birth, date of hire, and other data that may be necessary for the project deliverables as outlined in initial kick-off call.

Time to Deliver. The three reports described under our responsibilities above will be completed approximately 3 weeks after the date all of the following have occurred: (a) all necessary set-up call(s) between you and Payscale are completed; and (b) the project assumptions described above are completed and the parties have confirmed that all necessary data is loaded in your Account and available and accessible by Payscale. This project will be deemed completed when the above-described reports are completed.

Payscale[®] Benchmark

Customer's access to and use of Payscale Benchmark is subject to the following terms and conditions. All data included in Payscale Benchmark is Payscale Data.

Purpose and Definitions. Payscale Benchmark allows Customer to access Payscale Data and generate Market Reports. A **"Market Report"** means a report generated through the Payscale Service using Payscale Data and created by running a Unique Job Code in a Unique Labor Market. A **"Unique Job Code"** means the job code used to identify a specific job. A **"Unique Labor Market"** means a combination of city, state, region, industry, company size, and other relevant labor market factors.

Subscription Scope. Payscale Benchmark's Annual Subscription Fee is based on: (a) the number of employees covered by Customer's subscription; (b) the number of Market Reports Customer may maintain under its Account; (c) the job count, which is the number of Unique Job Codes in Customer's Account; or (d) a combination of any of the foregoing subsections (a), (b), or (c) ("**Benchmark Scope**"). The Benchmark Scope is set out in the applicable Order Form. For Customers whose Benchmark Scope is based on Market Reports the maximum number of Market Reports that Customer may create through the Payscale Service is as follows:

Number of Employees Covered	Maximum Market Reports
1-24	24
25-49	49
50 or more	The applicable number of employees covered set out in the Order Form multiplied by 1.5

Once a Market Report is established, a User may:

- Get updated market data on a Market Report an unlimited number of times during the relevant Subscription Term;
- Change any attribute of a Market Report's Unique Job Code or Unique Labor Market with no effect on the total number of Market Reports that is counted toward the Benchmark Scope;
- Delete a Market Report which will reduce the count of Market Reports and create space for a new Market Report;
- Create a new Market Report that will count toward the Benchmark Scope; and
- View current and historical use of Market Reports, Unique Job Codes, Unique Labor Markets, and data updates to Market Reports through Customer's Account.

If Customer exceeds the Benchmark Scope during the Subscription Term, the Annual Subscription Fee may be increased to reflect the additional usage based on the pricing set out in the Order Form (or if no pricing is specified, based on the pricing then in effect), except that Customer will be notified in advance of any adjustment to the Annual Subscription Fee.

Payscale® Insight

Payscale® Insight includes access to Payscale® Pulse.

The Subscription Scope outlined above is not applicable and the below terms apply:

Subscription Scope. Unless otherwise agreed by the parties in the Order Form, the Annual Subscription Fee for Payscale® Insight is based on: (a) the number of employees covered by Customer's subscription; (b) the job count, which is the number of unique job codes in Customer's Account; or (c) a combination of the foregoing ("**Insight Scope**"). The Insight Scope is set out in the applicable Order Form. If Customer exceeds the Subscription Scope during the Subscription Term, Payscale reserves the right to increase the Annual Subscription Fee or charge an overage fee to reflect the additional usage based on the pricing set out in the Order Form (or if no pricing is specified, based on the pricing then in effect).

Payscale® Insight Lab

Payscale® Insight Lab includes access to Payscale® Pulse.