



INSURANCE ADDENDUM

This Insurance Addendum (this “**Addendum**”) supplements the Master Subscription Agreement (<https://www.payscale.com/content/legal/msa.pdf>) or other agreement between Payscale and Customer that governs Customer’s use of the Payscale Services (“**Agreement**”). Capitalized terms used in this Addendum and not defined shall have the meanings given to such terms in the Agreement.

1. INSURANCE COVERAGE. Payscale maintains, at its own expense and the following insurance coverage minimums, by an insurer rated no less than “A-” by A.M.Best, which shall apply throughout the Subscription Term:

1.1 Commercial General Liability. Commercial General Liability coverage, with the following limits:

- (i) \$1,000,000 - Each Occurrence
- (ii) \$1,000,000 - Personal and Advertising Injury
- (iii) \$2,000,000 - General Aggregate
- (iv) \$2,000,000 - Products and Completed Operations Aggregate

1.2 Statutory Workers’ Compensation and Employers’ Liability. Workers’ Compensation Liability coverage with statutory limits, as required by the states having jurisdiction over Payscale’s employees, and Employer’s Liability coverage with the following limits:

- (i) \$1,000,000 - Each Accident
- (ii) \$1,000,000 - Each Employee (disease)
- (iii) \$1,000,000 - Policy Limit (disease)

1.3 Errors & Omissions (Professional Liability) and Cyber Liability. Errors & Omissions (Professional Liability) and Cyber Liability coverage, written together, with a \$10,000,000 - per claim-aggregate limit.

1.4 First and Third-Party Crime Liability. First and Third-Party Crime Liability coverage with a \$2,000,000 - per claim-aggregate limit.

1.5 Automobile Liability. Automobile Liability coverage for hired and non-owned autos with a \$1,000,000 per-accident combined limit.

1.6 Umbrella Liability. Umbrella Liability coverage, written on an occurrence basis, with a \$10,000,000 - per claim-aggregate limit.

2. ADDITIONAL INSURANCE PROVISIONS AND ENDORSEMENTS.

2.1 Additional Insured and Waiver of Subrogation. Customer shall be included by blanket endorsement as an additional insured and for waiver of subrogation in Payscale’s Errors & Omissions (Professional Liability) and Cyber Liability, Commercial General Liability, Automobile Liability, and Umbrella Liability Coverage. Upon Customer’s email request to finance@payscale.com, Payscale shall provide Customer with a Certificate of Insurance naming Customer as a certificate holder.

2.2 Primary and Non-Contributory. Payscale’s Errors & Omissions (Professional Liability) and Cyber Liability and Commercial General Liability coverages are primary and non-contributory.