



October 27th, 2022

Chief Human Resources Office
University of Mississippi Medical Center

RE: *Payscale, Inc. vendor memo for Products Quoted to the University of Mississippi Medical Center*

Greetings:

On behalf of Payscale Inc., we look forward to continuing our strong professional relationship with the University of Mississippi Medical Center.

Payscale and the University of Mississippi Medical Center (UMMC) have been in a professional partnership for using Payscale's MarketPay compensation management software since June 2018. UMMC uncovered a need for job description management (JDM) software. Payscale provided UMMC with information about and demonstrated Payscale's MarketPay Jobs powered by JDXpert.

This letter provides information about Payscale's MarketPay Jobs and JDXpert as the only sources with which the University of Mississippi Medical Center can legally contract for subscriptions to the Software-as-a-Service (SaaS) human resources products included in the Payscale quote to the University of Mississippi Medical Center. The points below address how Payscale's MarketPay Jobs powered by JDXpert is different and unique from all other competitors and products and not available from any other source:

MarketPay Jobs powered by JDXpert is the only JDM software with direct integration to MarketPay and will provide a central repository for UMMC's over 2,300 job descriptions (JDs.) UMMC will be provided with access to the only job description content library with over 6,000 sample JDs and millions of data points. Through collaborative workflows, UMMC will streamline its existing JDM process by providing department heads with role-based access to the software. This access will allow JD creation, editing, version tracking, audit trails, and more. The JD debiasing feature is solely provided with our software and will ensure UMMC's JDs are free of biases with an automated editor and suggestions. The software is the only solution that provides measures to ensure organizations remain compliant when creating JDs. Compliance decisions are made following FLSA, ADA, Equal Pay Regulations & Industry-specific regulations with FLSA wizard and ADA templates. A key feature of MarketPay Jobs is integrating data directly from Workday and various Applicant Tracking Systems and Talent Management Platforms. MarketPay Jobs ties Workday and MarketPay together through powerful built-in integrations.

MarketPay Jobs is the only directly integrated tool to revamp and streamline UMMC's JDM process fully. Combining these features and seamless integrations will reduce the pain UMMC is experiencing, increase compliance, reduce bias and allow for more accurate pricing of jobs.

UMMC's existing contractual agreement with Payscale fully covers the addition of MarketPay Jobs, providing invoicing from a single source, and eliminating the need for additional legal contract negotiations.

If you have any questions, please do not hesitate to contact Travis Tamlin with Payscale, Inc. (travis.tamlin@payscale.com / 719.237.9238).

Sincerely,

A handwritten signature in black ink, appearing to read "Travis Tamlin", written over a horizontal line.

Travis Tamlin
Enterprise Account Executive