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RE: Sole Source

October 23, 2018

To whom it may concern:

Salary.com, LLC provides compensation software-as-a-service products, including the CompAnalyst product suite. Our software assists companies with their compensation needs.

This letter is to confirm that our CompAnalyst product suite is a sole source product. It is owned, produced, sold, and distributed exclusively by Salary.com, LLC, 610 Lincoln Street, North Building, Suite 200, Waltham, MA 02451 and our authorized resellers on behalf of Salary.com, LLC. No other parties are authorized to represent or distribute the CompAnalyst product suite.

Thank you.

A handwritten signature in black ink, appearing to read "Theodore I. Les". The signature is written in a cursive, flowing style.

Theodore I. Les
CFO
Salary.com