

Salary.

Order Form

610 Lincoln St. North Building, Suite # 200 Waltham, MA 02451

Customer:	Fremont County Government	Order Type:	Survey New Business
Number of FTEs:	350	Total Annual Price:	USD 4,000.00
Subscription Start Date:	Mar 25, 2026	Subscription End Date:	Mar 24, 2027

Subscription Service	QTY	Term (Months)	
CompAnalyst Market Data - US		12	
		Total Annual Price:	USD 4,000.00

Billing Information:

- **FTE:** 350
- **Payment Term:** Due On Receipt
- **Invoice Frequency:** Annually
- **PO (if required):**

Terms: This Order is governed by the terms of the Data Subscription Agreement (the "DSA") located at <https://www.salary.com/legal/dsa>, the terms of which are incorporated into this Order for all purposes; and for any AI products or services, including but not limited to the Salary.com AI Compensation Suite, the terms of the Salary AI Data Subscription Agreement ("AI DSA") located at <https://www.salary.com/legal/aisa/>, shall apply. If there is a conflict between the terms of this Order and the DSA or AI DSA, this Order governs. This Order, the DSA, and the AI DSA are the entire agreement between the parties, and they supersede and replace all prior and contemporaneous negotiations, agreements, representations and discussions regarding this subject matter. Only a signed writing of the parties may amend this Order.

Additional Terms: The parties understand and acknowledge that Fremont County is a local government entity and cannot incur multi-year fiscal obligations. Notwithstanding the foregoing, Fremont County shall use its best efforts to appropriate funds to comply with its obligations under this contract during each fiscal year of the contract term. In the event that funds are not appropriated in a subsequent budget year, Fremont County will give Salary.com at least 60 days' notice of such fact, and this contract shall automatically terminate at the conclusion of the then current fiscal year.

The DSA is hereby amended as follows:

- **The first paragraph of Section 2.2 of the DSA is amended to read:** Customer may allow its employees and their third parties to access the Service and any data contained therein in compliance with the terms of the Agreement, which access must be for the sole and exclusive benefit of Customer. Customer is responsible for the compliance with the Agreement by its employees and their third parties. You are responsible for access and use of Salary Data.
- **The last paragraph of Section 10.3 of the DSA is amended to read:** You hereby grant Salary a perpetual, irrevocable, royalty free license to reproduce, modify, distribute, create derivative works and otherwise use the participation data in anonymized form for Salary internal and external business purposes. You represent and warrant that it is authorized to provide participation data, such data is true and accurate, and uploading such data does not violate any law or regulation. You agree that Salary may use Your company name and logo in connection with Salary's survey participant lists and to build safe harbor compliant, aggregated, peer group data cuts. You may not disseminate, sell, extractor paraphrase, or use any Survey Data to create any derivative works.
- **Section 11.2 of the DSA is hereby stricken in its entirety.**

Customer Contact:
 Alicia Beltz
 615 Macon Avenue, RM 106
 Canon City, Colorado 81212
Phone: 719-276-7411
Email: alicia.beltz@fremontcountyco.gov

Customer Billing Contact:
 Alicia Beltz
 615 Macon Avenue, RM 106
 Canon City, Colorado 81212
Phone: 719-276-7411
Email: alicia.beltz@fremontcountyco.gov


Account Executive: Kate Rendula
Email: kate.rendula@salary.com
Phone: (781) 469-1835

Account Manager: Mahre Connor
Email: mahre.connor@salary.com
Phone: (781) 328-9528


Renewals: THIS ORDER RENEWS FOR ADDITIONAL 12 MONTH PERIODS, WITH PAYMENTS RECURRING ON AN ANNUAL BASIS, UNLESS EITHER PARTY PROVIDES THE OTHER WITH WRITTEN (INCLUDING EMAIL TO BILLING@SALARY.COM) NOTICE OF NON-RENEWAL AT LEAST 60 DAYS PRIOR TO THE RENEWAL DATE. THE PRICING DURING ANY RENEWAL TERM WILL INCREASE BY UP TO 5% ABOVE THE APPLICABLE PRICING

IN THE PRIOR TERM, UNLESS SALARY PROVIDES CUSTOMER NOTICE OF DIFFERENT PRICING AT LEAST 60 DAYS PRIOR TO THE APPLICABLE RENEWAL TERM.

Fremont County Government

Signed: 
By Name: Debbie Bell
Title: Chairman of the Board
Date: 3/24/2026

Salary.com, LLC Signed by:

Signed: 
B7CDC0505157460...
By Name: Michelle Huntoon
Title: Senior Corporate Counsel
Date: 24-Mar-2026 | 4:35 PM EDT