



Subcontractor List

Last Updated: October 2025

This document contains information about the third party sub-processors or subcontractors (“Subcontractors”) that may process individuals’ personal data on behalf of BambooHR LLC (“BambooHR”) as a processor or service provider under applicable laws, including GDPR and CCPA. Please see our Terms of Service, Data Processing Agreement, and Privacy Notices here: [BambooHR Legal Hub](#).

BambooHR® Artificial Intelligence (AI)

BambooHR’s AI product features are available to all customers. For more information, please see the [BambooHR Artificial Intelligence Addendum](#).

Entity Name	Service Description	Location	Product(s)
Anthropic/Claude	Language Learning Model API	US	All
Cohere	Language Learning Model API	US	All
LlamaIndex (optional)	LlamaParse document parsing	US	All
Atlas MongoDB	Data Storage	US	All
Open AI	Language Learning Model API	US	All

BambooHR® Benefits Administration (BenAdmin)

BenAdmin is only available in the US. For more information, please see the [Benefits Administration Addendum](#).

Entity Name	Service Description	Location	Product(s)
Ideon	Information exchange with carriers	US	BenAdmin
Noyo	Information exchange with carriers	US	BenAdmin

BambooHR® Human Resources Information System (HRIS)

BambooHR’s HRIS is available to all customers and includes add-ons such as our Applicant Tracking System, Performance Management and Time-Tracking.

Entity Name	Service Description	Location	Product(s)
Adobe Analytics	Data analytics	US	All
Celonis/Make	Workflow automation	US	All
Tavio	Integration Platform as a Service	US	All
Cloudflare	Web application firewall	US	All
Datadog	Infrastructure and application monitoring	US	All
Formstack	Workflow automation	US	All

G2	Product reviews	US	All
Mailgun	Product communication	US	All
Netskope	Cloud security	US	All
Omni	People analytics	US	All
Pendo	Product communication and data analytics	US	All
Rollbar	Infrastructure and application monitoring	US	All
Twilio	MFA – SMS method	US	All
Vonage	MFA - SMS method	US	All

BambooHR® Payroll Product (Payroll)

Payroll services are *only* available in the US. For more information please see our [Payroll Services Agreement](#).

Entity Name	Service Description	Location	Product(s)
Active Reports	Report generation	US	Payroll
Alohi	Report faxing	US	Payroll
ComplyRight CTP	Print and electronic filing services	US	Payroll
DynamicPDF (ceTe)	PDF generation	US	Payroll
Infragistics	UI/UX toolkits	US	Payroll
Intuit (Quickbooks)	Bank/financial transaction reconciliation	US	Payroll
Lexis Nexis	Identity verification; sanctions screening	US	Payroll
MasterTax by ADP	Tax filings and payment services	US	Payroll
Merge API	Unified API integration	US	Payroll
Modern Treasury	Payment operations software	US	Payroll
National Payment Corporation (NPC)	Direct deposit services	US	Payroll
Notice Ninja	Tax agency notices	US	Payroll
OSG	Printing and mailing	US	Payroll
Plaid	Secure financial connections	US	Payroll
Symmetry Tax Engine	Location and tax calculation services	US	Payroll
Wells Fargo	Remittance and wire services	US	Payroll

Customer Support & Relationship Management

Entity Name	Service Description	Location	Product(s)
Attention (Benwick)	Voice assistant	US	All

Gearset	CRM backup	US	All
Gainsight	CRM services	US	All

Data Storage

BambooHR owns and controls access to the infrastructure used to host customer data submitted to BambooHR. Currently, BambooHR’s production systems for the Services are located in facilities chosen by the customer in the US, Europe, and Canada.

Entity Name	Service Description	Location	Product(s)
Amazon Web Services (AWS)	Cloud service hosting provider	US, Canada, Europe	All

Operations

Entity Name	Service Description	Location	Product(s)
Anthropic/Claude	Generative AI	US	All
Databricks	Data warehouse and analytics	US	All
Google Workspace	Email, collaboration, generative AI	US	All
Jira	Project management	US	All
Microsoft	Document creation	US	All
Open AI/ChatGPT	Generative AI	US	All
Slack	Messaging platform	US	All
Slite	Knowledge base	US	All
Tableau	Data analytics and visualization	US	All
TrustArc	Privacy rights; cookie management	US	All
Wrike	Project management	US	All
Zoom	Web conferencing	US	All

Fourth Parties: For information about fourth party sub-processors or subcontractors you should review and request information directly from the respective Subcontractor listed above.

Third Party Services: For information about sub-processors or subcontractors for third parties that may process personal data at your direction (integrated/embedded within our products), please contact the third or fourth party directly. See Section 15 of our Terms of Service, [Third Party Services](#) or contact BambooHR Support. Third party services may include: LinkedIn, Zip Recruiter, Zoom, Remote, EasyLlama, VirgilHR, Mitrtech, GT Clocks, and others.

Marketplace Partners/Resellers: For information about sub-processors/subcontractors for marketplace partners/resellers, please contact the marketplace partner/reseller directly. See the [BambooHR Marketplace](#).

Notice of updates: In accordance with applicable laws, BambooHR will provide notice of new subcontractors. For more information, please contact us anytime at privacy@bamboohr.com.