



THIRD-PARTY SUBCONTRACTORS AUTHORIZED TO ASSIST BAMBOOHR WITH PROCESSING DATA ON BEHALF OF ITS CUSTOMERS

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This document contains information about the third-party subcontractors BambooHR LLC ("BambooHR"), uses (as a sub processor or service provider) to provide services to its customers. Customers may register for one or more of the following products provided by BambooHR and as identified below:

- BambooHR® – our HRIS application offered to customers with employees residing in the US and internationally. This includes add-ons like our ATS, Performance Management and Time-Tracking.
- BambooHR® Payroll – limited to customers with employees residing in the US.
- BambooHR® Benefit Administration – limited to customers with employees residing in the US.

Customers interested in learning more about fourth party subcontractors should review and request information directly from the respective third-party subcontractor listed below.

Customers interested in subcontractors used by a marketplace partner should reach out to the respective marketplace partner.

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

DATA STORAGE SERVICES

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 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

CUSTOMER SUPPORT AND RELATIONSHIP MANAGEMENT (CRM) SERVICES

Entity Name	Service Description	Location	Product(s)
OwnBackup	CRM backup	US	All
Gainsight	CRM services	US	All
Salesforce	CRM platform	US	All

HRIS APPLICATION GENERAL SERVICES

Entity Name	Service Description	Location	Product(s)
Celonis/Make	Workflow automation	US	All
Cloudflare	Web application firewall	US	All
Databricks	Data analytics	US	All
Datadog	Infrastructure and application monitoring	US	All
Formstack	Workflow automation	US	All
Google Workspace	Collaboration, communication, and document storage	US	All
Ideon (optional)	Benefit enrollment and eligibility exchange	US	Benefit Administration
Jira	ticketing system	US	All
Mailgun	Application communication	US	All
Pendo	Data analytics	US	All
Rollbar	Infrastructure and application monitoring	US	All
Slack	Instant messaging	US	All
Snowflake	Data analytics	US	All
Tableau	Data analytics and visualization	US	All
TrustArc	Privacy rights; cookie management	US	All
Twilio	MFA – SMS method	US	All
Wrike	Project management	US	All
Zoom	Web conferencing	US	All

PAYROLL SERVICES

BambooHR Payroll Services are available only to customers with employees residing in the US.

Entity Name	Service Description	Location	Product(s)
ComplyRight CTP	Print and electronic filing services	US	Payroll
MasterTax by ADP	Tax filings and payment services	US	Payroll
Merge API	Unified API integration	US	Payroll
National Payment Corporation (NPC)	Direct deposit services	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

ARTIFICIAL INTELLIGENCE (AI) SERVICES

BambooHR is currently refining several AI features within the application. BambooHR's AI features are currently in a beta release involving US customers only as we ensure that we are prepared for compliance with AI laws.

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