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.

● TRAXPayroll® – payroll services are limited to customers with employees residing in the US.

● Benefit Admin – this service is 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	Customer support backup	US	All
Gainsight	CRM services	US	All
Salesforce	CRM platform	US	All
Zendesk	Customer support software	US	All

APPLICATION SERVICES

Entity Name	Service Description	Location	Product(s)
Cloudflare	Web application firewall	US	All
Datadog	Infrastructure and application monitoring	US	All
Rollbar	Infrastructure and application monitoring	US	All
Databricks	Data analytics	US	All
Snowflake	Data analytics	US	All
Pendo	Data analytics	US	All
Tableau	Data analytics and visualization	US	All
Cohere	Artificial intelligence (LLM)	US	All
Mailgun	Application communication	US	All
SendWithUs	Application communication	US	All
Celonis/Make	Workflow automation	US	All
Formstack	Workflow automation	US	All
TrustArc	Privacy rights; cookie management	US	All
Extrahop	Network monitoring	US	All
Google Workspace	Collaboration, communication, and document storage	US	All
Slack	Instant messaging	US	All
Twilio	MFA – SMS method	US	All
Zoom	Web conferencing	US	All
Ideon (optional)	Benefit enrollment and eligibility exchange	US	Benefit Admin
Symmetry Tax Engine	Location and tax calculation services	US	TRAXPayroll
MasterTax by ADP	Tax filings and payment services	US	TRAXPayroll
National Payment Corporation (NPC)	Direct deposit services	US	TRAXPayroll
Wells Fargo	Remittance and wire services	US	TRAXPayroll
ComplyRight CTP	Print and electronic filing services	US	TRAXPayroll