



Our purpose is people

HR Service Delivery Sub-Processors - US & Canada Infrastructure

Infrastructure Subprocessors – Service Data Storage - Core HR Data

The following table describes the countries and legal entities engaged in the storage of Customers Personal Data

Entity Name	Type	Description	Country	Data Retention	Type of Data	Applicable Services
Rackspace, Inc	Infrastructure	Cloud Service Provider	United States	Provision of the Services	Service Data including Personal Data related to the provision of the Services	All Services according to the implementation
Quality Investment Properties Metro, LLC	Infrastructure	Cloud Service Provider	United States	Provision of the Services	Service Data including Personal Data related to the provision of the Services	All Services according to the implementation
Switch, Ltd	Infrastructure	Cloud Service Provider	United States	Provision of the Services	Service Data including Personal Data related to the provision of the Services	All Services according to the implementation
Cytera Technologies, Inc	Infrastructure	Cloud Service Provider	Canada	Provision of the Services	Service Data including Personal Data related to the provision of the Services	All Services according to the implementation

Sub-processors for specific services - No Core HR Data (access to limited Customer's personal information)

We work with certain sub-processors to provide specific functionalities. In order to provide the relevant functionality these sub-processors process certain Customers Personal Data, however their use is limited to the indicated Services.

Entity Name	Type	Description	Main location of the Data Processing	Data Retention	Type of Data	Applicable Services
DataDog, Inc	Cloud Services	Operations Data Platform for Log and Machine Events	Germany	Provision of the Services	Computer events about the Services and user activities, which form an audit trail	All Services
Elastic.co	Search function	Search function	Germany	Provision of the Services	Identification (name, surname) and metadata related to the documents stored	All Services
Google LLC	Google Cloud Platform	Google Cloud Storage	Germany	Provision of the Services	Service Data including Personal Data related to the provision of the Services	All Services
	Cloud Services	Optical Character Recognition (OCR)	Germany	Provision of the Services	OCR'd extracted information that may contain employee's personal information	UKG Document Manager
Looker Data Sciences Inc	Cloud Services	Business intelligence software and data analytics	United States	Provision of the Services	Service Data including Personal Data related to the provision of the Services	All Services
Mailgun Technologies, Inc.	Cloud Services	Services inbound and outbound email notifications	United States	Provision of the Services	Identification (name, surname), Contact information (email address) and email content	All Services
Nexmo Inc.	Cloud Services	Cloud Communications Services (2-Factor authentication)	United States	90 days	Contact information (e-mail address, phone number)	Electronic Signature
Splunk Inc.	Cloud Services	Security Monitoring	Germany	Provision of the Services	Log events that may contain IP address, username and email address	All Services
Zendesk, Inc.	Cloud Services	Support Management Tool	United States	Provision of the Services	Identification (name, surname), Contact information (e-mail address) and ticket content	All Services
Zoho Corporation	Cloud Services	Advanced Reporting Tool	United States	Provision of the Services	Service Data including Personal Data related to the provision of the Services	Standard Analytics

Content Delivery Networks ("CDNs")

We use a content delivery networks ("CDNs") for security purposes, and to optimize content delivery. CDNs guard applications exposed to the internet against man-in-the-middle attacks, data breaches, and attempts to overwhelm the network of the targeted origin server using DDoS attacks. CDNs do not have access to HR Core Data, however, website content served to website visitors and domain name information may be stored with a CDN to expedite transmission, and information transmitted across a CDN may be accessed by that CDN to enable its functions.

Entity Name	Type	Description	Country	Data Retention	Type of Data	Applicable Services
CloudFlare*	Cloud Services	Security (CDN)	Data "in-transit"	No Data Storage	IP addresses System configuration information Other information about traffic to and from the PeopleDoc applications	All Services

*for standalone HRSD customers in EU and also in US that were activated before January 1st, 2021

PeopleDoc by Ultimate Software Group Sub-processors

The following entities are members of the Ultimate Kronos Group. Accordingly, they function as sub-processors to provide the Services.

Entity Name	Country
PeopleDoc SAS	France
PeopleDoc UK LTD	United Kingdom
PeopleDoc GmbH	Germany
Ultimate Software Inc.	United States
Ultimate Software Group of Canada Inc.	Canada
Ultimate Software Group of Spain S.L.U.	Spain
Ultimate Software Group of Asia Pte Ltd.	Singapore
Kronos Solutions - India Private Limited	India

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