

PeopleDoc by Ultimate Software Sub-Processors - EU Platform

Infrastructure Sub processors – Service Data Storage - Core HR Data

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

Entity Name	Description	Countries	Data Retention	Scope and Type of Data	Applicable Services	Appropriate safeguards for transfers
Rackspace	Cloud Service Provider	Germany	Provision of the Services	Service Data including Personal Data related to the provision of the Services	All Services	EU Law
Ecritel	Electronic Archiving System	France	Provision of the Services	Documents	All Services	EU Law
CDC Arkinéo	Backup Archiving	France	Provision of the Services	Documents	Optional	EU Law

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

PeopleDoc works with certain sub-processors to provide specific functionality within the Services. In order to provide the relevant functionality these sub-processors access certain PeopleDoc's Customers Personal Data, however their use is limited to the indicated Services.

Entity Name	Description	Countries	Data Retention	Scope and Type of Data	Applicable Services	Appropriate safeguards for transfers
DataDog, Inc (Logmatic.io)	Operations Data Platform for Log and Machine Events	France	Provision of the Services	Connexion Information - Logs	All Services	Privacy Shield
Zendesk, Inc.	Support Management Tool	United States	40 Days	Identification (name, surname), Contact information (e-mail address) and ticket content	All Services	Data Processing Agreement with EU Model Clauses Privacy Shield
Mailjet SAS	Emailing	France	Provision of the Services	Identification and Contact information	All Services	EU Law
AWS Web Services, Inc.	Emailing	Ireland	Provision of the Services	Identification and Contact information	All Services	Data Processing Agreement with EU Model Clauses Privacy Shield
Zoho Corporation B. V.	Advanced Reporting Tool	Ireland, Netherlands	Provision of the Services	Identification (name, surname) and Contact information (e-mail address)	PeopleDoc Insights Only	Data Processing Agreement with EU Model Clauses
DocuSign, Inc.	Electronic Signature provider	France, Germany, Netherlands	45 days	Identification/ Contact information/Documents	Electronic Signature Only	EU Law
Nexmo Inc.	Cloud Communications Services (2-Factor authentication)	United States	45 days	Contact information (e-mail address, phone number)	MyPeopleDoc® and Electronic Signature	Data Processing Agreement with EU Model Clauses
Arago Consulting SAS	Integration with Successfactors®	France	Provision of the Services	Service Data including Personal Data related to the provision of the Services	PeopleDoc For Successfactors®	EU Law

Content Delivery Networks ("CDNs") - No Core HR Data

PeopleDoc Services may use content delivery networks ("CDNs") to provide the Services, for security purposes, and to optimize content delivery. Like all networks exposed to the internet, CDNs must guard 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 Customers Personal 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	Description	Location of Data Storage	Data Retention	Scope and Type of Data	Applicable Services	Appropriate safeguards for transfers
CloudFlare	Security (CDN*)	No Data Storage	Data "in-transit"	Identification/Contact information/Other PII related to the provision of the services	All Services	Data Processing Agreement with EU Model Clauses Privacy Shield

PeopleDoc by Ultimate Software Group Sub-processors

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

Entity Name	Country	Appropriate safeguards for transfers
PeopleDoc SAS	France	EU Law
PeopleDoc UK LTD	United Kingdom	EU Law
PeopleDoc GmbH	Germany	EU Law
Ultimate Software Inc.	United States	EU Model Clauses Privacy Shield
Ultimate Software Group of Canada Inc.	Canada	Adequacy decision
Ultimate Software Group of Spain S.L.U.	Spain	EU Law
Ultimate Software Group of Asia Pte Ltd.	Singapore	EU Model Clauses

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