

Subprocessor List

| Third Party Subprocessor | Purpose | Subprocessor Location | Website Links |
|--------------------------|--|-----------------------|---|
| Amazon Web Services | Hosting & Infrastructure | United States* | aws.amazon.com |
| AppCues | In-app notifications and onboarding flows | United States | appcues.com |
| ClientSuccess | Customer Management | United States | clientsuccess.com |
| HubSpot | Marketing Automation, Customer Relationship Management | United States | hubspot.com |
| LuckyOrange | Session recordings for bug tracking and product development | United States | luckyorange.com |
| Mailchimp (Mandrill) | Candidate invites and account level notifications | United States | mailchimp.com |
| MaxMind | GeoIP location database used for content customization, fraud detection and security | United States | maxmind.com |
| Segment | Customer Data Platform to collect data about usage of our digital properties (website and apps). | United States | segment.com |
| Slack | Customer Communication | United States | slack.com |
| Twilio | SMS/Text invitations to candidates | United States | twilio.com |
| Vero | Customer onboarding and notification emails | United States | getvero.com |
| Zendesk | Customer Support | United States | zendesk.com |
| Ziggeo | Used to facilitate/process video recordings in a browser | United States | ziggeo.com |

* Unless alternative location agreed with Customer in the Sales Order

Provider may update the Subprocessor List from time to time. At least 30 days before any new Subprocessor Processes any Customer Personal Data, Provider will add such Subprocessor to the Subprocessor List and notify Customer through email or other means specified on the DPA Setup Page.