

Sub-Processor List for SilkRoad SAAS Products

Sub-Processor Name	Location	Sub-Processor Product	SilkRoad Product
US Government - DHS/USCIS	Washington, DC	E-Verify	Onboarding
Iron Mountain	U.S.	off-site back up tape storage	All
Iron Mountain	Canada	off-site back up tape storage	All
Rogers Data Centre	Canada	hosting facility Canadian datacenter	All
Rogers Data Centre	Canada	Canadian DR site	All
North State (formerly Data Chambers)	Winston-Salem, NC	Co-location Data Center	All
North State (formerly Data Chambers)	Kannapolis NC	Warm Site/ DR Site	All
Microsoft	U.S.	Azure (PaaS) hosting	Onboarding
Microsoft	U.S.	Text Analysis	Performance
Microsoft	U.S.	Azure (PaaS) Hosting Service	Onboarding, Analytics
Microsoft	U.S.	Logicapps	Onboarding, Recruiting
Microsoft	U.S.	PowerBI	Analytics
Microsoft-Services	Seattle, WA	Logicapps	Full Service Integration (if Client orders FSI project)
HelloSign	AWS US East (N. Virginia and Ohio).	E-signature Service	All
Joynd (formerly Cloudmills)	AWS – distributed US	SR/HRIS data integration middleware	Full Service Integration (if Client orders FSI project)
ADP	Non-disclosed Location	WorkforceNow	HRMS via Connect (if Client requests integration to ADP)
CWS Software	Florham Park, NJ	TimeOut (PTO processing)	HRMS (if Client requests integration to TimeOut)
HCR Software	Jacksonville, FL	Compensation XL	HRMS (if Client requests integration to Compensation XL)
Fidelity	Non-disclosed Location	Payroll	Heartbeat (if Client requests integration to Fidelity)

Sub-Processors for SilkRoad Recruiting Utilized Only Upon Client's Specific Request
(Data Sharing with these Vendors can be discontinued if requested by Client)

Sub-Processor Name	Location	Sub-Processor Product	SilkRoad Product
SterlingBackcheck	AWS: undisclosed US locations	Screening Direct and SterlingONE Background Check Platforms	Recruiting
Vertical Screen	Undisclosed Location	Background Check	Recruiting
HireRight	US: Las Vegas, NV & Reno, NV EMEA: East London & Woking	Background Check	Recruiting
LexisNexis	Undisclosed Location	Background Check	Recruiting
OrangeTree	Minnetonka, MN (US) AWS: undisclosed US location	Background Check	Recruiting
Accurate	Elk Grove Village, IL. Ashburn, VA.	Background Check	Recruiting
Cisive	Holtsville, NY	Background Check	Recruiting
Private Eyes	Walnut Creek, CA	Background Check	Recruiting
Risk Assessment Group	Phoenix, AZ	Background Check	Recruiting
Talent+	AWS: undisclosed US location	Assessment	Recruiting
JOYND (formerly HRNX)	Chicago, IL	Background Check & Assessment	Recruiting
Broadbean	Undisclosed	Job Posting	Recruiting
JobTarget	Marlborough, MA	Job Posting	Recruiting
EmployeeReferrals.com	AWS: undisclosed US location	Employee Referrals	Recruiting
Indeed (Apply with Indeed)	Undisclosed	Candidate Apply Option	Recruiting
LinkedIn (Apply with LinkedIn)	All Client and personal data stored in data centers in US and Singapore.	Candidate Apply Option	Recruiting
Twilio		SMS communication	Recruiting Conversations
Nylas		Client scheduling	Recruiting Scheduling