Third-Party Subprocessors

Subprocessor	Purpose	Country	Website
AfterShip	Proactive shipment tracking capabilities	United States	https://aftership.com
Amazon Web Services (AWS)	Data hosting; data visualization for dashboard reporting; AI services for internal business information.	United States	https://aws.amazon.com
Atlassian	Customer communication and status update technology services	United States	https://www.atlassian.com
Cloudinary	Content delivery network (CDN) for storage or retrieval of image assets	United States	https://cloudinary.com
Coralogix	Coralogix is an observability platform.	United States	https://coralogix.com
Genesys	Customer experience and call center technology services	United States	https://www.genesys.com
Google (Apigee)	Application programming interface (API) management	United States	https://cloud.google.com/apigee
Microsoft (365 & Dynamics)	Email communication & customer relationship management (CRM)	United States	https://office.com https://dynamics.microsoft.com
Okta, Inc.	Okta is a secure identity cloud platform. Okta will process user login information for user authentication purposes.	United States	https://www.okta.com
Salesforce	Client relationship management (CRM); data visualization for dashboard and reporting purposes.	United States	https://salesforce.com
SAP	Cloud platform integration (CPI) and configure price quote (CPQ) solutions	United States	https://sap.com
Smartsheet Inc.	Smartsheet will provide work management and collaboration services to track project progress and deliverables.	United States	https://www.smartsheet.com
Snowflake	Data ware-housing technology (transactional data)	United States	https://snowflake.com

Twilio, Inc.	Email and/or text message communications.	United States	https://sendgrid.com
UIPath	Robotic process automation for large-scale end-to-end automation	United States	https://uipath.com
Zendesk	Customer experience technology services	United States	https://www.zendesk.com
Adaequare Info Pvt Ltd.	Electronic invoicing (*only applicable if O.C. Tanner invoices Client's/Buyer's entity in India directly*)	India	https://adaequare.com
Supply chain and logistics service providers (printers, gift card providers, and drop-shippers)	Order fulfillment	Dependent on location of order fulfillment	N/A

O.C. Tanner Group Subprocessors

O.C. Tanner Entity	Purpose	Country
Accumulate Loyalty Services Pty Ltd. dba O.C. Tanner	Customer (recipient) support for product services	Australia
O.C. Tanner India Private Limited	Engineering, monitoring, and technology support for product services and customer (recipient) support	India
O.C. Tanner Limited	Customer (recipient) support for product services	United Kingdom
O.C. Tanner Recognition Company	Provides product services	United States
O.C. Tanner Recognition Company Limited	Customer (recipient) for product services and order fulfillment	Canada
O.C. Tanner Singapore Pte Ltd.	Customer (recipient) support for product services	Singapore
O.C. Tanner Manufacturing	Order fulfillment	United States

Optional Subprocessors

Subprocessor	Purpose	Country	Website
Amazon Web Services (Amazon Bedrock)	Provides AI services for Recognition Coach	United States	https://aws.amazon.com
Microsoft (Azure OpenAI)	Provides AI services for Recognition Coach	United States	https://azure.microsoft.com

Data Centers

Company	Location	Country	Website
Switch	Las Vegas, NV	United States	https://www.switch.com/
DataBank Holdings, Ltd.	Salt Lake City, UT	United States	https://www.databank.com/