

## Technology | 3rd party integrations

Recognize integrates with 3rd party providers to enhance functionality and to ensure high quality of service. The providers Recognize currently integrates with are listed below. For some providers, Recognize only shares aggregate data. Aggregate data will be collected for the platform as a whole, as well as possibly at the organizational level. In some cases, Recognize may share individual event data, such as what pages a user viewed or the actions they took in the platform. See below for the event level data we collect and share. In the cases where Recognize tracks individual data, we do not and will never collect personally identifiable information (PII). We only track internal identifiers and metadata.

Recognize does not currently share recognition data (sender, recipient, message, etc) with third party providers. Recognize may add features that require the sharing of recognition data; however, Recognize will not do so unless there is explicit written consent from the customer.

Recognize reserves the right to add or remove 3rd party providers at any time. However, if a new provider is added, the data shared will be subject to this privacy policy.

### 3rd Party Providers:

- Zendesk: Support tool. Email may be voluntarily shared by the end user for support.
- Google Analytics: Aggregate traffic analysis
- Mixpanel: Aggregate traffic analysis, Individual behavior (optional anonymization)
- Hotjar: Individual behavior (optional anonymization)
- Optimizely: Multi-variate testing and optimization (aggregate analysis only)
- NewRelic: Aggregate and individual (anonymized by default) system monitoring

### Event level data:

- Network: Company url or other organization account identifier
- Subscription plan
- Activated integrations: Yammer, Office365, Facebook Workplace
- User agent or device
- Internal user identifier