

# onetrust

Working@ OneTrust  
Location Strategy



# Working@ OneTrust

Our Working@ OneTrust initiative is our way of formalizing where we hire, how we work together, and where we work as part of our hybrid model.

The underlying “Why” is that we are intentional about the culture that we want to create together. This includes bringing teams together in-person, throughout the year, to collaborate, build connections, learn from each other, and celebrate our wins to Finish Stronger.

## Where we hire

Our goal is to hire the best talent, and we have a tiered hiring strategy that's focused on co-located teams and proximity to our customers.



Region & Time Zone



Hire Near Offices



Location – Flex

## How we work

OneTrust operates under a hybrid working model, and we are ultimately committed to a flexible approach informed by a set of guiding principles. Each role may have specific requirements, so we encourage you to check with your recruiter about role-specific guidance in the interview process.



Hybrid



Show Up: In-Person for  
Company Events



Flexibility by Design

## Where we work

### AMERICAS

Atlanta, GA (HQ)  
New York City, NY  
Denver, CO  
Chicago, IL (Coming soon)  
San Francisco, CA (Coming soon)  
Toronto, CA (Coming soon)

### EUROPE

Madrid, ES  
London, UK  
Amsterdam, NL  
Munich, DE  
Paris, FR

### ASIA & PACIFIC

Bengaluru, IN  
Melbourne, AU



OneTrust has 10 office locations around the globe – with more coming in 2024 and 2025!

## Frequently asked questions

### If I'm hired, where will I work?

Each of our roles will have one of the following location requirements:

- Office-flex: As an office-flex employee, you may be asked to work in the office a few days per week at the discretion of your manager or OneTrust leadership.
- Location-flex: As a location-flex employee, you will work in the city location in which you currently reside. You may be required to travel to a OneTrust office for in-person meetings periodically throughout the year.
- In-office: In-office employees must work in the office location named in their signed offer paperwork.

It's important to verify the location expectations of a role with your recruiter during the interview process. All location expectations are subject to the applicable laws and regulations of the employee's home office.

### How often do I have to go into the office as an office-flex employee?

Right now, we ask that our office-flex team members come into the office for events like our quarterly Company All Hands, department-wide All Hands, and other in-person events. Individual leaders may ask their teams to come into the office more frequently at their discretion, so it's always encouraged to check with your recruiter in the interview process to set the right expectations.



## How close do I need to live to an office to be considered office-flex?

Generally, employees who live within 40 miles/65 kilometers of an office will be classified as office-flex.

## Why did OneTrust shift to this Working@ model?

We are a young company, but we are growing. Considering our hiring goals, we need clarity on the types of roles and skill sets we need and where those roles need to be located to best serve our customers.

We want to be intentional about accelerating the culture we want to build, focused on a customer-first approach. We are aligned and believe the best way to do that is to bring teams together in times that matter – to Connect, Be Curious, and Collaborate.

That said, our Working@ OneTrust initiative is currently in the “test and learn” phase. As we understand hybrid best practices over time, we may refine the policy accordingly.

## Does OneTrust sponsor employee relocations?

OneTrust sponsored employee relocation is role-dependent. Additionally, certain office locations, e.g. Madrid, have relocation benefits in place. We encourage you to speak with your recruiter to learn more about relocation for the role you are interviewing for.