

LIST OF BEAMERY SUB-PROCESSORS

With effect as of **25 August 2023** the list of sub-processors contained in the services agreement between the customer and Beamery shall be replaced with the following:

Beamery Group - Affiliate Sub-Processors			
Sub-Processor	Processing Location	Description/Purpose	Contractual Safeguards
Beamery Inc. / Beamery Ltd / Beamery GmbH / Beamery Pty Ltd privacy@beamery.com	United States / United Kingdom / Germany / Australia	Affiliate Service Provider. General support of Services through personnel of such Affiliates. Data Processed: All data processed by the contract counterparty	EU-US, Swiss-US, UK Extension Data Privacy Framework Processor-to-Processor SCCs

Infrastructure Sub-Processors			
Sub-Processor	Processing Location	Description/Purpose	Contractual Safeguards
Amazon Web Services, Inc. 21263 Smith Switch Road Ashburn, VA https://aws.amazon.com	EU or US (at election of Customer's Beamery Instance)	Cloud Service Provider - Backups - Stores encrypted files - Analytics. Data Processed: As AWS is used for backup purposes, all data processed by Beamery is backed up on AWS servers.	EU-US, Swiss-US Data Privacy Framework Standard Contractual Clauses SOC 2 ISO 27001
Google LLC 200-220 State Road S-8-934 Moncks Corner, SC 29461 cloud.google.com	EU or US (at election of Customer's Beamery Instance)	Cloud Service Provider. Platform Analytics via Looker. Data Processed: Primary data hosting platform and will process all info processed by Beamery.	EU-US, Swiss-US Data Privacy Framework Standard Contractual Clauses SOC 2 ISO 27001
Cloudflare, Inc. 101 Townsend St, San Francisco, CA 94107 legal@cloudflare.com	Customer traffic is processed globally at the data center closest to the end user.	Content Delivery Network ("CDN") and DDoS Protection Data Processed: Primary data Cloudflare has access to website URL that the End-User or Agent is interacting with, including user or agent IP address). Agent and User IP addresses and User browser and operating system-related information) for logging and abuse prevention.	EU-US, Swiss-US Data Privacy Framework Standard Contractual Clauses SOC 2 ISO 27001

Service/Product Sub-Processors			
Sub-Processor	Processing Location	Description/Purpose	Contractual Safeguards
People Data Labs, Inc. 455 Market St #1670 San Francisco, CA 94105 privacy@peopledatalabs.com	United States	Enrichment Data services. Data Processed: name, email addresses, LinkedIn profile URL.	Standard Contractual Clauses SOC 2
Textkernel LLC US, trading as "Sovren" 2 N. LaSalle Street, Suite 1700 Chicago, IL 60602 privacy@sovren.com	EU or US (at election of Customer's Beamery Instance)	Resume parsing services. Data Processed: data found in resumes, including: first and last name, contact info (email, phone, address), personal details and attributes, employment history (title, position, employer).	Standard Contractual Clauses Data Center in Ireland SOC 2
Twilio, Inc. 101 Spear Street, 5th Floor San Francisco, CA 94105 privacy@twilio.com (parent of SendGrid Inc. and Segment.io)	United States	Twilio - SMS messaging services Sendgrid - Email campaign functionality Segment - Tracks page views, clicks, and custom events Usage Data Data Processed: Sender, recipient and copy recipient identification information (first and last name), contact information (phone, address, email, fax), employment information (job title), data exchanged as a result of using the Services such as text and message/ email bodies, technical usage and telecommunication data.	EU-US, Swiss-US Data Privacy Framework Standard Contractual Clauses SOC 2 ISO 27001

Zendesk, Inc. 989 Market Street San Francisco, CA 94103 privacy@zendesk.com	EU	Cloud-based Customer Support Services - ticketing system. Data Processed: User information needed to respond to a ticket, such as first and last name, email, phone, address, title, communications (telephone recordings, emails, voicemail), customer service information, title, any other information that users share with Beamery.	EU-US, Swiss-US Data Privacy Framework Standard Contractual Clauses SOC 2 ISO 27001
Keen.io, LLC 122 E. Houston St San Antonio, TX 78205 privacy@keen.io	United States	Cloud-based Analytics provider Data Processed: Tracks page views, clicks, and custom events.	Standard Contractual Clauses ISO 27001
Pendo.io, Inc. 150 Fayetteville Street Suite #1400 Raleigh, NC 27601 gdpr@pendo.io	United States	Provider used to capture Usage Data and customer engagement Data Processed: customer data for analytics purposes	Standard Contractual Clauses SOC2 Type II ISO 27001

Optional Product Feature Sub-Processors (only applicable if features/services purchased or utilized by Customer)			
Sub-Processor	Processing Location	Description/Purpose	Contractual Safeguards
Nylas, Inc. 3223 Hanover St, Suite 110 Palo Alto, CA 94304 support@nylas.com	United States	Switched on at election of Customer. Enables the authentication layer for synchronization of calendar events and emails to Beamery. User and (only if actively chosen by Customer) Contact information. Data Processed: Email inbox, calendar events, and contacts list.	Standard Contractual Clauses SOC 2 ISO 27001
Paradox, Inc. 6330 E. Thomas Rd., Suite #200 Scottsdale, AZ 85251 privacy@paradox.ai	United States	Conversational AI/Chat-bot services. Data Processed: First and last name, email address, job title, company information, mailing address, location, telephone number, candidate inquiries and notes.	EU-US, Swiss-US Data Privacy Framework Standard Contractual Clauses SOC 2 ISO 27001
HumanlyHR, Inc. 113 Cherry St PMB 45240 Seattle, WA 98104 support@humanly.io	United States	Conversational AI/Chat-bot services. Data Processed: First and last name, email address, job title, company information, mailing address, location, telephone number, candidate inquiries and notes.	Standard Contractual Clauses SOC 2 Beamery Supplier Information Security Requirement
Microsoft Corporation Azure OpenAI One Microsoft Way, Redmond, WA 98052 microsoft.com/en-gb/consent/privacy	EU or US (at election of Customer's Beamery Instance)	Provider of generative artificial intelligence services for all functionality. Hosting Provider for all gen AI functionality. Data Processed: any data or personal data at customers election	EU-US, Swiss-US Data Privacy Framework Standard Contractual Clauses SOC 2 Type II ISO 27001
Skilljar, Inc 113 Cherry Street Suite 29434, Seattle, WA 98104 legal@skilljar.com	United States	Learning Management System hosting Beamery Learn. Data Processed: First and last name, email address, IP address, employer, job title, and any other information that Users share with Beamery.	Standard Contractual Clauses SOC 2 Type II ISO 27001

Additional Partner Services Sub-Processors (only applicable if services purchased or utilized by Customer)			
Sub-Processor	Processing Location	Description/Purpose	Contractual Safeguards
Phuse Technology Limited trading as "Happy Dancel" Queen Insurance Building, 24 Queen Avenue, Liverpool, L2 4TZ hello@ph-creative.com	United Kingdom	Optional Partner Services - Career Sites Services. Data Processed: Name, Email Address and Password, which is encrypted. Runs on Microsoft Azure EU.	Standard Contractual Clauses Beamery Supplier Information Security Requirements

<p>Joynd, Inc. 3564 Avalon Park East Blvd, Suite 1, #2016, Orlando, FL 32828 info@joynd.io</p>	United States	<p>Optional Partner Services - ATS integration services.</p> <p>Data Processed: First and last name, business contact info (company, email, phone, address), personal contact information (email, phone, address), personal details, professional life data (title, position, employer, employment history), notes and other data logged by users (e.g. feedback on candidates), communication and calendar information (e.g. emails sent to candidates), information regarding application forms, CVs, credentials or qualification, technical usage and telecommunication data.</p>	Standard Contractual Clauses ISO 27001
<p>Broadbean, Inc. 34 Executive Park, Suite 150 Irvine, CA 92614 support@broadbean.com</p>	United States	<p>Optional Partner Services - job board distribution services.</p> <p>Data Processed: First and last name, business contact info (company, email, phone, address), personal contact information (email, phone, address), personal details, professional life data (title, position, employer, employment history), notes and other data logged by users (e.g. feedback on candidates), communication and calendar information (e.g. emails sent to candidates), information regarding application forms, CVs, credentials or qualification, technical usage and telecommunication data.</p>	EU-US, Swiss-US Data Privacy Framework Standard Contractual Clauses SOC 2 Type I
<p>harmonizeHR, LLC 8001 Camden Drive Austin, TX 78757 jon@harmonizehr.com</p>	United States	<p>Optional Partner Services.</p> <p>Data Processed: First and last name, business contact info (company, email, phone, address), personal contact information (email, phone, address), personal details, professional life data (title, position, employer, employment history), notes and other data logged by users (e.g. feedback on candidates), communication and calendar information (e.g. emails sent to candidates), information regarding application forms, CVs, credentials or qualification, technical usage and telecommunication data.</p>	Standard Contractual Clauses Beamery Supplier Information Security Requirements
<p>The Cloud Connectors Inc. 3200 rue Adrien-Drolet Québec, QC G1X 1J3 DataProtectionOfficer@thecloudconnectors.com</p>	United States	<p>Optional Partner Services - ATS integration services.</p> <p>Data Processed: First and last name, business contact info (company, email, phone, address), personal contact information (email, phone, address), personal details, professional life data (title, position, employer, employment history), notes and other data logged by users (e.g. feedback on candidates), communication and calendar information (e.g. emails sent to candidates), information regarding application forms, CVs, credentials or qualification, technical usage and telecommunication data.</p>	EU-US Data Privacy Framework Standard Contractual Clauses SOC2 Type II

Additional Sub-Processors for <i>Beamery Grow</i> (only applicable if Customer purchased Beamery Grow Services)			
Sub-Processor	Processing Location	Description/Purpose	Contractual Safeguards
<p>Amazon Web Services, Inc. 21263 Smith Switch Road Ashburn, VA https://aws.amazon.com</p>	United State	<p>Cloud Service Provider - Backups - Stores encrypted files.</p> <p>Data processed: Primary Data hosting platform and will process all info processed by Beamery in the provision of the Grow Services.</p>	EU-US, Swiss-US Data Privacy Framework Standard Contractual Clauses SOC 2 ISO 27001
<p>Google LLC 200-220 State Road S-8-934 Moncks Corner, SC 29461 cloud.google.com</p>	United States	<p>Cloud Service Provider - Platform Analytics via Looker.</p> <p>Data Processed: Primary data hosting platform and will process all info processed by Beamery.</p>	EU-US, Swiss-US Data Privacy Framework Standard Contractual Clauses SOC 2 ISO 27001
<p>Auth0, Inc. 10800 NE 8th Street Suite 700 Bellevue, WA 98004 privacy@auth0.com</p>	United States	<p>Authenticate users into the Beamery Grow platform.</p> <p>Data Processed: user name, email, password.</p>	EU-US, Swiss-US Data Privacy Framework Standard Contractual Clauses SOC 2 Type II

<p>Datadog, Inc. 620 8th Avenue, Floor 45 New York, NY 10018 privacy@datadoghq.com</p>	<p>United States</p>	<p>Monitors Beamery Grow system, index application logs for search. Data Processed: First and last name, user name and email address, technical usage and telecommunication data.</p>	<p>Standard Contractual Clauses SOC 2 Type II</p>
<p>Merge API Inc. 415 Mission Street, WeWork, Floor 37 San Francisco, CA 94105 hello@merge.dev</p>	<p>United States</p>	<p>Data integration solution to help connect to various HRIS (Human Resource Information System) and ATS (Applicant Tracking System). Data Processed: First and last name, contact info (email, phone, address), personal details, professional life data (title, position, employer, employment history), notes, credentials or qualification, other information that users choose to share. Customer public job posts,</p>	<p>Standard Contractual Clauses SOC 2 Type II</p>
<p>Segment.io, Inc. (parent company is Twilio) 100 California Street Suite 700 San Francisco, CA 94111 privacy@twilio.com</p>	<p>United States</p>	<p>Tracks page views, clicks, and custom events. Data Processed: user name, email, IP address, activities in the Beamery Grow Services., technical usage and telecommunication data.</p>	<p>EU-US, Swiss-US Data Privacy Framework Standard Contractual Clauses SOC 2 Type II ISO 27001, ISO 27017, ISO 27018</p>
<p>OpenAI, L.L.C. 3180 18th Street, San Francisco, CA legal@openai.com</p>	<p>United States</p>	<p>Provider of generative artificial intelligence services for all functionality. Data Processed: any data or personal data at customers' election.</p>	<p>Standard Contractual Clauses SOC 2 Type II</p>