

## LIST OF BEAMERY SUB-PROCESSORS

With effect as of March 2022 the list of sub-processors contained in the customer agreement between the customer and Beamery shall be replaced with the following legal entities:

Beamery Group - Affiliate Sub-Processors			
Sub-Processor Details	Processing Location	Description/Purpose	Contractual Safeguards
<b>Beamery Inc.* / Beamery Ltd*</b> <a href="mailto:privacy@beamery.com">privacy@beamery.com</a>	United States / United Kingdom	Affiliate Service Provider	Processor to Processor SCCs
*Where Beamery Inc. is the contract counterparty, Beamery Ltd is the Sub-Processor, and where Beamery Ltd is the counterparty, Beamery Inc. is the Sub-Processor.			
<b>Beamery GmbH</b> <a href="mailto:privacy@beamery.com">privacy@beamery.com</a>	Germany	Affiliate Service Provider	Processor to Processor SCCs

  

Infrastructure Sub-Processors			
Sub-Processor Details	Processing Location	Description/Purpose	Contractual Safeguards
<b>Amazon Web Services, Inc.</b> 21263 Smith Switch Road Ashburn, Virginia <a href="https://aws.amazon.com">https://aws.amazon.com</a>	United States or EU (at election of Customer)	Cloud Service Provider - Backups - Stores encrypted files  <b>Data processed:</b> As AWS is used for backup purposes, all data processed by Beamery is backed up on AWS servers.	Standard Contractual Clauses  SOC 2  ISO 27001
<b>Google LLC</b> 200-220 State Road S-8-934 Moncks Corner, SC 29461 <a href="http://cloud.google.com">cloud.google.com</a>	United States or EU (at election of Customer)	Google Cloud Platform Service Provider  <b>Data Processed:</b> Primary Data hosting platform and will process all info collected/processed by Beamery.	Standard Contractual Clauses  SOC 2  ISO 27001

  

Service/Product Sub-Processors			
Sub-Processor Details	Processing Location	Description/Purpose	Contractual Safeguards
<b>250ok Inc.</b> 9247 N Meridian St Ste 301 Indianapolis, Indiana 46260 <a href="https://250ok.com">https://250ok.com</a>	United States	Provides advanced analytics and email deliverability services, e.g. reports why email messages may have bounced.  <b>Data processed:</b> Minimal candidate and user data, including to address, from address, mailbox provider, IP address <a href="https://250ok.com/wp-content/uploads/2018/08/250ok-GDPR-Handbook.pdf">https://250ok.com/wp-content/uploads/2018/08/250ok-GDPR-Handbook.pdf</a>	Standard Contractual Clauses  SOC 2

<p><b>Zendesk, Inc.</b></p> <p>989 Market Street San Francisco, CA 94103 <a href="mailto:privacy@zendesk.com">privacy@zendesk.com</a></p>	EU	<p>Cloud-based Customer Support Services</p> <p><b>Data Processed:</b> Customer's users information needed to respond to a ticket. Further, any information Customer grants express agreement to Beamery to see</p>	<p>Standard Contractual Clauses</p> <p>SOC 2</p> <p>ISO 27001</p>
<p><b>SendGrid, Inc.</b></p> <p>1801 California St., Suite 500 Denver, CO 80202 <a href="mailto:support@sendgrid.com">support@sendgrid.com</a></p>	United States	<p>Powers the email campaign functionality in Beamery.</p> <p><i>The following data can be processed, but it is down to Customer to determine what could be included:</i></p> <p><b>Data Processed:</b> Sender, recipient and copy recipient identification information (first and last name), contact information (address, telephone number (fixed and mobile), e-mail address, fax number), employment information (job title); and Any other personal data that the Customer chooses to include within the body of an email that it sends using SendGrid's services.</p>	<p>Standard Contractual Clauses</p> <p>SOC 2 Type II</p>
<p><b>People Data Labs, Inc.</b></p> <p>455 Market St #1670 San Francisco, CA 94105 <a href="mailto:privacy@peopledatalabs.com">privacy@peopledatalabs.com</a></p>	United States	<p>Provides data enrichment sources</p> <p><b>Data Processed:</b> Email Addresses</p>	<p>Standard Contractual Clauses</p> <p>SOC 2</p>
<p><b>Sovren Group, Inc.</b></p> <p>14125 Apple Tree Road Houston, TX 77079 <a href="mailto:privacy@sovren.com">privacy@sovren.com</a></p>	United States or EU	<p>Resume parsing services. Candidate data (resume)</p> <p><b>Data Processed:</b> data found in resumes, including contact information and personal attributes and details.</p>	<p>Data Center in Ireland</p> <p>SOC 2</p>
<p><b>Twilio, Inc.</b></p> <p>101 Spear St, Floor 1 San Francisco, CA 94105 <a href="mailto:support@twilio.com">support@twilio.com</a></p>	United States	<p>For messaging services - Cloud communications platform for SMS</p> <p><b>Data Processed:</b> names or contact information of individuals authorized by Customer personal data exchanged as a result of using the Services such as text, message bodies, email bodies, email recipients.</p>	<p>Standard Contractual Clauses</p> <p>SOC 2</p> <p>ISO 27001</p>

<b>Optional Integration Sub-Processors (only applicable if purchased by Customer)</b>			
<b>Sub-Processor Details</b>	<b>Processing Location</b>	<b>Description/Purpose</b>	<b>Contractual Safeguards</b>
<p><b>Nylas, Inc.</b></p> <p>695 Minna Street San Francisco, CA 94103 <a href="mailto:security@nylas.com">security@nylas.com</a></p>	United States	<p>Optional feature - 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.</p> <p><b>Data Processed :</b> Email inbox, calendar events, and contacts list.</p>	<p>Standard Contractual Clauses</p> <p>SOC 2</p> <p>ISO 27001</p>
<p><b>Phuse Technology Limited trading as "Ph. Digital"</b></p> <p>Queens Insurance Building, 24 Queen Avenue Liverpool, L2 4TZI, Merseyside, UK <a href="https://www.ph-creative.com">https://www.ph-creative.com</a></p>	United Kingdom	<p>Optional feature - Career Sites Services.</p> <p><b>Data processed:</b> Name, Email Address and Password, which is encrypted. Runs on Microsoft Azure EU.</p>	<p>Standard Contractual Clauses</p> <p>Beamery Supplier Information Security Requirements</p>

<p><b>Joynd, Inc.</b></p> <p>874 Walker Road, Suite C Dover, DE 19904 <a href="mailto:support@hrnx.com">support@hrnx.com</a></p>	United States	<p>Optional integration - ATS integration services.</p> <p><b>Data Processed:</b> First and last name , Business contact information (company, email, phone, physical business address), Contact information (email, cell phone) , 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.</p>	<p>Standard Contractual Clauses</p> <p>ISO 27001</p>
<p><b>Paradox, Inc.</b></p> <p>6330 E. Thomas Rd., Suite #200 Scottsdale, AZ 85251 <a href="mailto:privacy@paradox.ai">privacy@paradox.ai</a></p>	United States	<p>Optional integration - Conversational AI/Chat-bot services.</p> <p><b>Data processed:</b> email address, job title, company information, mailing address, location, telephone number.</p>	<p>Standard Contractual Clauses</p> <p>SOC 2</p> <p>ISO 27001</p>
<p><b>Broadbean, Inc.</b></p> <p>19800 MacArthur Boulevard Irvine, CA 92612; <a href="mailto:supportUS@broadbean.com">supportUS@broadbean.com</a></p>	United States	<p>Optional Integration - job board distribution services.</p> <p><b>Data processed:</b> The relevant types of Personal Data, the individuals these Personal Data refer to and the types of processing of Personal Data being undertaken are dependent on the Services purchased by the Customer under the Order with Broadbean as Beamery is a reseller of this integration</p>	Standard Contractual Clauses
<p><b>harmonizeHR, LLC</b></p> <p>8001 Camden Drive Austin, TX 78757 <a href="mailto:geoff@harmonizehr.com">geoff@harmonizehr.com</a></p>	United States	<p>Optional Integration Partner</p> <p><b>Data processed:</b> The relevant types of Personal Data, the individuals these Personal Data refer to and the types of processing of Personal Data being undertaken are dependent on the Services purchased by the Customer under the Order with Broadbean as Beamery is a reseller of this integration</p>	<p>Standard Contractual Clauses</p> <p>Beamery Supplier Information Security Requirements</p>

**Flux Work LLC Sub-Processors (only applicable if purchasing Flux Work products)**

<b>Sub-Processor Details</b>	<b>Processing Location</b>	<b>Description/Purpose</b>	<b>Contractual Safeguards</b>
<p><b>Amazon Web Services, Inc.</b></p> <p>21263 Smith Switch Road Ashburn, Virginia <a href="https://aws.amazon.com">https://aws.amazon.com</a></p>	United States	<p>Cloud Service Provider - Backups - Stores encrypted files</p> <p><b>Data processed:</b> Primary Data hosting platform and will process all info collected/processed by Flux.</p>	<p>Standard Contractual Clauses</p> <p>SOC 2</p> <p>ISO 27001</p>
<p><b>Appcues, Inc.</b></p> <p>177 Huntington Ave Ste 1703, PMB 94414, Boston, MA 02115 USA <a href="mailto:security@appcues.com">security@appcues.com</a></p>	United States	<p>Shows user onboarding tours, checklists, new feature introductions</p> <p><b>Data processed:</b> First and last names, email addresses, User ID, URL Data</p>	<p>Standard Contractual Clauses</p> <p>SOC 2 Type II</p>
<p><b>Auth0 Inc.</b></p> <p>10800 NE 8th Street, Suite 700 Bellevue, WA 98004, USA <a href="mailto:privacy@auth0.com">privacy@auth0.com</a></p>	United States	<p>Authenticate users into Flux system</p> <p><b>Data processed:</b> user name, email, password</p>	<p>Standard Contractual Clauses</p> <p>SOC 2 Type II</p>

<p><b>Datadog, Inc.</b></p> <p>620 8th Ave., 45th Fl., New York, NY 10018 USA <a href="mailto:privacy@datadoghq.com">privacy@datadoghq.com</a></p>	<p>United States</p>	<p>Monitors Flux system, index Flux application logs for search</p> <p><b>Data processed:</b> The personal data in Account Data that is sent to importer by exporter for the purpose of using the Services.</p>	<p>Standard Contractual Clauses</p> <p>SOC 2 Type II</p>
<p><b>Merge API Inc.</b></p> <p>Two Embarcadero Center, WeWork, 8th Floor, San Francisco, CA 94111 <a href="mailto:hello@merge.dev">hello@merge.dev</a></p>	<p>United States</p>	<p>Data integration solution to help connect to various HRIS (Human Resource Information System) and ATS (Applicant Tracking System).</p> <p><b>Data processed:</b> Customer employee information, including name, email, job title, level, location, organization, and other information customer chooses to share with Flux. Customer public job posts.</p>	<p>Standard Contractual Clauses</p> <p>SOC 2 Type II</p>
<p><b>Segment.io, Inc.</b></p> <p>100 California Street Suite 700 San Francisco, CA 94111 <a href="mailto:privacy@segment.com">privacy@segment.com</a></p>	<p>United States</p>	<p>Tracks page views, clicks, and custom events</p> <p><b>Data processed:</b> user name, email, ip, activities on the Flux website</p>	<p>Standard Contractual Clauses</p> <p>SOC 2 Type II</p> <p>ISO 27001, ISO 27017, ISO 27018</p>
<p><b>SendGrid, Inc.</b></p> <p>1801 California St., Suite 500 Denver, CO 80202 <a href="mailto:support@sendgrid.com">support@sendgrid.com</a></p>	<p>United States</p>	<p>Powers the email campaign functionality in Flux.</p> <p><i>The following data can be processed, but it is down to Customer to determine what is included:</i></p> <p><b>Data Processed:</b> Sender, recipient and copy recipient identification information (first and last name), e-mail address; and any other personal data that the Customer chooses to include within the body of an email that it sends using SendGrid's services.</p>	<p>Standard Contractual Clauses</p> <p>SOC 2 Type II</p>
<p><b>Snowflake Inc.</b></p> <p>Suite 3A, 106 East Babcock Street, Bozeman, Montana 59715 <a href="mailto:privacy@snowflake.com">privacy@snowflake.com</a></p>	<p>United States</p>	<p>Data warehouse that stores all data Flux collects and powers data analysis.</p> <p><b>Data processed:</b> User name, email, IP address, work history, activities on the Flux website.</p>	<p>Standard Contractual Clauses</p> <p>SOC 2 Type II</p>