

## LIST OF BEAMERY SUB-PROCESSORS

With effect as of October 2022 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 Details	Processing Location	Description/Purpose	Contractual Safeguards
<b>Beamery Inc.* / Beamery Ltd* / Beamery GmbH</b> <a href="mailto:privacy@beamery.com">privacy@beamery.com</a>	United States / United Kingdom / Germany	Affiliate Service Provider <b>Data processed:</b> All data processed by the contract counterparty	Processor to Processor SCCs
*Where Beamery Inc. is the contract counterparty, Beamery Ltd and Beamery GmbH are the Sub-Processors; where Beamery Ltd is the counterparty, Beamery Inc. and Beamery GmbH are the Sub-Processors; where Beamery GmbH is the contract counterparty, Beamery Ltd and Beamery Inc. are the Sub-Processors			

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 - Analytics. <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)	Cloud Service Provider - Google analytics via Looker. <b>Data Processed:</b> Primary data hosting platform and will process all info 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.	Standard Contractual Clauses SOC 2
<b>People Data Labs, Inc.</b> 455 Market St #1670 San Francisco, CA 94105 <a href="mailto:privacy@peopledatalabs.com">privacy@peopledatalabs.com</a>	United States	Enrichment Data services. <b>Data Processed:</b> Email Addresses.	Standard Contractual Clauses SOC 2
<b>Sovren Group, Inc.</b> 14125 Apple Tree Road Houston, TX 77079 <a href="mailto:privacy@sovren.com">privacy@sovren.com</a>	United States or EU	Resume parsing services. <b>Data Processed:</b> data found in resumes, including: first and last name, contact info (email, phone, address), personal details and attributes, employment history (title, position, employer).	Data Center in Ireland SOC 2
<b>Twilio, Inc.</b> 101 Spear St, Floor 1 San Francisco, CA 94105 <a href="mailto:support@twilio.com">support@twilio.com</a> (parent of SendGrid Inc.)	United States	SMS messaging services via Twilio. Email campaign functionality via SendGrid. <b>Data Processed:</b> 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.	Standard Contractual Clauses SOC 2 ISO 27001
<b>Zendesk, Inc.</b> 989 Market Street San Francisco, CA 94103 <a href="mailto:privacy@zendesk.com">privacy@zendesk.com</a>	EU	Cloud-based Customer Support Services. <b>Data Processed:</b> 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.	Standard Contractual Clauses SOC 2 ISO 27001

Optional Sub-Processors (only applicable if features/services purchased by Customer)			
Sub-Processor Details	Processing Location	Description/Purpose	Contractual Safeguards
<b>Nylas, Inc.</b> 695 Minna Street San Francisco, CA 94103 <a href="mailto:security@nylas.com">security@nylas.com</a>	United States	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.  <b>Data Processed:</b> Email inbox, calendar events, and contacts list.	Standard Contractual Clauses  SOC 2 ISO 27001
<b>Phuse Technology Limited trading as "Ph. Digital"</b> Queens Insurance Building, 24 Queen Avenue Liverpool, L2 4TZ, Merseyside, UK <a href="https://www.ph-creative.com">https://www.ph-creative.com</a>	United Kingdom	Optional feature - Career Sites Services.  <b>Data processed:</b> Name, Email Address and Password, which is encrypted. Runs on Microsoft Azure EU.	Standard Contractual Clauses  Beamery Supplier Information Security Requirements
<b>Joynd, Inc.</b> 874 Walker Road, Suite C Dover, DE 19904 <a href="mailto:support@hrnx.com">support@hrnx.com</a>	United States	Optional integration - ATS integration services.  <b>Data Processed:</b> 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.	Standard Contractual Clauses  ISO 27001
<b>Paradox, Inc.</b> 6330 E. Thomas Rd., Suite #200 Scottsdale, AZ 85251 <a href="mailto:privacy@paradox.ai">privacy@paradox.ai</a>	United States	Optional integration - Conversational AI/Chat-bot services.  <b>Data processed:</b> First and last name, email address, job title, company information, mailing address, location, telephone number, candidate inquiries and notes.	Standard Contractual Clauses  SOC 2 ISO 27001
<b>Broadbean, Inc.</b> 19800 MacArthur Boulevard Irvine, CA 92612; <a href="mailto:supportUS@broadbean.com">supportUS@broadbean.com</a>	United States	Optional Integration - job board distribution services.  <b>Data processed:</b> 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	Standard Contractual Clauses
<b>harmonizeHR, LLC</b> 8001 Camden Drive Austin, TX 78757 <a href="mailto:geoff@harmonizehr.com">geoff@harmonizehr.com</a>	United States	Optional Integration Partner.  <b>Data processed:</b> 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.	Standard Contractual Clauses  Beamery Supplier Information Security Requirements

Additional Sub-Processors for Grow (only applicable if Customer purchased Beamery Grow Services)			
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	Cloud Service Provider - Backups - Stores encrypted files.  <b>Data processed:</b> Primary Data hosting platform and will process all info processed by Beamery in the provision of the Grow Services.	Standard Contractual Clauses  SOC 2 ISO 27001
<b>Appcues, Inc.</b> 177 Huntington Ave Ste 1703, PMB 94414, Boston, MA 02115 <a href="mailto:security@appcues.com">security@appcues.com</a>	United States	Shows user onboarding tours, checklists, new feature introductions.  <b>Data processed:</b> First and last name, business contact info (company, email, phone, address), technical usage data, User ID, URL Data.	Standard Contractual Clauses  SOC 2 Type II

<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 the Beamery Grow platform.</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>	United States	<p>Monitors Beamery Grow system, index application logs for search.</p> <p><b>Data processed:</b> First and last name, user name and email address, technical usage and telecommunication data.</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>	United States	<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> 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</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>	United States	<p>Tracks page views, clicks, and custom events.</p> <p><b>Data processed:</b> user name, email, IP address, activities in the Beamery Grow Services., technical usage and telecommunication data.</p>	<p>Standard Contractual Clauses</p> <p>SOC 2 Type II ISO 27001, ISO 27017, ISO 27018</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>	United States	<p>Data warehouse that stores all data related to the Beamery Grow Services and powers data analysis.</p> <p><b>Data processed:</b> User name, email, IP address, work history, activities in the Beamery Grow Services, technical usage and telecommunication data..</p>	<p>Standard Contractual Clauses</p> <p>SOC 2 Type II</p>