# 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

<table>
<thead>
<tr>
<th>Sub-Processor</th>
<th>Processing Location</th>
<th>Description/Purpose</th>
<th>Contractual Safeguards</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beamery Inc. / Beamery Ltd / Beamery GmbH / Beamery Pty Ltd</td>
<td>United States / United Kingdom / Germany / Australia</td>
<td>Affiliate Service Provider. General support of Services through personnel of such Affiliates. <strong>Data Processed:</strong> All data processed by the contract counterparty</td>
<td>EU-US, Swiss-US, UK Extension Data Privacy Framework Processor-to-Processor SCCs</td>
</tr>
</tbody>
</table>

## Infrastructure Sub-Processors

<table>
<thead>
<tr>
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<th>Processing Location</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Amazon Web Services, Inc.</td>
<td>EU or US (at election of Customer’s Beamery Instance)</td>
<td>Cloud Service Provider - Backups - Stores encrypted files - Analytics. <strong>Data Processed:</strong> As AWS is used for backup purposes, all data processed by Beamery is backed up on AWS servers.</td>
<td>EU-US, Swiss-US Data Privacy Framework Standard Contractual Clauses SOC 2 ISO 27001</td>
</tr>
<tr>
<td>Google LLC</td>
<td>EU or US (at election of Customer’s Beamery Instance)</td>
<td>Cloud Service Provider. <strong>Data Processed:</strong> Primary data hosting platform and will process all info processed by Beamery.</td>
<td>EU-US, Swiss-US Data Privacy Framework Standard Contractual Clauses SOC 2 ISO 27001</td>
</tr>
<tr>
<td>Cloudflare, Inc.</td>
<td>Customer traffic is processed globally at the data center closest to the end user.</td>
<td>Content Delivery Network (&quot;CDN&quot;) and DDoS Protection <strong>Data Processed:</strong> 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.</td>
<td>EU-US, Swiss-US Data Privacy Framework Standard Contractual Clauses SOC 2 ISO 27001</td>
</tr>
</tbody>
</table>

## Service/Product Sub-Processors

<table>
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<th>Description/Purpose</th>
<th>Contractual Safeguards</th>
</tr>
</thead>
<tbody>
<tr>
<td>People Data Labs, Inc.</td>
<td>United States</td>
<td>Enrichment Data services. <strong>Data Processed:</strong> name, email addresses, LinkedIn profile URL.</td>
<td>Standard Contractual Clauses SOC 2</td>
</tr>
<tr>
<td>Textkernel LLC US, trading as “Sovren”</td>
<td>EU or US (at election of Customer’s Beamery Instance)</td>
<td>Resume parsing services. <strong>Data Processed:</strong> data found in resumes, including: first and last name, contact info (email, phone, address), personal details and attributes, employment history (title, position, employer).</td>
<td>Standard Contractual Clauses Data Center in Ireland SOC 2</td>
</tr>
<tr>
<td>Twilio, Inc.</td>
<td>United States</td>
<td>Twilio - SMS messaging services Sendgrid - Email campaign functionality Segment - Tracks page views, clicks, and custom events Usage Data <strong>Data Processed:</strong> 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.</td>
<td>EU-US, Swiss-US Data Privacy Framework Standard Contractual Clauses SOC 2 ISO 27001</td>
</tr>
</tbody>
</table>
# Processing

### Contractual Description/Purpose

- **Phuse Technology Limited trading as “Happy Dance”**
  - **Processing Location**: United Kingdom
  - **Description/Purpose**: Optional Partner Services - Career Sites Services.
  - **Data Processed**: Name, Email Address and Password, which is encrypted. Runs on Microsoft Azure EU.
  - **Contractual Safeguards**: Standard Contractual Clauses
  - **Beamery Supplier Information Security Requirements**

- **Zendesk, Inc.**
  - **Processing Location**: EU
  - **Description/Purpose**: 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.
  - **Contractual Safeguards**: EU-US, Swiss-US Data Privacy Framework
  - **Standard Contractual Clauses**
  - **SOC 2**
  - **ISO 27001**

- **Keen.io, LLC**
  - **Processing Location**: United States
  - **Description/Purpose**: Cloud-based Analytics provider
  - **Data Processed**: Tracks page views, clicks, and custom events.
  - **Contractual Safeguards**: Standard Contractual Clauses
  - **ISO 27001**

- **Pendo, Inc.**
  - **Processing Location**: United States
  - **Description/Purpose**: Provider used to capture Usage Data and customer engagement
  - **Data Processed**: customer data for analytics purposes
  - **Contractual Safeguards**: Standard Contractual Clauses
  - **SOC2 Type II**
  - **ISO 27001**
<table>
<thead>
<tr>
<th>Sub-Processor</th>
<th>Processing Location</th>
<th>Description/Purpose</th>
<th>Contractual Safeguards</th>
</tr>
</thead>
</table>
| **Joynd, Inc.**  
3564 Avalon Park East Blvd, Suite 1, #2016, Orlando, FL 32828  
info@joynd.io | United States | Optional Partner Services - ATS integration services.  
**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. | Standard Contractual Clauses  
ISO 27001 |
| **Broadbean, Inc.**  
34 Executive Park, Suite 150  
Irvine, CA 92614  
support@broadbean.com | United States | Optional Partner Services - job board distribution services.  
**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. | EU-US, Swiss-US Data Privacy Framework  
Standard Contractual Clauses  
SOC 2 Type I |
| **harmonizeHR, LLC**  
8001 Camden Drive  
Austin, TX 78757  
jon@harmonizehr.com | United States | Optional Partner Services.  
**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. | Standard Contractual Clauses  
Beamery Supplier Information Security Requirements |
| **The Cloud Connectors Inc.**  
3200 rue Adrien-Drolet  
Québec, QC G1X 1J3  
DataProtectionOfficer@thecloudconnectors.com | United States | Optional Partner Services - ATS integration services.  
**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. | EU-US Data Privacy Framework  
Standard Contractual Clauses  
SOC2 Type II |

### Additional Sub-Processors for Beamery Grow

*(only applicable if Customer purchased Beamery Grow Services)*

<table>
<thead>
<tr>
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<th>Processing Location</th>
<th>Description/Purpose</th>
<th>Contractual Safeguards</th>
</tr>
</thead>
</table>
| **Amazon Web Services, Inc.**  
21263 Smith Switch Road  
Ashburn, VA  
**Data processed:** Primary Data hosting platform and will process all info processed by Beamery in the provision of the Grow Services. | 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 | United States | 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 |
| **Auth0, Inc.**  
10800 NE 8th Street  
Suite 700  
Bellevue, WA 98004  
privacy@auth0.com | United States | Authenticate users into the Beamery Grow platform.  
**Data Processed:** user name, email, password. | EU-US, Swiss-US Data Privacy Framework  
Standard Contractual Clauses  
SOC 2 Type II |
<table>
<thead>
<tr>
<th>Company</th>
<th>Address</th>
<th>Country</th>
<th>Services</th>
<th>Data Processed</th>
<th>Compliance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Datadog, Inc.</td>
<td>620 8th Avenue, Floor 45 New York, NY 10018</td>
<td>United States</td>
<td>Monitors Beamery Grow system, index application logs for search.</td>
<td>Data Processed: First and last name, user name and email address, technical usage and telecommunication data.</td>
<td>Standard Contractual Clauses SOC 2 Type II</td>
</tr>
<tr>
<td>Merge API Inc.</td>
<td>415 Mission Street, WeWork, Floor 37 San Francisco, CA 94105 <a href="mailto:hello@merge.dev">hello@merge.dev</a></td>
<td>United States</td>
<td>Data integration solution to help connect to various HRIS (Human Resource Information System) and ATS (Applicant Tracking System).</td>
<td>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,</td>
<td>Standard Contractual Clauses SOC 2 Type II</td>
</tr>
<tr>
<td>Segment.io, Inc. (parent company is Twilio)</td>
<td>100 California Street Suite 700 San Francisco, CA 94111 <a href="mailto:privacy@twilio.com">privacy@twilio.com</a></td>
<td>United States</td>
<td>Tracks page views, clicks, and custom events.</td>
<td>Data Processed: user name, email, IP address, activities in the Beamery Grow Services., technical usage and telecommunication data.</td>
<td>EU-US, Swiss-US Data Privacy Framework Standard Contractual Clauses SOC 2 Type II ISO 27001, ISO 27017, ISO 27018</td>
</tr>
<tr>
<td>OpenAI, L.L.C.</td>
<td>3180 18th Street, San Francisco, CA <a href="mailto:legal@openai.com">legal@openai.com</a></td>
<td>United States</td>
<td>Provider of generative artificial intelligence services for all functionality.</td>
<td>Data Processed: any data or personal data at customers’ election.</td>
<td>Standard Contractual Clauses SOC 2 Type II</td>
</tr>
</tbody>
</table>