



## **Subprocessor List**

Last modified: February 7, 2024

## I. iCIMS Talent Cloud Subprocessors

The following legal entities are engaged by iCIMS, Inc. and its subsidiaries, excluding SkillSurvey, Inc. (*collectively*, “**iCIMS**”), and are authorized to process personal data for iCIMS services. These subprocessors are identified below by the iCIMS service(s) they assist in supporting (*collectively*, the “**iCIMS Talent Cloud**”).

iCIMS Talent Cloud General Subprocessors					
Subprocessor Name	Purpose	Description of Processing	Related Services	Processing Regions	Categories of Transferred Data
Amazon Web Services, Inc.	Cloud hosting, transcription	AWS provides a network of connected servers that host iCIMS services. AWS provides scalable resources to make iCIMS services, applications, and websites accessible.  See more: <a href="https://aws.amazon.com/privacy/">https://aws.amazon.com/privacy/</a>	<ul style="list-style-type: none"> <li>All Talent Cloud Services* (excluding Talent Cloud AI)</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> <li>Canada</li> <li>EU</li> <li>UK</li> </ul>	<ul style="list-style-type: none"> <li>All Categories</li> </ul>
Auth0, Inc.	Identity access management	Auth0 is an authentication and authorization platform that allows for secure access controls within iCIMS services.  See more: <a href="https://auth0.com/privacy">https://auth0.com/privacy</a>	<ul style="list-style-type: none"> <li>All Talent Cloud Services* (excluding Marketing Automation)</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> <li>EU</li> <li>Canada</li> </ul>	<ul style="list-style-type: none"> <li>Authentication/ Authorization Information</li> </ul>
Cronofy Limited	API platform used for calendar synchronization	Cronofy provides a scheduling platform used for calendar synchronization.  See more: <a href="https://www.cronofy.com/privacy/">https://www.cronofy.com/privacy/</a>	<ul style="list-style-type: none"> <li>Video Interviews</li> <li>Applicant Tracking</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> <li>EU</li> </ul>	<ul style="list-style-type: none"> <li>Contact Information</li> <li>Personal Identification</li> </ul>

iCIMS Talent Cloud General Subprocessors					
Subprocessor Name	Purpose	Description of Processing	Related Services	Processing Regions	Categories of Transferred Data
			<ul style="list-style-type: none"> <li>• Opportunity Marketplace</li> </ul>		
Daxtra Technologies, Ltd	Resume parsing, redaction, and searching capabilities	<p>Daxtra provides accurate resume parsing, redaction, and searching capabilities. Personal data is not stored for resume parsing.</p> <p>See more:  <a href="https://www.daxtra.com/resources/daxtra-group-privacy-policy/">https://www.daxtra.com/resources/daxtra-group-privacy-policy/</a></p>	<ul style="list-style-type: none"> <li>• Career Sites</li> <li>• Marketing Automation</li> <li>• Candidate Relationship Management</li> <li>• Applicant Tracking</li> <li>• Talent Cloud AI</li> <li>• Video Interviews</li> <li>• Digital Assistant</li> <li>• Opportunity Marketplace</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> <li>• EU</li> <li>• Canada</li> </ul>	<p>Data contained in an individual's resume, which could include:</p> <ul style="list-style-type: none"> <li>• Contact Information</li> <li>• Employment Information</li> <li>• Personal Identification</li> <li>• Professional Experience and Affiliations</li> <li>• Education and Skills</li> <li>• Social Media</li> </ul>
Forethought Technologies, Inc.	Automated customer support and support chat services	Forethought Technologies provides automated answers to common customer questions using artificial intelligence trained with iCIMS data (knowledge base articles, anonymized historical support tickets) and relevant knowledge and suggestions provided by iCIMS. Personal data is not collected or stored unless a customer includes it in a support ticket or support chat, and it is only temporarily stored for 24 hours before being anonymized.	<ul style="list-style-type: none"> <li>• All Talent Cloud Services*</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> </ul>	<ul style="list-style-type: none"> <li>• Browsing Information</li> <li>• Personal Identification</li> <li>• Contact Information</li> <li>• Employment Information</li> </ul>

iCIMS Talent Cloud General Subprocessors					
Subprocessor Name	Purpose	Description of Processing	Related Services	Processing Regions	Categories of Transferred Data
		See more: <a href="https://forethought.ai/privacy-policy/">https://forethought.ai/privacy-policy/</a>			
GlobalLogic, Inc.	Outsourced customer support	GlobalLogic provides reliable customer support for iCIMS services. GlobalLogic remotely accesses data only and does not store data. GlobalLogic resources would never access customer data without a request/authorization from the customer.  See more: <a href="https://www.globallogic.com/gdpr/">https://www.globallogic.com/gdpr/</a>	<ul style="list-style-type: none"> <li>All Talent Cloud Services* (excluding Language Assessment, Marketing Automation, Test Builder, Opportunity Marketplace, and Video Interviews)</li> </ul>	<ul style="list-style-type: none"> <li>India</li> </ul>	<ul style="list-style-type: none"> <li>Data would only be accessed for support purposes</li> </ul>
Google, LLC	In-service chatbot	Google DialogFlow provides conversational interfaces that better user experiences for iCIMS customers.  See more: <a href="https://policies.google.com/privacy?hl=en-US">https://policies.google.com/privacy?hl=en-US</a>	<ul style="list-style-type: none"> <li>Text Engagement</li> <li>Digital Assistant</li> <li>Video Interviews</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> </ul>	<ul style="list-style-type: none"> <li>Contact Information</li> <li>Browsing Information</li> <li>Employment Information</li> <li>Personal Identification</li> <li>Audio Analysis</li> </ul>

iCIMS Talent Cloud General Subprocessors					
Subprocessor Name	Purpose	Description of Processing	Related Services	Processing Regions	Categories of Transferred Data
	(d.b.a GCP) - Cloud hosting	Google Cloud Platform provides a network of connected servers that host iCIMS Career Sites for a very limited number of customers only.  See more: <a href="https://policies.google.com/privacy?hl=en-US">https://policies.google.com/privacy?hl=en-US</a>	<ul style="list-style-type: none"> <li>• Career Sites</li> <li>• Applicant Tracking</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> </ul>	<ul style="list-style-type: none"> <li>• All Categories</li> </ul>
	(d.b.a Apigee) - API Management Solution	Google Apigee provides a scalable API program to facilitate interactions between applications. No data is stored. Apigee is a Google entity.  See more: <a href="https://docs.apigee.com/api-platform/faq/privacy-security-settings">https://docs.apigee.com/api-platform/faq/privacy-security-settings</a>	<ul style="list-style-type: none"> <li>• Applicant Tracking</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> <li>• EU</li> </ul>	<ul style="list-style-type: none"> <li>• All Categories</li> </ul>
	In-service search engine	Google provides an in-service search engine for iCIMS services.  See more: <a href="https://policies.google.com/privacy?hl=en-US">https://policies.google.com/privacy?hl=en-US</a>	<ul style="list-style-type: none"> <li>• Applicant Tracking</li> <li>• Video Interviews</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> </ul>	<ul style="list-style-type: none"> <li>• All Categories</li> </ul>
	In-service spam and abuse prevention	Google provides an in-service service called reCAPTCHA to detect and block spam and abusive traffic for iCIMS Services.  See more: <a href="https://policies.google.com/privacy?hl=en-US">https://policies.google.com/privacy?hl=en-US</a>	<ul style="list-style-type: none"> <li>• Career Sites</li> <li>• Candidate Relationship Management</li> <li>• Applicant Tracking</li> <li>• Connect</li> <li>• Offer Management</li> <li>• Onboarding</li> <li>• Marketing Automation</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> </ul>	Personal Identification

iCIMS Talent Cloud General Subprocessors					
Subprocessor Name	Purpose	Description of Processing	Related Services	Processing Regions	Categories of Transferred Data
Intercountry ICB	Candidate language assessment	Intercountry provides a language evaluation service to overcome linguistic and cultural barriers throughout the hiring process. Intercommunity remotely accesses data only.  See more: <a href="https://www.intercountry.com/rgdp">https://www.intercountry.com/rgdp</a>	<ul style="list-style-type: none"> <li>Language Assessment</li> </ul>	<ul style="list-style-type: none"> <li>EU</li> </ul>	<ul style="list-style-type: none"> <li>Education and Skills</li> </ul>
Looker Data Sciences, Inc.	Provides analytics and data visualization capabilities	Looker Data Science provides in-service analytics and data visualization for iCIMS customers. Looker does not store personal data.  See more: <a href="https://cloud.google.com/terms/looker/dp-st">https://cloud.google.com/terms/looker/dp-st</a>	<ul style="list-style-type: none"> <li>Career Sites</li> <li>Candidate Relationship Management</li> <li>Applicant Tracking</li> <li>Video Studio</li> <li>Opportunity Marketplace</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> <li>EU</li> </ul>	<ul style="list-style-type: none"> <li>Browsing Information</li> <li>Employment Information</li> <li>Personal Identification</li> </ul>
Mailgun Technologies, Inc.	API that is used to track, send, and receive in-service emails	Mailgun is a reliable email service provider used to track, send, and receive emails within iCIMS services. iCIMS follows common industry best practices around email deliverability in attempting to deliver email messages for 72 hours. Emails that bounce (cannot be delivered) after 72 hours are deleted, and the recipient email address gets added to the suppression list so subsequent emails will be blocked.  See more: <a href="https://www.mailgun.com/privacy-policy/">https://www.mailgun.com/privacy-policy/</a>	<ul style="list-style-type: none"> <li>Text Engagement</li> <li>Digital Assistant</li> <li>Career Sites</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> </ul>	<ul style="list-style-type: none"> <li>Contact Information</li> <li>Education and Skills</li> <li>Employment Information</li> <li>Personal Identification</li> <li>Professional Experience and Affiliations</li> </ul>

iCIMS Talent Cloud General Subprocessors					
Subprocessor Name	Purpose	Description of Processing	Related Services	Processing Regions	Categories of Transferred Data
Message Systems, Inc.	(d.b.a SparkPost) API that is used to track, send, and receive in-service emails	<p>Message Systems is a reliable email service provider used to track, send, and receive emails within iCIMS services. iCIMS follows common industry best practices around email deliverability in attempting to deliver email messages for 72 hours. Emails that bounce (cannot be delivered) after 72 hours are deleted, and the recipient email address gets added to the suppression list so subsequent emails will be blocked.</p> <p>See more:  <a href="https://www.sparkpost.com/policies/privacy/">https://www.sparkpost.com/policies/privacy/</a></p>	<ul style="list-style-type: none"> <li>All Talent Cloud Services* (excluding Marketing Automation, Talent Cloud AI, and Video Studio)</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> <li>EU</li> </ul>	<ul style="list-style-type: none"> <li>Contact Information</li> <li>Education and Skills</li> <li>Employment Information</li> <li>Personal Identification</li> <li>Professional Experience and Affiliations</li> </ul>
Microsoft, Inc.	(d.b.a Azure) – Cloud Hosting	<p>Microsoft cloud hosting is a network of connected servers that host some of iCIMS services.</p> <p>Microsoft processes data exclusively in the EU for the following services: Applicant Tracking, Onboarding, Offer Management.</p> <p>See more:  <a href="https://www.microsoft.com/en-us/trust-center/privacy/gdpr-overview">https://www.microsoft.com/en-us/trust-center/privacy/gdpr-overview</a></p>	<ul style="list-style-type: none"> <li>Connect</li> <li>Applicant Tracking</li> <li>Onboarding</li> <li>Offer Management</li> <li>Talent Cloud AI</li> <li>Opportunity Marketplace</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> <li>EU</li> </ul>	<ul style="list-style-type: none"> <li>All Categories</li> </ul>
	(d.b.a Azure) – Disaster Recovery	<p>Microsoft Azure provides disaster recovery capabilities.</p> <p>See more:</p>	<ul style="list-style-type: none"> <li>Applicant Tracking</li> <li>Onboarding</li> <li>Offer Management</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> <li>EU</li> </ul>	<ul style="list-style-type: none"> <li>All Categories</li> </ul>

iCIMS Talent Cloud General Subprocessors					
Subprocessor Name	Purpose	Description of Processing	Related Services	Processing Regions	Categories of Transferred Data
		<a href="https://www.microsoft.com/en-us/trust-center/privacy/gdpr-overview">https://www.microsoft.com/en-us/trust-center/privacy/gdpr-overview</a>	<ul style="list-style-type: none"> <li>• Connect</li> </ul>		
	In-service search engine	<p>Microsoft provides searching capabilities within iCIMS services.</p> <p>See more:  <a href="https://www.microsoft.com/en-us/trust-center/privacy/gdpr-overview">https://www.microsoft.com/en-us/trust-center/privacy/gdpr-overview</a></p>	<ul style="list-style-type: none"> <li>• Talent Cloud AI</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> <li>• EU</li> </ul>	<ul style="list-style-type: none"> <li>• All Categories</li> </ul>
MongoDB, Inc.	Cloud database	<p>MongoDB provides reliable and scalable storage capabilities for some iCIMS services. The document model maps to the objects in your application code, making data easy to work with. Ad hoc queries, indexing, and real time aggregation provide powerful ways to access and analyze your data. Limited personal data, including contact information, is processed and stored.</p> <p>See more:  <a href="https://www.mongodb.com/cloud/trust/compliance/gdpr">https://www.mongodb.com/cloud/trust/compliance/gdpr</a></p>	<ul style="list-style-type: none"> <li>• Text Engagement</li> <li>• Digital Assistant</li> <li>• Career Sites</li> <li>• Opportunity Marketplace</li> <li>• Video Interview</li> <li>• Test Builder</li> <li>• Language Assessment</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> <li>• EU</li> </ul>	<ul style="list-style-type: none"> <li>• Browsing Information</li> <li>• Contact Information</li> <li>• Personal Identification</li> <li>• User Account Information</li> </ul>
Outsourcia	Customer support	<p>Outsourcia provides reliable customer support for some of iCIMS services, for customers in the EU only. Outsourcia remotely accesses data only and does not store data. Outsourcia resources only access customer data upon a request/authorization from the customer.</p> <p>See more:</p>	<ul style="list-style-type: none"> <li>• Video Interviews</li> <li>• Language Assessment</li> <li>• Test Builder</li> </ul>	<ul style="list-style-type: none"> <li>• Madagascar</li> </ul>	<ul style="list-style-type: none"> <li>• Contact Information</li> <li>• Employment Information</li> <li>• Personal Identification</li> </ul>



iCIMS Talent Cloud General Subprocessors					
Subprocessor Name	Purpose	Description of Processing	Related Services	Processing Regions	Categories of Transferred Data
		<a href="https://www.outsourcia.com/gdpr-compliance/policy">https://www.outsourcia.com/gdpr-compliance/policy</a>			
OwnBackup, Inc.	Salesforce backup storage	OwnBackup provides backup storage for Salesforce data, which contains customer support ticket information. These backups do not include attachments.  See more: <a href="https://www.ownbackup.com/privacy-policy/">https://www.ownbackup.com/privacy-policy/</a>	<ul style="list-style-type: none"> <li>All Talent Cloud Services*</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> </ul>	<ul style="list-style-type: none"> <li>Browsing Information</li> <li>Personal Identification</li> <li>Employment Information</li> </ul>
Rev.com, Inc.	Video transcriptions, closed captioning	Rev.com provides professional video transcriptions and closed captioning services. Only used in US hosted workspaces.  See more: <a href="https://www.rev.com/about/privacy">https://www.rev.com/about/privacy</a>	<ul style="list-style-type: none"> <li>Video Studio</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> </ul>	<ul style="list-style-type: none"> <li>Personal Identification</li> </ul>
Salesforce.com, Inc.	Ticketing and customer support	Salesforce provides infrastructure for customers and applicants to file support tickets. Candidate personal data is not collected or stored unless included by a customer in a support ticket.  See more: <a href="https://www.salesforce.com/company/privacy/">https://www.salesforce.com/company/privacy/</a>	<ul style="list-style-type: none"> <li>All Talent Cloud Services*</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> </ul>	<ul style="list-style-type: none"> <li>Browsing Information</li> <li>Personal Identification</li> <li>Contact Information</li> <li>Employment Information</li> </ul>
SumoLogic, Inc.	Audit log retention and analytics	SumoLogic provides a log aggregator to facilitate ingestion, aggregation and search of application and system logs.	<ul style="list-style-type: none"> <li>All Talent Cloud Services* (excluding Video)</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> <li>EU</li> </ul>	<ul style="list-style-type: none"> <li>Browsing Information</li> <li>Employment Information</li> </ul>

iCIMS Talent Cloud General Subprocessors					
Subprocessor Name	Purpose	Description of Processing	Related Services	Processing Regions	Categories of Transferred Data
		See more: <a href="https://www.sumologic.com/privacy-statement/">https://www.sumologic.com/privacy-statement/</a>	Interviews, Language Assessment, Test Builder, and Talent Cloud AI)		
Twilio, Inc.	Texting to SMS carriers	Twilio is a SMS service provider for sending text messages to candidates and applicants.  See more: <a href="https://www.twilio.com/legal/privacy">https://www.twilio.com/legal/privacy</a>	<ul style="list-style-type: none"> <li>• Marketing Automation</li> <li>• Text Engagement</li> <li>• Video Studio</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> </ul>	<ul style="list-style-type: none"> <li>• Contact Information</li> <li>• Employment Information</li> <li>• Personal Identification</li> </ul>
	Texting to support multifactor authentication	For Applicant Tracking customers, Twilio is used to support multifactor authentication in the following services: Applicant Tracking, Opportunity Marketplace, Career Sites, and Candidate Relationship Management.  See more: <a href="https://www.twilio.com/legal/privacy">https://www.twilio.com/legal/privacy</a>	<ul style="list-style-type: none"> <li>• Applicant Tracking</li> <li>• Career Sites</li> <li>• Candidate Relationship Management</li> <li>• Opportunity Marketplace</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> </ul>	<ul style="list-style-type: none"> <li>• Contact Information</li> <li>• Personal Identification</li> </ul>
	(d.b.a SendGrid) Automated email sending	Twilio is an email service provider that supports automated sending.  See more: <a href="https://www.twilio.com/legal/privacy">https://www.twilio.com/legal/privacy</a>	<ul style="list-style-type: none"> <li>• Marketing Automation</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> </ul>	<ul style="list-style-type: none"> <li>• Contact Information</li> <li>• Personal Identification</li> </ul>

iCIMS Talent Cloud General Subprocessors					
Subprocessor Name	Purpose	Description of Processing	Related Services	Processing Regions	Categories of Transferred Data
UiPath, Inc.	In-service Automation	<p>UiPath provides in-service automation enhancements that are optional and purchased separately. The customer determines the automation rules and data involved.</p> <p>UiPath does not store personal data for longer than 24 hours.</p> <p>See more:  <a href="https://www.uipath.com/legal/trust-and-security/privacy-policy">https://www.uipath.com/legal/trust-and-security/privacy-policy</a></p>	<ul style="list-style-type: none"> <li>• Applicant Tracking</li> <li>• Offer Management</li> <li>• Onboarding</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> </ul>	<ul style="list-style-type: none"> <li>• Data would only be accessed for automation authorized by the customer</li> </ul>
	(d.b.a Cloud Elements) - API platform used to integrate to HCM solutions	<p>Cloud Elements is a scalable API integration platform used to create a unified application ecosystem. Cloud Elements receives customer data only when the customer elects to integrate with other specific third parties.</p> <p>See more:  <a href="https://www.uipath.com/legal/trust-and-security/privacy-policy">https://www.uipath.com/legal/trust-and-security/privacy-policy</a></p>	<ul style="list-style-type: none"> <li>• Onboarding</li> <li>• Applicant Tracking</li> <li>• Opportunity Marketplace</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> <li>• EU</li> </ul>	<ul style="list-style-type: none"> <li>• All Categories</li> </ul>
Visier, Inc.	Data analytics and visualization	<p>Visier provides data analytics and visualization for iCIMS customers.</p> <p>See more:  <a href="https://www.visier.com/privacy/">https://www.visier.com/privacy/</a></p>	<ul style="list-style-type: none"> <li>• Applicant Tracking</li> <li>• Candidate Relationship Management</li> <li>• Career Sites</li> <li>• Onboarding</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> <li>• EU</li> <li>• Canada</li> </ul>	<ul style="list-style-type: none"> <li>• Education and Skills</li> <li>• Employment Information</li> <li>• Personal Identification</li> <li>• User Account Information</li> </ul>

iCIMS Talent Cloud General Subprocessors					
Subprocessor Name	Purpose	Description of Processing	Related Services	Processing Regions	Categories of Transferred Data
			<ul style="list-style-type: none"> <li>• Offer Management</li> </ul>		
Vonage Holdings Corp.	Text messaging automation and video streaming	<p>Vonage provides video streaming services and an SMS API that enables text communications within the iCIMS platform. Call Detail Records are stored, which contain the phone number and any information entered by a candidate in the message body of SMS (which could contain personal data).</p> <p>See more:  <a href="https://www.vonage.com/legal/privacy-policy/">https://www.vonage.com/legal/privacy-policy/</a></p>	<ul style="list-style-type: none"> <li>• Video Interviews</li> <li>• Language Assessment</li> <li>• Text Engagement</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> </ul>	<ul style="list-style-type: none"> <li>• Contact Information</li> <li>• Employment Information</li> <li>• Personal Identification</li> </ul>
Workato, Inc.	API Integration platform	<p>Workato is a scalable API integration platform used to create a unified application ecosystem. Workato retention periods are configurable by the customer during implementation.</p> <p>See more:  <a href="https://www.workato.com/legal/services-privacy-policy">https://www.workato.com/legal/services-privacy-policy</a></p>	<ul style="list-style-type: none"> <li>• Applicant Tracking</li> <li>• Candidate Relationship Management</li> <li>• Onboarding</li> <li>• Opportunity Marketplace</li> <li>• Marketing Automation</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> <li>• EU</li> <li>• India</li> </ul>	<ul style="list-style-type: none"> <li>• All Categories</li> </ul>
Zendesk, Inc.	Ticketing service provider for customer support	<p>Zendesk provides infrastructure for customers and applicants to file support tickets.</p>	<ul style="list-style-type: none"> <li>• Video Interviews</li> <li>• Language Assessment</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> </ul>	<ul style="list-style-type: none"> <li>• Browsing Information</li> <li>• Contact Information</li> </ul>

iCIMS Talent Cloud General Subprocessors					
Subprocessor Name	Purpose	Description of Processing	Related Services	Processing Regions	Categories of Transferred Data
		<p>For new customers, Zendesk is only a subprocessor for Video Interviews, Language Assessment, and Test Builder.</p> <p>See more:  <a href="https://www.zendesk.com/company/privacy-and-data-protection/">https://www.zendesk.com/company/privacy-and-data-protection/</a></p>	<ul style="list-style-type: none"> <li>• Test Builder</li> </ul>		<ul style="list-style-type: none"> <li>• Personal Identification</li> </ul>

Subprocessors for Professional Services					
Subprocessor Name	Purpose	Description of Processing	Related Services	Processing Regions	Categories of Transferred Data
EPI-USE America, Inc.	Outsourced support used to integrate HCM solutions	EPI-USE provides reliable support for integrating the Customer's HCM Vendor with iCIMS services.  See more: <a href="https://www.epiuse.com/privacy-policy/">https://www.epiuse.com/privacy-policy/</a>	<ul style="list-style-type: none"> <li>• Applicant Tracking</li> <li>• Offer Management</li> <li>• Onboarding</li> <li>• Marketing Automation</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> <li>• South Africa</li> </ul>	<ul style="list-style-type: none"> <li>• Data would only be accessed for HCM integration purposes</li> </ul>
GlobalLogic, Inc.	Outsourced professional services	GlobalLogic provides reliable professional services for implementing iCIMS services. GlobalLogic resources would not access customer data without acknowledgment from the customer. GlobalLogic resources are granted role-based access to the customer's data for which they are assigned as a project resource, and their access is promptly disabled upon completion of the project. GlobalLogic does not store any customer data.  See more: <a href="https://www.globallogic.com/gdpr/">https://www.globallogic.com/gdpr/</a>	<ul style="list-style-type: none"> <li>• Applicant Tracking</li> <li>• Video Studio</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> <li>• Canada</li> <li>• India</li> </ul>	<ul style="list-style-type: none"> <li>• Data would only be accessed to assist with implementation of iCIMS services</li> </ul>
Harbinger Group, Inc.	Outsourced support used to integrate HCM solutions	Harbinger Group provides reliable support for integrating the Customer's HCM Vendor with iCIMS services. Harbinger does not store any customer data.  See more:	<ul style="list-style-type: none"> <li>• Applicant Tracking</li> <li>• Offer Management</li> <li>• Onboarding</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> <li>• India</li> </ul>	<ul style="list-style-type: none"> <li>• Data would only be accessed for HCM integration purposes</li> </ul>

		<a href="https://www.harbingergroup.com/privacy-policy/">https://www.harbingergroup.com/privacy-policy/</a>	<ul style="list-style-type: none"> <li>Marketing Automation</li> </ul>		
HireClix, LLC	Outsourced professional services	<p>HireClix provides reliable professional services for implementing iCIMS services. HireClix resources would not access customer data without acknowledgment from the customer. HireClix resources are granted role-based access to the customer’s data for which they are assigned as a project resource, and their access is promptly disabled upon completion of the project. HireClix does not store any customer data.</p> <p>See more:  <a href="https://www.hireclix.com/privacy">https://www.hireclix.com/privacy</a></p>	<ul style="list-style-type: none"> <li>Applicant Tracking</li> <li>Career Sites</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> </ul>	<ul style="list-style-type: none"> <li>Data would only be accessed to assist with implementation of iCIMS services</li> </ul>

\*All Talent Cloud Services includes the following iCIMS services: Applicant Tracking, Career Sites, Marketing Automation, Candidate Relationship Management, Connect, Digital Assistant, Language Assessment, Offer Management, Opportunity Marketplace, Onboarding, Talent Cloud AI, Test Builder, Text Engagement, Video Interviews, Video Studio. All Talent Cloud Services excludes connectors, integrations, and other third-party products or services that are optional and selected by our customers.

## II. SkillSurvey Subprocessors

The following legal entities are engaged by iCIMS, Inc. and its subsidiaries, including SkillSurvey, Inc. (collectively SkillSurvey), and are authorized to process personal data for SkillSurvey services.

SkillSurvey General Subprocessors					
Subprocessor Name	Purpose	Description of Processing	Related Services	Processing Regions	Categories of Transferred Data
DocuSign, Inc.	E-Signature Integration	DocuSign integrates with SkillSurvey services to provide electronic signature functionality for references, applicants, and hospital affiliation contacts.  See more: <a href="https://www.docusign.com/privacy/">https://www.docusign.com/privacy/</a>	<ul style="list-style-type: none"> <li>SkillSurvey Credential OnDemand</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> </ul>	<ul style="list-style-type: none"> <li>Forms that Require Signature</li> <li>Contact Information</li> <li>Personal Identification</li> </ul>
Forethought Technologies, Inc.	Automated customer support and support chat services	Forethought Technologies provides automated answers to common customer questions using artificial intelligence trained with iCIMS data (knowledge base articles, anonymized historical support tickets) and relevant knowledge and suggestions provided by iCIMS. Personal data is not collected or stored unless a customer includes it in a support ticket or support chat, and it is only temporarily stored for 24 hours before being anonymized.  See more: <a href="https://forethought.ai/privacy-policy/">https://forethought.ai/privacy-policy/</a>	<ul style="list-style-type: none"> <li>All SkillSurvey Services*</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> </ul>	<ul style="list-style-type: none"> <li>Browsing Information</li> <li>Personal Identification</li> <li>Contact Information</li> <li>Employment Information</li> </ul>
Google, LLC	In-service spam and abuse prevention	Google provides an in-service service to detect and block spam and abusive traffic for iCIMS Services.	<ul style="list-style-type: none"> <li>SkillSurvey Reference</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> </ul>	<ul style="list-style-type: none"> <li>Personal Identification</li> </ul>



SkillSurvey General Subprocessors					
Subprocessor Name	Purpose	Description of Processing	Related Services	Processing Regions	Categories of Transferred Data
		See more: <a href="https://policies.google.com/privacy?hl=en-US">https://policies.google.com/privacy?hl=en-US</a>	<ul style="list-style-type: none"> <li>SkillSurvey Source</li> </ul>		
Harbinger Group, Inc.	Development Contractor	Harbinger Group assists with service development for SkillSurvey services.  See more: <a href="https://www.harbingergroup.com/privacy-policy/">https://www.harbingergroup.com/privacy-policy/</a>	<ul style="list-style-type: none"> <li>All SkillSurvey Services*</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> <li>India</li> </ul>	<ul style="list-style-type: none"> <li>Browsing Information</li> <li>Contact Information</li> <li>Employment Information</li> <li>Personal Identification</li> </ul>
Hevo Data, Inc.	Data Pipeline Platform	Hevo Data integrates with SkillSurvey pulls data from SkillSurvey databases and transfers it to a central reporting database.  See more: <a href="https://hevodata.com/privacy/">https://hevodata.com/privacy/</a>	<ul style="list-style-type: none"> <li>SkillSurvey Reference</li> <li>SkillSurvey Source</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> </ul>	<ul style="list-style-type: none"> <li>All Categories</li> </ul>
Microsoft, Inc.	(d.b.a Azure) Cloud hosting	Microsoft Azure provides a network of connected servers that host SkillSurvey services.  See more: <a href="https://www.microsoft.com/en-us/trust-center/privacy/gdpr-overview">https://www.microsoft.com/en-us/trust-center/privacy/gdpr-overview</a>	<ul style="list-style-type: none"> <li>All SkillSurvey Services*</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> </ul>	<ul style="list-style-type: none"> <li>All Categories</li> </ul>
OwnBackup, Inc.	Salesforce backup storage	OwnBackup provides backup storage for Salesforce data, which contains customer support ticket information. These backups do not include attachments.  See more:	<ul style="list-style-type: none"> <li>All SkillSurvey Services*</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> </ul>	<ul style="list-style-type: none"> <li>Browsing Information</li> <li>Personal Identification</li> </ul>

SkillSurvey General Subprocessors					
Subprocessor Name	Purpose	Description of Processing	Related Services	Processing Regions	Categories of Transferred Data
		<a href="https://www.ownbackup.com/privacy-policy/">https://www.ownbackup.com/privacy-policy/</a>			<ul style="list-style-type: none"> <li>• Employment Information</li> </ul>
Ping Identity Corporation	Single-Sign-On	<p>Ping Identity is an identity management platform that allows customers to implement Single Sign On functionality for its users.</p> <p>See more:  <a href="https://www.pingidentity.com/en/legal/privacy.html">https://www.pingidentity.com/en/legal/privacy.html</a></p>	<ul style="list-style-type: none"> <li>• Post-Hire</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> </ul>	<ul style="list-style-type: none"> <li>• Authentication/ Authorization Information</li> </ul>
Salesforce.com, Inc.	Ticketing and customer support	<p>Salesforce provides infrastructure for customers and applicants to file support tickets. Candidate personal data is not collected or stored unless included by a customer in a support ticket.</p> <p>See more:  <a href="https://www.salesforce.com/company/privacy/">https://www.salesforce.com/company/privacy/</a></p>	<ul style="list-style-type: none"> <li>• All SkillSurvey Services*</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> </ul>	<ul style="list-style-type: none"> <li>• Browsing Information</li> <li>• Personal Identification</li> <li>• Contact Information</li> <li>• Employment Information</li> </ul>
SumoLogic, Inc.	Audit log retention and analytics	<p>SumoLogic provides a log aggregator to facilitate ingestion, aggregation and search of application and system logs.</p> <p>See more:  <a href="https://www.sumologic.com/privacy-statement/">https://www.sumologic.com/privacy-statement/</a></p>	<ul style="list-style-type: none"> <li>• All SkillSurvey Services*</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> <li>• EU</li> </ul>	<ul style="list-style-type: none"> <li>• Browsing Information</li> <li>• Employment Information</li> </ul>

SkillSurvey General Subprocessors					
Subprocessor Name	Purpose	Description of Processing	Related Services	Processing Regions	Categories of Transferred Data
Twilio, Inc.	Texting to SMS carriers	Twilio is a SMS service provider for sending text messages to candidates and applicants.  See more: <a href="https://www.twilio.com/legal/privacy">https://www.twilio.com/legal/privacy</a>	<ul style="list-style-type: none"> <li>All SkillSurvey Services*</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> </ul>	<ul style="list-style-type: none"> <li>Contact Information</li> <li>Employment Information</li> <li>Personal Identification</li> </ul>
	(d.b.a SendGrid) Automated email sending	Twilio is an email service provider that supports automated sending.  See more: <a href="https://www.twilio.com/legal/privacy">https://www.twilio.com/legal/privacy</a>	<ul style="list-style-type: none"> <li>All SkillSurvey Services*</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> </ul>	<ul style="list-style-type: none"> <li>Contact Information</li> <li>Personal Identification</li> </ul>
Workato, Inc.	API Integration platform	Workato is a scalable API integration platform used to create a unified application ecosystem. Workato receives customer data only when the customer elects to integrate with other specific third parties. Workato does not store customer data.  See more: <a href="https://www.workato.com/legal/services-privacy-policy">https://www.workato.com/legal/services-privacy-policy</a>	<ul style="list-style-type: none"> <li>All SkillSurvey Services* (excluding Career Readiness)</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> </ul>	<ul style="list-style-type: none"> <li>Browsing Information</li> <li>Contact Information</li> <li>Employment Information</li> <li>Personal Identification</li> </ul>
Zendesk, Inc.	Ticketing service provider for customer support	Zendesk provides infrastructure for customers and applicants to file support tickets.  See more: <a href="https://www.zendesk.com/company/privacy-and-data-protection/">https://www.zendesk.com/company/privacy-and-data-protection/</a>	<ul style="list-style-type: none"> <li>All SkillSurvey Services*</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> </ul>	<ul style="list-style-type: none"> <li>Browsing Information</li> <li>Contact Information</li> <li>Personal Identification</li> </ul>

\*All SkillSurvey Services includes Reference, Source, Post-Hire, Career Readiness, and Credential OnDemand.

### III. ICIMS Affiliates

The following iCIMS affiliates are authorized to process personal data for the iCIMS Talent Cloud and SkillsSurvey services, as applicable, and to implement and provide support and maintenance of the services. An iCIMS affiliate is only a subprocessor when the agreement to subscribe to iCIMS' services is executed by an entity other than the iCIMS affiliate.

iCIMS Company	Address	Region/Country
Altru Labs, Inc.	1 Union Square W., Second Floor New York, NY 10003 USA	United States
Candidate ID Ltd	1 George Square Glasgow, Scotland, G2 1AL	EEA/UK
Easyrecrue SAS	15 rue de Bucarest 75008 Paris France	EEA/UK
iCIMS Canada Inc.	Suite 2400 745 Thurlow Street Vancouver BC V6e 0c5 Canada	Canada
iCIMS India Private Limited	DLF Cybercity, 8th Floor, Gachibowli, Hyderabad, Telangana-500032, India	India
iCIMS International, LLC	Bell Works 101 Crawfords Corner Road, Suite 3-100 Holmdel, NJ 07733 USA	United States
Jibe, Inc.	1 Union Square W., Second Floor New York, NY 10003 USA	United States
Opening HR Limited	Dogpatch Labs The CHQ Building	EEA/UK

	Custom House Quay, Dublin 1 D01 Y6H7 Ireland	
Skill Survey, Inc.	1 Country View Road Suite 102 Malvern, PA 19355	United States
TextRecruit, Inc.	Bell Works 101 Crawfords Corner Road, Suite 3-100 Holmdel, NJ 07733 USA	United States

#### IV. [Subscribe to Receive Updates to the List of Subprocessors](#)

If you are a current iCIMS customer, you may subscribe to receive notifications whenever we add a new subprocessor(s). To subscribe, complete and submit the form located [here](#).

#### V. [Request More Information About a Subprocessor](#)

iCIMS customers may also request further information about a subprocessor by contacting [privacy@icims.com](mailto:privacy@icims.com).