



Subprocessor List

Last modified: October 13, 2025

I. iCIMS Third-Party 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 the applicable portion of the subscription. These subprocessors are identified below by the iCIMS Core Application(s) and Module(s) they assist in supporting.

iCIMS Third-Party Subprocessors					
Subprocessor Name	Purpose	Description of Processing	iCIMS Core Applications and Modules	Processing Regions	Categories of Data Processed
Amazon Web Services, Inc.	Cloud hosting, transcription	AWS provides a network of connected servers that host iCIMS core applications and modules. AWS provides scalable resources to make iCIMS core applications, modules, and websites accessible. See more: https://aws.amazon.com/privacy/	<ul style="list-style-type: none">• All iCIMS Core Applications and Modules*	<ul style="list-style-type: none">• United States• Canada• EU	<ul style="list-style-type: none">• All Categories
	File Conversion, Virus Scanning	AWS is used to support document file conversion and virus scanning within iCIMS' Document Management System. See more: https://aws.amazon.com/privacy/	<ul style="list-style-type: none">• Applicant Tracking• Marketing Automation	<ul style="list-style-type: none">• United States• Canada• EU	Data contained in documents such as resumes, which could include: <ul style="list-style-type: none">• Contact Information• Employment Information

iCIMS Third-Party Subprocessors					
Subprocessor Name	Purpose	Description of Processing	iCIMS Core Applications and Modules	Processing Regions	Categories of Data Processed
					<ul style="list-style-type: none"> • Personal Identification • Professional Experience and Affiliations • Education and Skills • Social Media
	AI Chatbot	<p>AWS is used to support the upgraded Digital Assistant chatbot with AI capabilities and to ensure safe and appropriate interactions. Candidate data is only processed by the AWS AI services if your company integrates the chatbot with the Text Engagement Sequence Builder. ICIMS customers must enable this new chatbot functionality, and it does not apply to the legacy chatbot.</p> <p>See more: https://aws.amazon.com/privacy/</p>	<ul style="list-style-type: none"> • Digital Assistant • Text Engagement 	<ul style="list-style-type: none"> • United States • EU 	<p>Candidate responses to chatbot prompts, which could include:</p> <ul style="list-style-type: none"> • Employment information • Personal Identification
Auth0, Inc.	Identity access management	<p>Auth0 is an authentication and authorization platform that allows for secure access controls within iCIMS core applications and modules.</p> <p>See more: https://auth0.com/privacy</p>	<ul style="list-style-type: none"> • All iCIMS Core Applications and Modules* (excluding Marketing Automation) 	<ul style="list-style-type: none"> • United States • EU • Canada 	<ul style="list-style-type: none"> • Authentication/Authorization Information

iCIMS Third-Party Subprocessors					
Subprocessor Name	Purpose	Description of Processing	iCIMS Core Applications and Modules	Processing Regions	Categories of Data Processed
Cleared For Takeoff, Inc. d.b.a Geocode Earth	Geolocation and Address Service	Cleared For Takeoff, Inc. provides auto-complete address form entry, geo-coding addresses to obtain the latitude and longitude for location-based job searching, and detection of inaccurately entered addresses. See More: https://geocode.earth/privacy/	<ul style="list-style-type: none"> • Career Sites • Applicant Tracking • Onboarding • Candidate Experience Management 	<ul style="list-style-type: none"> • United States 	<ul style="list-style-type: none"> • Contact Information
Cronofy Limited	API platform used for calendar synchronization	Cronofy provides a scheduling platform used for calendar synchronization. See more: https://www.cronofy.com/privacy/	<ul style="list-style-type: none"> • Video Interviews • Applicant Tracking • Opportunity Marketplace 	<ul style="list-style-type: none"> • United States • EU 	<ul style="list-style-type: none"> • Contact Information • Personal Identification
Daxtra Technologies, Ltd	Resume parsing, redaction, and searching capabilities	Daxtra provides accurate resume parsing, redaction, and searching capabilities. Personal data is not stored for resume parsing. See more: https://www.daxtra.com/resources/daxtra-group-privacy-policy/	<ul style="list-style-type: none"> • Career Sites • Marketing Automation • Candidate Experience Management • Applicant Tracking • iCIMS AI • Video Interviews 	<ul style="list-style-type: none"> • United States • EU • Canada 	Data contained in an individual's resume, which could include: <ul style="list-style-type: none"> • Contact Information • Employment Information • Personal Identification • Professional Experience

iCIMS Third-Party Subprocessors					
Subprocessor Name	Purpose	Description of Processing	iCIMS Core Applications and Modules	Processing Regions	Categories of Data Processed
			<ul style="list-style-type: none"> Digital Assistant Opportunity Marketplace 		and Affiliations <ul style="list-style-type: none"> Education and Skills Social Media
Fastly, Inc.	Web Application Firewall	<p>Fastly provides a web application firewall, which includes advanced security protection, DDOS mitigation, and BOT protection.</p> <p>For Career Sites, the data filled into in page form fields may transmit to Fastly.</p> <p>Personal data is only stored if a potential threat or anomaly is detected.</p> <p>See more: https://www.fastly.com/privacy</p>	<ul style="list-style-type: none"> Career Sites Applicant Tracking 	<ul style="list-style-type: none"> United States EU Canada 	<ul style="list-style-type: none"> Browsing Information Personal Identification Contact Information Employment Information Professional Experience Education and Skills
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	<ul style="list-style-type: none"> All iCIMS Core Applications and Modules* 	<ul style="list-style-type: none"> United States 	<ul style="list-style-type: none"> Browsing Information Personal Identification Contact Information

iCIMS Third-Party Subprocessors					
Subprocessor Name	Purpose	Description of Processing	iCIMS Core Applications and Modules	Processing Regions	Categories of Data Processed
		includes it in a support ticket or support chat, and it is only temporarily stored for 24 hours before being anonymized. See more: https://forethought.ai/privacy-policy/			<ul style="list-style-type: none"> • Employment Information
GlobalLogic Inc.	Development Contractor	GlobalLogic assists with service development for iCIMS solutions. See more: https://www.globallogic.com/privacy-policy/	<ul style="list-style-type: none"> • All iCIMS Core Applications and Modules* 	<ul style="list-style-type: none"> • India 	<ul style="list-style-type: none"> • All Categories
Google, LLC	(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: https://docs.apigee.com/api-platform/fq/privacy-security-settings	<ul style="list-style-type: none"> • Applicant Tracking 	<ul style="list-style-type: none"> • United States • EU 	<ul style="list-style-type: none"> • All Categories
	In-service search engine	Google provides an in-service search engine for iCIMS core applications and modules. See more: https://policies.google.com/privacy?hl=en-US	<ul style="list-style-type: none"> • Applicant Tracking • Video Interviews 	<ul style="list-style-type: none"> • United States 	<ul style="list-style-type: none"> • All Categories
	In-service spam and abuse prevention	Google reCAPTCHA detects and blocks spam and abusive traffic for iCIMS core applications and modules.	<ul style="list-style-type: none"> • Career Sites • Candidate Experience Management 	<ul style="list-style-type: none"> • United States 	<ul style="list-style-type: none"> • Personal Identification

iCIMS Third-Party Subprocessors					
Subprocessor Name	Purpose	Description of Processing	iCIMS Core Applications and Modules	Processing Regions	Categories of Data Processed
		See more: https://policies.google.com/privacy?hl=en-US	<ul style="list-style-type: none"> • Applicant Tracking • Connect • Offer Management • Onboarding • Marketing Automation 		
Intercountry ICB	Candidate language assessment	Intercountry provides a language evaluation service to overcome linguistic and cultural barriers throughout the hiring process. Intercountry remotely accesses data only. See more: https://www.intercountry.com/rgdp	<ul style="list-style-type: none"> • Language Assessment 	<ul style="list-style-type: none"> • EU 	<ul style="list-style-type: none"> • Education and Skills
Intuition Machines, Inc.	In-service spam and abuse prevention	hCaptcha detects and blocks spam and abusive traffic for iCIMS core applications and modules. For more information, please see https://www.imachines.com/privacy .	<ul style="list-style-type: none"> • Applicant Tracking • Candidate Experience Management • Career Sites • Connect • Digital Assistant • Offer Management 	<ul style="list-style-type: none"> • United States • Global, depending on the end user's location 	<ul style="list-style-type: none"> • Browsing Information

iCIMS Third-Party Subprocessors					
Subprocessor Name	Purpose	Description of Processing	iCIMS Core Applications and Modules	Processing Regions	Categories of Data Processed
			<ul style="list-style-type: none"> Onboarding Opportunity Marketplace Text Engagement Video Studio 		
Looker Data Sciences, Inc.	Provides analytics and data visualization capabilities	<p>Looker Data Science provides in-service analytics and data visualization for iCIMS customers.</p> <p>See more: https://cloud.google.com/terms/looker/dpst</p>	<ul style="list-style-type: none"> Career Sites Candidate Experience Management Applicant Tracking Video Studio Opportunity Marketplace Marketing Automation Offer Management Onboarding iCIMS AI Text Engagement 	<ul style="list-style-type: none"> United States EU 	<ul style="list-style-type: none"> Browsing Information Employment Information Personal Identification
Message Systems, Inc.	(d.b.a SparkPost) API	Message Systems is a reliable email service provider used to track, send, and receive	<ul style="list-style-type: none"> All iCIMS Core Applications 	<ul style="list-style-type: none"> United States 	<ul style="list-style-type: none"> Contact Information

iCIMS Third-Party Subprocessors					
Subprocessor Name	Purpose	Description of Processing	iCIMS Core Applications and Modules	Processing Regions	Categories of Data Processed
	that is used to track, send, and receive in-service emails	<p>emails within iCIMS core applications and modules. 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: https://www.sparkpost.com/policies/privacy/ </p>	and Modules* (excluding Marketing Automation, iCIMS AI, and Video Studio)	<ul style="list-style-type: none"> EU 	<ul style="list-style-type: none"> Education and Skills Employment Information Personal Identification Professional Experience and Affiliations
Microsoft, Inc.	(d.b.a Azure) – Cloud Hosting	<p>Microsoft cloud hosting is a network of connected servers that host some of iCIMS core applications and modules.</p> <p>Microsoft processes data exclusively in the EU for the following core applications and modules: Applicant Tracking, Onboarding, Offer Management.</p> <p>See more: https://www.microsoft.com/en-us/trust-center/privacy/gdpr-overview </p>	<ul style="list-style-type: none"> Connect Applicant Tracking Onboarding Offer Management iCIMS AI Opportunity Marketplace 	<ul style="list-style-type: none"> United States EU 	<ul style="list-style-type: none"> All Categories
	(d.b.a Azure) – Disaster Recovery	Microsoft Azure provides disaster recovery capabilities.	<ul style="list-style-type: none"> Applicant Tracking 	<ul style="list-style-type: none"> United States 	<ul style="list-style-type: none"> All Categories

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Subprocessor Name	Purpose	Description of Processing	iCIMS Core Applications and Modules	Processing Regions	Categories of Data Processed
		See more: https://www.microsoft.com/en-us/trust-center/privacy/gdpr-overview	<ul style="list-style-type: none"> Onboarding Offer Management Connect 	<ul style="list-style-type: none"> EU 	
	In-service search engine	<p>Microsoft provides searching capabilities within iCIMS core applications and modules.</p> <p>See more: https://www.microsoft.com/en-us/trust-center/privacy/gdpr-overview</p>	<ul style="list-style-type: none"> iCIMS AI 	<ul style="list-style-type: none"> United States EU 	<ul style="list-style-type: none"> All Categories
	(d.b.a Azure) – Geolocation and Address Service	<p>Microsoft provides auto-complete address form entry, geo-coding addresses to obtain the latitude and longitude for location-based job searching, and detection of inaccurately entered addresses.</p> <p>See More: https://www.microsoft.com/en-us/trust-center/privacy/gdpr-overview</p>	<ul style="list-style-type: none"> Career Sites Applicant Tracking Onboarding Candidate Experience Management 	<ul style="list-style-type: none"> United States EU 	<ul style="list-style-type: none"> Contact Information
MongoDB, Inc.	Cloud database	MongoDB provides reliable and scalable storage capabilities for some iCIMS core applications and modules. 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.	<ul style="list-style-type: none"> Text Engagement Digital Assistant Career Sites Opportunity Marketplace Video Interview 	<ul style="list-style-type: none"> United States EU 	<ul style="list-style-type: none"> Browsing Information Contact Information Personal Identification User Account Information

iCIMS Third-Party Subprocessors					
Subprocessor Name	Purpose	Description of Processing	iCIMS Core Applications and Modules	Processing Regions	Categories of Data Processed
		See more: https://www.mongodb.com/cloud/trust/compliance/gdpr	<ul style="list-style-type: none"> • Test Builder • Language Assessment 		
Own Company, Inc.	Salesforce backup storage	Own Company-provides backup storage for Salesforce data, which contains customer support ticket information. These backups do not include attachments. See more: https://www.ownbackup.com/privacy-policy/	<ul style="list-style-type: none"> • All iCIMS Core Applications and Modules* 	<ul style="list-style-type: none"> • United States 	<ul style="list-style-type: none"> • Browsing Information • Personal Identification • Employment Information
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: https://www.rev.com/about/privacy	<ul style="list-style-type: none"> • Video Studio 	<ul style="list-style-type: none"> • United States 	<ul style="list-style-type: none"> • Personal Identification
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: https://www.salesforce.com/company/privacy/	<ul style="list-style-type: none"> • All iCIMS Core Applications and Modules* 	<ul style="list-style-type: none"> • United States 	<ul style="list-style-type: none"> • Browsing Information • Personal Identification • Contact Information • Employment Information

iCIMS Third-Party Subprocessors					
Subprocessor Name	Purpose	Description of Processing	iCIMS Core Applications and Modules	Processing Regions	Categories of Data Processed
Snowplow Technologies Inc.	Maintenance and support for data analytics	<p>Snowplow provides case-by-case maintenance and support services for some of the iCIMS analytics data pipeline. Snowplow accesses limited pseudonymous data and no data is stored on Snowplow systems.</p> <p>See more: https://snowplow.io/privacy-policy</p>	<ul style="list-style-type: none"> • Applicant Tracking • Career Sites • Candidate Experience Management 	<ul style="list-style-type: none"> • United States 	<ul style="list-style-type: none"> • Pseudonymous unique ID
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: https://www.sumologic.com/privacy-statement/</p>	<ul style="list-style-type: none"> • All iCIMS Core Applications and Modules* (excluding Video Interviews, Language Assessment, Test Builder, and iCIMS AI) 	<ul style="list-style-type: none"> • United States • EU 	<ul style="list-style-type: none"> • Browsing Information • Employment Information
Twilio, Inc.	Texting to SMS carriers	<p>Twilio is a SMS service provider for sending text messages to candidates and applicants.</p> <p>See more: https://www.twilio.com/legal/privacy</p>	<ul style="list-style-type: none"> • Marketing Automation • Text Engagement 	<ul style="list-style-type: none"> • United States 	<ul style="list-style-type: none"> • Contact Information • Employment Information • Personal Identification

iCIMS Third-Party Subprocessors					
Subprocessor Name	Purpose	Description of Processing	iCIMS Core Applications and Modules	Processing Regions	Categories of Data Processed
	Texting to support multifactor authentication	For Applicant Tracking customers, Twilio is used to support multifactor authentication in the following core applications and modules: Applicant Tracking, Opportunity Marketplace, Career Sites, and Candidate Experience Management. See more: https://www.twilio.com/legal/privacy	<ul style="list-style-type: none"> Applicant Tracking Career Sites Candidate Experience Management Opportunity Marketplace 	<ul style="list-style-type: none"> United States 	<ul style="list-style-type: none"> Contact Information Personal Identification
	(d.b.a SendGrid) Automated email sending	Twilio is an email service provider that supports automated sending. See more: https://www.twilio.com/legal/privacy	<ul style="list-style-type: none"> Marketing Automation 	<ul style="list-style-type: none"> United States 	<ul style="list-style-type: none"> Contact Information Personal Identification
UiPath, Inc.	In-service Automation	UiPath provides in-service automation enhancements that are optional and purchased separately. The customer determines the automation rules and data involved. UiPath does not store personal data for longer than 24 hours. See more: https://www.uipath.com/legal/trust-and-security/privacy-policy	<ul style="list-style-type: none"> Applicant Tracking Offer Management Onboarding 	<ul style="list-style-type: none"> United States 	<ul style="list-style-type: none"> Data would only be accessed for automation authorized by the customer
Vonage Holdings Corp.	Text messaging automation and video streaming	Vonage provides video streaming services and an SMS API that enables text communications within the iCIMS platform.	<ul style="list-style-type: none"> Video Interviews 	<ul style="list-style-type: none"> United States 	<ul style="list-style-type: none"> Contact Information

iCIMS Third-Party Subprocessors					
Subprocessor Name	Purpose	Description of Processing	iCIMS Core Applications and Modules	Processing Regions	Categories of Data Processed
		<p>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: https://www.vonage.com/legal/privacy-policy/ </p>	<ul style="list-style-type: none"> • Language Assessment • Text Engagement 		<ul style="list-style-type: none"> • Employment Information • Personal Identification
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: https://www.workato.com/legal/services-privacy-policy </p>	<ul style="list-style-type: none"> • Applicant Tracking • Offer Management • Onboarding • Marketing Automation 	<ul style="list-style-type: none"> • United States • EU • India 	<ul style="list-style-type: none"> • All Categories

Subprocessors for Professional Services					
Subprocessor Name	Purpose	Description of Processing	iCIMS Solutions	Processing Regions	Categories of Data Processed
Alexander Mann Solution (AMS) Ltd.	Outsourced professional services	AMS provides reliable professional services for implementing iCIMS core applications and modules. AMS resources would not access customer data without acknowledgment from the customer. AMS 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. AMS does not store any customer data. See more: https://www.weareams.com/privacy-policy/	<ul style="list-style-type: none"> • Applicant Tracking • Career Sites 	<ul style="list-style-type: none"> • United States • EU • UK 	<ul style="list-style-type: none"> • Data would only be accessed to assist with implementation of iCIMS services
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 core applications and modules. See more: https://www.epiuse.com/privacy-policy/	<ul style="list-style-type: none"> • Applicant Tracking • Offer Management • Onboarding • Marketing Automation 	<ul style="list-style-type: none"> • South Africa 	<ul style="list-style-type: none"> • Data would only be accessed for HCM integration purposes
Harbinger Systems Private Limited	Outsourced support used to integrate HCM solutions	Harbinger Group provides reliable support for integrating the Customer's HCM Vendor with iCIMS solutions. Harbinger does not store any customer data. See more:	<ul style="list-style-type: none"> • Applicant Tracking • Offer Management • Onboarding 	<ul style="list-style-type: none"> • United States • India 	<ul style="list-style-type: none"> • Data would only be accessed for HCM

		https://www.harbingergroup.com/privacy-policy/	<ul style="list-style-type: none"> • Marketing Automation • Video Studio • Video Interviews 		integration purposes
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*All iCIMS Core Applications and Modules includes the following Core Applications and Modules: Applicant Tracking, Career Sites, Marketing Automation, Candidate Experience Management, Connect, Digital Assistant, Language Assessment, Offer Management, Opportunity Marketplace, Onboarding, iCIMS AI, Test Builder, Text Engagement, Video Interviews, Video Studio. All iCIMS Core Applications and Modules 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 Core Applications and Modules.

SkillSurvey Third-Party Subprocessors					
Subprocessor Name	Purpose	Description of Processing	SkillSurvey Core Applications and Modules	Processing Regions	Categories of Data Processed
Consensus, Inc.	Electronic Faxing Integration	Consensus integrates electronic faxing functionality into SkillSurvey Credential OnDemand. This functionality allows a SkillSurvey customer to fax a reference form to healthcare references and obtain employment verification for their health provider job candidates. See more: https://www.consensus.com/privacy-policy/#policy9	<ul style="list-style-type: none">SkillSurvey Credential OnDemand	<ul style="list-style-type: none">United States	<ul style="list-style-type: none">Personal IdentificationEmployment Information
DocuSign, Inc.	E-Signature Integration	DocuSign integrates with SkillSurvey core applications and modules to provide electronic signature functionality for references, applicants, and hospital affiliation contacts. See more: https://www.docusign.com/privacy/	<ul style="list-style-type: none">SkillSurvey Credential OnDemand	<ul style="list-style-type: none">United States	<ul style="list-style-type: none">Forms that Require SignatureContact InformationPersonal Identification
Forethought Technologies, Inc.	Automated customer support and	Forethought Technologies provides automated answers to common customer questions using artificial intelligence trained	<ul style="list-style-type: none">All SkillSurvey Core	<ul style="list-style-type: none">United States	<ul style="list-style-type: none">Browsing Information

SkillSurvey Third-Party Subprocessors					
Subprocessor Name	Purpose	Description of Processing	SkillSurvey Core Applications and Modules	Processing Regions	Categories of Data Processed
	support chat services	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: https://forethought.ai/privacy-policy/	Applications and Modules*		<ul style="list-style-type: none"> • Personal Identification • Contact Information • Employment Information
GlobalLogic Inc.	Development Contractor	GlobalLogic assists with service development for SkillSurvey solutions. See more: https://www.globallogic.com/privacy-policy/	<ul style="list-style-type: none"> • All SkillSurvey Core Applications and Modules* 	<ul style="list-style-type: none"> • India 	<ul style="list-style-type: none"> • All Categories
Google, LLC	In-service spam and abuse prevention	Google reCAPTCHA detects and blocks spam and abusive traffic for iCIMS core applications and modules. See more: https://policies.google.com/privacy?hl=en-US	<ul style="list-style-type: none"> • SkillSurvey Reference • SkillSurvey Source 	<ul style="list-style-type: none"> • United States 	<ul style="list-style-type: none"> • Personal Identification
Harbinger Systems Private Limited	Development Contractor	Harbinger Group assists with service development for SkillSurvey solutions. See more: https://www.harbingergroup.com/privacy-policy/	<ul style="list-style-type: none"> • All SkillSurvey Core Applications and Modules * 	<ul style="list-style-type: none"> • United States • India 	<ul style="list-style-type: none"> • Browsing Information • Contact Information • Employment Information

SkillSurvey Third-Party Subprocessors					
Subprocessor Name	Purpose	Description of Processing	SkillSurvey Core Applications and Modules	Processing Regions	Categories of Data Processed
					<ul style="list-style-type: none"> Personal Identification
Looker Data Sciences, Inc.	Provides analytics and data visualization capabilities	Looker Data Science provides in-service analytics and data visualization for iCIMS customers. See more: https://cloud.google.com/terms/looker/dpst	<ul style="list-style-type: none"> All SkillSurvey Core Applications and Modules* 	<ul style="list-style-type: none"> United States EU 	<ul style="list-style-type: none"> Browsing Information Employment Information Personal Identification
Microsoft, Inc.	(d.b.a Azure) Cloud hosting	Microsoft Azure provides a network of connected servers that host SkillSurvey core applications and modules. See more: https://www.microsoft.com/en-us/trust-center/privacy/gdpr-overview	<ul style="list-style-type: none"> All SkillSurvey Core Applications and Modules * 	<ul style="list-style-type: none"> United States 	<ul style="list-style-type: none"> All Categories
Own Company, Inc.	Salesforce backup storage	Own Company provides backup storage for Salesforce data, which contains customer support ticket information. These backups do not include attachments. See more: https://www.ownbackup.com/privacy-policy/	<ul style="list-style-type: none"> All SkillSurvey Core Applications and Modules * 	<ul style="list-style-type: none"> United States 	<ul style="list-style-type: none"> Browsing Information Personal Identification Employment Information

SkillSurvey Third-Party Subprocessors					
Subprocessor Name	Purpose	Description of Processing	SkillSurvey Core Applications and Modules	Processing Regions	Categories of Data Processed
Ping Identity Corporation	Single-Sign-On	Ping Identity is an identity management platform that allows customers to implement Single Sign On functionality for its users. See more: https://www.pingidentity.com/en/legal/privacy.html	<ul style="list-style-type: none"> SkillSurvey Post-Hire 	<ul style="list-style-type: none"> United States 	<ul style="list-style-type: none"> Authentication / Authorization Information
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: https://www.salesforce.com/company/privacy/	<ul style="list-style-type: none"> All SkillSurvey Core Applications and Modules * 	<ul style="list-style-type: none"> United States 	<ul style="list-style-type: none"> Browsing Information Personal Identification Contact Information Employment Information
SumoLogic, Inc.	Audit log retention and analytics	SumoLogic provides a log aggregator to facilitate ingestion, aggregation and search of application and system logs. See more: https://www.sumologic.com/privacy-statement/	<ul style="list-style-type: none"> All SkillSurvey Core Applications and Modules * 	<ul style="list-style-type: none"> United States EU 	<ul style="list-style-type: none"> Browsing Information Employment Information
Twilio, Inc.	Texting to SMS carriers	Twilio is a SMS service provider for sending text messages to candidates and applicants. See more: https://www.twilio.com/legal/privacy	<ul style="list-style-type: none"> All SkillSurvey Core Applications and Modules * 	<ul style="list-style-type: none"> United States 	<ul style="list-style-type: none"> Contact Information Employment Information

SkillSurvey Third-Party Subprocessors					
Subprocessor Name	Purpose	Description of Processing	SkillSurvey Core Applications and Modules	Processing Regions	Categories of Data Processed
					<ul style="list-style-type: none"> Personal Identification
	(d.b.a SendGrid) Automated email sending	Twilio is an email service provider that supports automated sending. See more: https://www.twilio.com/legal/privacy	<ul style="list-style-type: none"> All SkillSurvey Core Applications and Modules * 	<ul style="list-style-type: none"> United States 	<ul style="list-style-type: none"> Contact Information Personal Identification
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: https://www.workato.com/legal/services-privacy-policy	<ul style="list-style-type: none"> All SkillSurvey Core Applications and Modules * (excluding Career Readiness) 	<ul style="list-style-type: none"> United States EU 	<ul style="list-style-type: none"> Browsing Information Contact Information Employment Information Personal Identification
Zendesk, Inc.	Ticketing service provider for customer support	Zendesk provides infrastructure for customers and applicants to file support tickets. See more: https://www.zendesk.com/company/privacy-and-data-protection/	<ul style="list-style-type: none"> All SkillSurvey Core Applications and Modules * 	<ul style="list-style-type: none"> United States 	<ul style="list-style-type: none"> Browsing Information Contact Information Personal Identification

*All SkillSurvey Core Applications and Modules includes Reference, Source, Post-Hire, Career Readiness, and Credential OnDemand.

III. ICIMS Affiliates

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

iCIMS Company	Address	Region/Country
Candidate ID Ltd	1 George Square Glasgow, Scotland, G2 1AL	EU/UK
Easyrecrue SAS	15 rue de Bucarest 75008 Paris France	EU/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
Opening HR Limited	Dogpatch Labs The CHQ Building Custom House Quay, Dublin 1 D01 Y6H7 Ireland	EU
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
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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.