



## **Subprocessor List**

**Last modified: May 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: <a href="https://aws.amazon.com/privacy/">https://aws.amazon.com/privacy/</a>	<ul style="list-style-type: none"> <li>All iCIMS Core Applications and Modules*</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> <li>Canada</li> <li>EU</li> </ul>	<ul style="list-style-type: none"> <li>All Categories</li> </ul>
	File Conversion, Virus Scanning	AWS is used to support document file conversion and virus scanning within iCIMS' Document Management System.  See more: <a href="https://aws.amazon.com/privacy/">https://aws.amazon.com/privacy/</a>	<ul style="list-style-type: none"> <li>Applicant Tracking</li> <li>Marketing Automation</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> <li>Canada</li> <li>EU</li> </ul>	Data contained in documents such as resumes, which could include: <ul style="list-style-type: none"> <li>Contact Information</li> <li>Employment Information</li> </ul>

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"> <li>• Personal Identification</li> <li>• Professional Experience and Affiliations</li> <li>• Education and Skills</li> <li>• Social Media</li> </ul>
	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: <a href="https://aws.amazon.com/privacy/">https://aws.amazon.com/privacy/</a></p>	<ul style="list-style-type: none"> <li>• Digital Assistant</li> <li>• Text Engagement</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> <li>• EU</li> </ul>	<p>Candidate responses to chatbot prompts, which could include:</p> <ul style="list-style-type: none"> <li>• Employment information</li> <li>• Personal Identification</li> </ul>
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: <a href="https://auth0.com/privacy">https://auth0.com/privacy</a></p>	<ul style="list-style-type: none"> <li>• All iCIMS Core Applications and Modules* (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>

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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: <a href="https://geocode.earth/privacy/">https://geocode.earth/privacy/</a>	<ul style="list-style-type: none"> <li>• Career Sites</li> <li>• Applicant Tracking</li> <li>• Onboarding</li> <li>• Candidate Experience Management</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> </ul>	<ul style="list-style-type: none"> <li>• Contact 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> <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>• Contact Information</li> <li>• Personal Identification</li> </ul>
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: <a href="https://www.daxtra.com/resources/daxtra-group-privacy-policy/">https://www.daxtra.com/resources/daxtra-group-privacy-policy/</a>	<ul style="list-style-type: none"> <li>• Career Sites</li> <li>• Marketing Automation</li> <li>• Candidate Experience Management</li> <li>• Applicant Tracking</li> <li>• iCIMS AI</li> <li>• Video Interviews</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> <li>• EU</li> <li>• Canada</li> </ul>	Data contained in an individual's resume, which could include: <ul style="list-style-type: none"> <li>• Contact Information</li> <li>• Employment Information</li> <li>• Personal Identification</li> <li>• Professional Experience</li> </ul>

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"> <li>Digital Assistant</li> <li>Opportunity Marketplace</li> </ul>		and Affiliations <ul style="list-style-type: none"> <li>Education and Skills</li> <li>Social Media</li> </ul>
Forethought Technologies, Inc.	Automated customer support and support chat services	<p>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.</p> <p>See more: <a href="https://forethought.ai/privacy-policy/">https://forethought.ai/privacy-policy/</a></p>	<ul style="list-style-type: none"> <li>All iCIMS Core Applications and Modules*</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	(d.b.a GCP) - Cloud hosting	<p>Google Cloud Platform provides a network of connected servers that host iCIMS Career Sites for a very limited number of customers only.</p> <p>See more: <a href="https://policies.google.com/privacy?hl=en-US">https://policies.google.com/privacy?hl=en-US</a></p>	<ul style="list-style-type: none"> <li>Career Sites</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> </ul>	<ul style="list-style-type: none"> <li>All Categories</li> </ul>

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Subprocessor Name	Purpose	Description of Processing	iCIMS Core Applications and Modules	Processing Regions	Categories of Data Processed
	(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/fag/privacy-security-settings">https://docs.apigee.com/api-platform/fag/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 core applications and modules.  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 reCAPTCHA detects and blocks spam and abusive traffic for iCIMS core applications and modules.  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 Experience 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>	<ul style="list-style-type: none"> <li>Personal Identification</li> </ul>
Intercountry ICB	Candidate language assessment	Intercountry provides a language evaluation service to overcome linguistic and cultural barriers throughout the hiring process.	<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>

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Subprocessor Name	Purpose	Description of Processing	iCIMS Core Applications and Modules	Processing Regions	Categories of Data Processed
		<p>Intercountry remotely accesses data only.</p> <p>See more:  <a href="https://www.intercountry.com/rgdp">https://www.intercountry.com/rgdp</a></p>			
Intuition Machines, Inc.	In-service spam and abuse prevention	<p>hCaptcha detects and blocks spam and abusive traffic for iCIMS core applications and modules.</p> <p>For more information, please see <a href="https://www.imachines.com/privacy">https://www.imachines.com/privacy</a>.</p>	<ul style="list-style-type: none"> <li>• Applicant Tracking</li> <li>• Candidate Experience Management</li> <li>• Career Sites</li> <li>• Connect</li> <li>• Digital Assistant</li> <li>• Offer Management</li> <li>• Onboarding</li> <li>• Opportunity Marketplace</li> <li>• Text Engagement</li> <li>• Video Studio</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> <li>• Global, depending on the end user's location</li> </ul>	<ul style="list-style-type: none"> <li>• Browsing Information</li> </ul>
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:</p>	<ul style="list-style-type: none"> <li>• Career Sites</li> <li>• Candidate Experience Management</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>

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Subprocessor Name	Purpose	Description of Processing	iCIMS Core Applications and Modules	Processing Regions	Categories of Data Processed
		<a href="https://cloud.google.com/terms/looker/dpst">https://cloud.google.com/terms/looker/dpst</a>	<ul style="list-style-type: none"> <li>• Applicant Tracking</li> <li>• Video Studio</li> <li>• Opportunity Marketplace</li> <li>• Marketing Automation</li> <li>• Offer Management</li> <li>• Onboarding</li> <li>• iCIMS AI</li> <li>• Text Engagement</li> </ul>		<ul style="list-style-type: none"> <li>• Personal Identification</li> </ul>
Mailgun Technologies, Inc.	API that is used to track, send, and receive in-service emails	<p>Mailgun is a reliable email service provider used to track, send, and receive 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:  <a href="https://www.mailgun.com/privacy-policy/">https://www.mailgun.com/privacy-policy/</a></p>	<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</li> </ul>



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Subprocessor Name	Purpose	Description of Processing	iCIMS Core Applications and Modules	Processing Regions	Categories of Data Processed
					and Affiliations
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 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: <a href="https://www.sparkpost.com/policies/privacy/">https://www.sparkpost.com/policies/privacy/</a></p>	<ul style="list-style-type: none"> <li>All iCIMS Core Applications and Modules* (excluding Marketing Automation, iCIMS 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 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:</p>	<ul style="list-style-type: none"> <li>Connect</li> <li>Applicant Tracking</li> <li>Onboarding</li> <li>Offer Management</li> <li>iCIMS 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>

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Subprocessor Name	Purpose	Description of Processing	iCIMS Core Applications and Modules	Processing Regions	Categories of Data Processed
		<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>			
	(d.b.a Azure) – Disaster Recovery	Microsoft Azure provides disaster recovery capabilities.  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>• Applicant Tracking</li> <li>• Onboarding</li> <li>• Offer Management</li> <li>• Connect</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	Microsoft provides searching capabilities within iCIMS core applications and modules.  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>• iCIMS 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>
	(d.b.a Azure) – Geolocation and Address Service	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.  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>• Career Sites</li> <li>• Applicant Tracking</li> <li>• Onboarding</li> <li>• Candidate Experience Management</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> </ul>
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	<ul style="list-style-type: none"> <li>• Text Engagement</li> <li>• Digital Assistant</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> </ul>

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		<p>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>• 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>• Personal Identification</li> <li>• User Account Information</li> </ul>
Own Company, Inc.	Salesforce backup storage	<p>Own Company-provides backup storage for Salesforce data, which contains customer support ticket information. These backups do not include attachments.</p> <p>See more:  <a href="https://www.ownbackup.com/privacy-policy/">https://www.ownbackup.com/privacy-policy/</a></p>	<ul style="list-style-type: none"> <li>• All iCIMS Core Applications and Modules*</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	<p>Rev.com provides professional video transcriptions and closed captioning services. Only used in US hosted workspaces.</p> <p>See more:  <a href="https://www.rev.com/about/privacy">https://www.rev.com/about/privacy</a></p>	<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	<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>	<ul style="list-style-type: none"> <li>• All iCIMS Core Applications and Modules*</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>

iCIMS Third-Party Subprocessors					
Subprocessor Name	Purpose	Description of Processing	iCIMS Core Applications and Modules	Processing Regions	Categories of Data Processed
		See more: <a href="https://www.salesforce.com/company/privacy/">https://www.salesforce.com/company/privacy/</a>			<ul style="list-style-type: none"> <li>• Contact Information</li> <li>• Employment Information</li> </ul>
Snowplow Technologies Inc.	Maintenance and support for data analytics	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.  See more: <a href="https://snowplow.io/privacy-policy">https://snowplow.io/privacy-policy</a>	<ul style="list-style-type: none"> <li>• Applicant Tracking</li> <li>• Career Sites</li> <li>• Candidate Experience Management</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> </ul>	<ul style="list-style-type: none"> <li>• Pseudonymous unique ID</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.  See more: <a href="https://www.sumologic.com/privacy-statement/">https://www.sumologic.com/privacy-statement/</a>	<ul style="list-style-type: none"> <li>• All iCIMS Core Applications and Modules* (excluding Video Interviews, Language Assessment, Test Builder, and iCIMS AI)</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>
Twilio, Inc.	Texting to SMS carriers	Twilio is a SMS service provider for sending text messages to candidates and applicants.  See more:	<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> </ul>

iCIMS Third-Party Subprocessors					
Subprocessor Name	Purpose	Description of Processing	iCIMS Core Applications and Modules	Processing Regions	Categories of Data Processed
		<a href="https://www.twilio.com/legal/privacy">https://www.twilio.com/legal/privacy</a>	<ul style="list-style-type: none"> <li>Text Engagement</li> </ul>		<ul style="list-style-type: none"> <li>Employment Information</li> <li>Personal Identification</li> </ul>
	Texting to support multifactor authentication	<p>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.</p> <p>See more: <a href="https://www.twilio.com/legal/privacy">https://www.twilio.com/legal/privacy</a></p>	<ul style="list-style-type: none"> <li>Applicant Tracking</li> <li>Career Sites</li> <li>Candidate Experience 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	<p>Twilio is an email service provider that supports automated sending.</p> <p>See more: <a href="https://www.twilio.com/legal/privacy">https://www.twilio.com/legal/privacy</a></p>	<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>
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:</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>

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Subprocessor Name	Purpose	Description of Processing	iCIMS Core Applications and Modules	Processing Regions	Categories of Data Processed
		<a href="https://www.uipath.com/legal/trust-and-security/privacy-policy">https://www.uipath.com/legal/trust-and-security/privacy-policy</a>			
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>• Offer Management</li> <li>• Onboarding</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>

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: <a href="https://www.weareams.com/privacy-policy/">https://www.weareams.com/privacy-policy/</a>	<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> <li>• EU</li> <li>• UK</li> </ul>	<ul style="list-style-type: none"> <li>• Data would only be accessed to assist with implementation of iCIMS services</li> </ul>
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: <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>• South Africa</li> </ul>	<ul style="list-style-type: none"> <li>• Data would only be accessed for HCM integration purposes</li> </ul>
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"> <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</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> <li>• Video Studio</li> <li>• Video Interviews</li> </ul>		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: <a href="https://www.consensus.com/privacy-policy/#policy9">https://www.consensus.com/privacy-policy/#policy9</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>Personal Identification</li> <li>Employment Information</li> </ul>
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: <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	Forethought Technologies provides automated answers to common customer questions using artificial intelligence trained	<ul style="list-style-type: none"> <li>All SkillSurvey Core</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> </ul>	<ul style="list-style-type: none"> <li>Browsing Information</li> </ul>

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: <a href="https://forethought.ai/privacy-policy/">https://forethought.ai/privacy-policy/</a>	Applications and Modules*		<ul style="list-style-type: none"> <li>• Personal Identification</li> <li>• Contact Information</li> <li>• Employment Information</li> </ul>
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: <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 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>• Personal Identification</li> </ul>
Harbinger Systems Private Limited	Development Contractor	Harbinger Group assists with service development for SkillSurvey solutions.  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 Core Applications and Modules *</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>
Looker Data Sciences, Inc.	Provides analytics and data	Looker Data Science provides in-service analytics and data visualization for iCIMS customers.	<ul style="list-style-type: none"> <li>• All SkillSurvey Core</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> </ul>	<ul style="list-style-type: none"> <li>• Browsing Information</li> </ul>

SkillSurvey Third-Party Subprocessors					
Subprocessor Name	Purpose	Description of Processing	SkillSurvey Core Applications and Modules	Processing Regions	Categories of Data Processed
	visualization capabilities	See more: <a href="https://cloud.google.com/terms/looker/dpst">https://cloud.google.com/terms/looker/dpst</a>	Applications and Modules*	<ul style="list-style-type: none"> <li>EU</li> </ul>	<ul style="list-style-type: none"> <li>Employment Information</li> <li>Personal Identification</li> </ul>
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: <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 Core Applications and Modules *</li> </ul>	<ul style="list-style-type: none"> <li>United States</li> </ul>	<ul style="list-style-type: none"> <li>All Categories</li> </ul>
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: <a href="https://www.ownbackup.com/privacy-policy/">https://www.ownbackup.com/privacy-policy/</a>	<ul style="list-style-type: none"> <li>All SkillSurvey Core Applications and Modules *</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>
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: <a href="https://www.pingidentity.com/en/legal/privacy.html">https://www.pingidentity.com/en/legal/privacy.html</a>	<ul style="list-style-type: none"> <li>SkillSurvey 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>

SkillSurvey Third-Party Subprocessors					
Subprocessor Name	Purpose	Description of Processing	SkillSurvey Core Applications and Modules	Processing Regions	Categories of Data Processed
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 SkillSurvey Core Applications and Modules *</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. See more: <a href="https://www.sumologic.com/privacy-statement/">https://www.sumologic.com/privacy-statement/</a>	<ul style="list-style-type: none"> <li>All SkillSurvey Core Applications and Modules *</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>
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 Core Applications and Modules *</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>

SkillSurvey Third-Party Subprocessors					
Subprocessor Name	Purpose	Description of Processing	SkillSurvey Core Applications and Modules	Processing Regions	Categories of Data Processed
	(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 Core Applications and Modules *</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 Core Applications and Modules * (excluding Career Readiness)</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>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 Core Applications and Modules *</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 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 SkillsSurvey 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](mailto:privacy@icims.com).