

END USER LICENSE AGREEMENT

Intellectual property

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Website users are authorised to view the Website content for personal and private purposes only. Paper printing is authorised as a private copy for the exclusive usage of the copyist within the limits of article L. 122-5 2° of the French Intellectual Property Code.

Hypertext links and cookies

The easyrecrue.com website contains hypertext links to other websites. However, the Easyrecrue company is not able to check the content of the sites visited in this way, it shall accept no liability in this regard.

Registration and navigation on the easyrecrue.com website can result in the installation of cookies on the user's computer. A cookie is a small file recording information related to the computer navigation on a website, but which does not allow to identify the user.

This cookie memorizes the user preferred language. It also optimizes the data display. For example the answer to a request in the selected language. These settings will be automatically applied on the user's next connexion, the user won't need to set them again.

Website responsibility

The EASYRECRUE company accepts no responsibility for direct and indirect damages the user could encounter with its equipment during his visit or connection to the easyrecrue.com website.

Furthermore, a candidate who has completed a deferred video interview cannot hold easyRECrue responsible in case her or his application was not selected by the company she or he applied to.

Website login

easyRECrue enables access to the Website 24 hours a day, 7 days a week, except in the case of supervening force or events outside the control of easyRECrue, and under reserve of eventual crashes and technical interventions, maintenance and necessary updates required to ensure the proper functioning of the Website.

As a result, easyRECrue can not guarantee Website availability and/or services, proper data transmission and performances in terms of time of response or quality. There is a technical assistance for the user, whether by electronic means or by telephone.

easyRECrue is not liable in case the Website and/or services are not available. On the other hand, easyRECrue may interrupt the whole or part of its services, at any time, without previous notice, and without compensation. The user acknowledges this and agrees that easyRECrue is not responsible for these interruptions, and for any consequences suffered by the user or any third party. The user is expected to take all the necessary measures to protect his own data and software, especially against potential viruses circulating on the easyrecrue.com website.

The equipment required to access the easyRECrue.com website are provided exclusively at your expense, including the telecommunication costs incurred by using them.

The login, password, public and personal keys enable the user to access functions of the easyRECrue website, in particular to record video interviews.

The login, password, public and personal keys are private and confidential. These can only be used by the user. The use of the login, password, public and personal keys are under his own responsibility.

The user agrees to exclusively use the chosen password and the public and private keys that were given to him. Any attempt to access the Website with different passwords and/or public and private keys is considered as hacking, subject to the applicable laws.

In case of repeated attempts to access the easyRECrue services and functions, with passwords and/or public and private keys different from the ones that were given to the user, easyRECrue reserves the right to refuse access to the easyRECrue services to the user.

Privacy and personal data policy

1. Our commitment to privacy

EASYRECRUE is committed to protecting and respecting your privacy. This policy aims to inform you about how we collect, use and share the information you may provide to us through our applications.

2. Information collected and used

The personal information we collect is subject to electronic processing managed by [Customer name] acting as a data **controller** and implemented by EASYRECRUE acting as a data **processor**. The purpose of processing these data is to pre-screen applications by pre-recorded video interview and/or to assess the linguistic proficiency of applicants or employees.

EASYRECRUE deals essentially with the following categories of personal data about you:

- i. **Identification information:** last name, first name, email, phone number;

These data are used to identify you, send you invitations by email and/or text message to record an interview or take a test, and contact you by email and/or phone (*to help you record your video interview, follow up your application or deliver the results of your language test*).

- ii. **Data about your professional situation:** CV, covering letter, etc.

These data are used to provide additional information about your application.

- iii. **Data about tests and interviews:** video interviews and written answers to recruiters' questions

Your data are processed for the purpose of examining your application or linguistic proficiency.

3. Who receives the information we collect and why do we pass this information to them?

The recipients of your data are:

- i. The recruiters you apply to or the HR team that has asked you to take the test, acting as a controller
- ii. The EASYRECRUE team, acting as a processor:
 - a. Technical manager: in the case of a technical or product emergency
 - b. Customer service manager: in the case of a request from the controller
 - c. Applicant support manager: in the case of technical concerns with your IT equipment, to provide you with assistance
- iii. Language test assessors. In the case of easySPEAKing tests, the assessor can only see your videos and written answers. Other data are anonymised.

3.1 Retention period for personal data

Videos recorded by the applicant are kept for a standard period of **3 months (customisable by customer)**.

The applicant's personal data – other than videos – are kept for a standard period of **2 years (customisable by customer)**.

These data are retained so that the controller can continue to send you relevant job offers or view the results of your test after the event.

4. Data subject rights

In accordance with European Regulation (EU) 2016/679 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, you have a right of access, rectification, objection, restriction of processing and erasure. You also have the right to give

instructions pertaining to the retention, erasure and communication of your personal data after your death, pursuant to the French Digital Republic Act of 7 October 2016.

You may exercise these rights via the page provided for this purpose [here](#) and by contacting our Data Protection Officer (cf. 6).

5. Transfer of data outside the EU

Personal data collected for data processing implemented by EASYRECRUE as a processor may, for various operations, be transferred to countries outside the European Union. Rules have been put in place to ensure the protection and security of personal data transferred outside the European Union.

To find out more, please contact our Data Protection Officer (cf. 6).

6. Appointment of a Data Protection Officer

EASYRECRUE has appointed a Data Protection Officer and registered them with the French independent administrative authority for data protection under number CNIL DPO-2959

You can contact them:

- By email: dpo@easyrecrue.com

By post, marked for the attention of the DPO: EASYRECRUE, 3 bis Rue de la Chaussée d'Antin, 75009 Paris

Change of the EULA

EASYRECRUE reserves the right to edit, at any time and without notice, the present conditions of use to adapt them to the Website evolution and/or operating.

Applicable law

Both this Website and its terms and conditions of use are governed by French Law, whatever the place of use. In the event of any possible and pursuant to failure of all attempts to reach an amicable solution, power of jurisdiction is expressly attributed to the French courts.

For any questions related to these general conditions of use, please send us an email to the following address: contact@easyrecrue.com