



INDEED INTEGRATION SUPPLEMENTAL TERMS

Last updated: October 13, 2026

These Indeed Integration Supplemental Terms (“Indeed Terms”) apply where the services provided by Viventium Software, Inc., Apploi Corp., or their applicable affiliates (“Company”) include or enable an integration with Indeed, including the transmission of applicant disposition or status information to Indeed (the “Indeed Integration”). These Indeed Terms supplement and form part of Customer/User’s agreement with Company (the “Agreement”). In the event of a conflict, these Indeed Terms control solely with respect to the Indeed Integration.

1. Indeed Integration and Disposition Data

Customer/User acknowledges that Company integrates the Services with Indeed and will transmit to Indeed information relating to applications processed through the Services in connection with the Indeed Integration and the recruiting outcomes of those applications (“Disposition Data”). Disposition Data may include application identifiers, applicant status or disposition information (including whether an applicant was hired or not hired), the disposition status recorded in the Services and the corresponding Indeed standard disposition status, timestamps indicating when a disposition status was updated in the Services, and other information reasonably necessary to operate the Indeed Integration.

Customer/User authorizes Company to transmit Disposition Data to Indeed on Customer/User’s behalf in connection with the Indeed Integration.

2. Indeed as Independent Third Party

Disposition Data will be transferred to Indeed as a data controller in accordance with Indeed’s privacy policy, and Indeed will receive and process Disposition Data as an independent data controller. Customer/User’s use of the Indeed Integration is at all times governed by Indeed’s terms of service, Indeed’s cookie policy, and Indeed’s privacy policy, which are available at the links in Section 6.

Indeed is an independent third party and is not Company’s agent or subprocessor with respect to Indeed’s independent processing of Disposition Data. Company does not control Indeed’s subsequent processing of Disposition Data.

3. Customer/User Responsibilities

Customer/User represents and warrants that it has all rights, permissions, and lawful bases necessary for Company to process and transmit Disposition Data to Indeed as contemplated by these Indeed Terms.

Customer/User is responsible for providing applicants and other individuals with any notices, disclosures, choices, or other information required by applicable privacy, employment, or data protection law relating to Customer/User’s collection, use, and disclosure of their information, including disclosure through integrations with recruiting platforms and job boards such as Indeed.

Customer/User will not direct Company to transmit information to Indeed that Customer/User is prohibited from disclosing under applicable law or contractual obligation.

4. Enablement and Opt-Out

Company may enable the Indeed Integration for eligible Customer/Users by default after providing advance notice by email, through the Services, or by similar means. The notice will specify the deployment or availability date of the Indeed Integration. Customer/User may opt out of sharing Disposition Data with Indeed as described below.

Customer/User may opt out of the transmission of Disposition Data to Indeed at any time, either through the opt-out functionality made available within the Services or by contacting Company at privacy@viventium.com. Opt-out requests must be directed to Company, not Indeed. Company will implement an opt-out request as soon as reasonably practicable after receipt, and the opt-out will apply to Disposition Data transmitted after implementation.

Opting out of Disposition Data sharing will also disable Indeed Apply and distribution of Customer/User’s jobs to Indeed through the Services. Once implemented, the opt-out will stop all future transmissions of Customer/User’s Disposition Data to Indeed, including updates relating to existing applications and any queued transmissions.



5. Third-Party Service

The Indeed Integration depends upon services, APIs, systems, and requirements controlled by Indeed. Company may modify, suspend, or discontinue the Indeed Integration to the extent reasonably necessary because of changes to Indeed's services, requirements, availability, or applicable law.

Except as expressly provided in the Agreement, Company makes no representation or warranty regarding Indeed or Indeed's services, systems, use of Disposition Data, or continued availability of the Indeed Integration. The disclaimers, limitations of liability, and other protections applicable to third-party services under the Agreement also apply to the Indeed Integration.

6. Additional Information

Indeed's terms of service, cookie policy, and privacy policy, which govern Customer/User's use of the Indeed Integration, are available at:

- Indeed Terms of Service: <https://www.indeed.com/legal>
- Indeed Privacy Policy: <https://hrtechprivacy.com/brands/indeed#privacypolicy>
- Indeed Cookie Policy: <https://hrtechprivacy.com/brands/indeed#Cookies>