RChilli

GDPR Policy
Each article is mentioned in a color which denotes a meaning:

- **Information Only**
- **Applicable** to data controllers only
- **N/A** to controllers or processors
- **Applicable** to both controllers and processors
- **Applicable** to processors directly

**RChilli’s Data Protection Officer:**
Vinay Johar  
2603 Camino Ramon, Ste 272,  
San Ramon, CA 94583 USA  
viny@rchilli.com  
+1-408-207-2294

**RChilli’s Infrastructure Security Officer:**
Jitender Thakur  
C- 86, 3rd Floor, Phase 7, IA  
Mohali, Punjab, 160062
On May 25, 2018, the GDPR law came into effect. This law makes it mandatory for the companies to protect personal data of European citizens if they are storing or sharing the same. When we say personal data, it includes an individual’s name, photos, contact information, email ID, etc.

This is a new step taken to protect customers’ rights and will regulate the export of customer data. With complete transparency, now customers will know when and where their data is being used.

We are proud to announce that RChilli is General Data Protection Regulation (GDPR) compliant.

We’ve launched a new update to our parsing API keeping the GDPR guidelines in mind.

**GDPR Compliance Analysis**

**Chapter 1 – General provisions**

- Article 1 – Subject-matter and objectives
- Article 2 – Material scope
- Article 3 – Territorial scope
- Article 4 – Definitions
Chapter 2 – Principles

Article 5 – Principles relating to the processing of personal data
Article 6 – Lawfulness of processing
Article 7 – Conditions for consent
Article 8 – Conditions applicable to child’s consent in relation to information society services
Article 9 – Processing of special categories of personal data

RChilli is not a data storing company. We are a data processing company. Our application only processes the data mentioned in the resume/CV. Thus, we are exempted from this article.

Article 10 – Processing of personal data relating to criminal convictions and offences
Article 11 – Processing which does not require identification

Chapter 3 – Rights of the data subject

Section 1 – Transparency and modalities

Article 12 – Transparent information, communication and modalities for the exercise of the rights of the data subject
Section 2 – Information and access to personal data

Article 13 – Information to be provided where personal data are collected from the data subject.
Article 14 – Information to be provided where personal data have not been obtained from the data subject
Article 15 – Right of access by the data subject

RChilli does not store any data, and PII sent to its SaaS cloud parsing services. The customers never feel the need to contact the company and demand access to the data because RChilli doesn’t keep the data.

Section 3 – Rectification and erasure

Article 16 – Right to rectification
RChilli does not store any data and PII sent to its SaaS cloud parsing services. The customers never feel the need to contact the company and demand access/rectification to the data because RChilli doesn’t keep the data.

Article 17 – Right to erasure (‘right to be forgotten’)
Check comments for Article 16.

Article 18 – Right to the restriction of processing
Check comments for Article 16.
Article 19 – Notification obligation regarding rectification or erasure of personal data or restriction of processing
Check comments for Article 16.

Article 20 – Right to data portability
RChilli provides output in JSON, HR XML and XML. This output is portable.

Section 4 – Right to object and automated individual decision-making

Article 21 – Right to object
Article 22 – Automated individual decision-making, including profiling

Section 5 – Restrictions
Article 23 – Restrictions

Chapter 4 – Controller and processor
Section 1 – General obligations

Article 24 – Responsibility of the controller
Article 25 – Data protection by design and by default
Article 26 – Joint controllers
Article 27 – Representatives of controllers or processors not established in the Union
Article 28 – Processor
Check RChilli’s Privacy Policy, #Mode and Place of Processing Data, #Detailed Information on Processing the Personal Data

Article 29 – Processing under the authority of the controller or processor
RChilli does not provide any batch processing directly. The customers initiate the transaction and RChilli processes as per the instructions. Check RChilli’s Privacy Policy, #Mode and Place of Processing Data, #Detailed Information on Processing the Personal Data

Article 30 – Records of processing activities
Our customers have the right to access parsing logs.

Article 31 – Cooperation with the supervisory authority

**Section 2 – Security of personal data**

Article 32 – Security of processing
Check RChilli’s Security- Data Privacy Document, #Data Security

Article 33 – Notification of a personal data breach to the supervisory authority
Check RChilli’s Security- Data Privacy Document #Data Security
Article 34 – Communication of a personal data breach to the data subject
Check RChilli’s Security- Data Privacy Document, #Data Security

Section 3 – Data protection impact assessment and prior consultation

Article 35 – Data protection impact assessment
Article 36 – Prior consultation

Section 4 – Data protection officer

Article 37 – Designation of the data protection officer
RChilli is not supposed to fill in this position but appointed one anyway.

Article 38 – Position of the data protection officer
Article 39 – Tasks of the data protection officer

Section 5 – Codes of conduct and certification

Article 40 – Codes of conduct
Article 41 – Monitoring of approved codes of conduct
Article 42 – Certification
Article 43 – Certification bodies
Chapter 5 – Transfers of personal data to third countries or international organizations

Article 44 – General principle for transfers
Article 45 – Transfers on the basis of an adequacy decision

Section 4 – Data protection officer

Article 46 – Transfers subject to appropriate safeguards
Article 47 – Binding corporate rules
Article 48 – Transfers or disclosures not authorised by Union law
Article 49 – Derogations for specific situations
Article 50 – International cooperation for the protection of personal data

Chapter 6 – Independent supervisory authorities
Section 1 – Independent status

Article 51 – Supervisory authority
Article 52 – Independence
Article 53 – General conditions for the members of the supervisory authority
Article 54 – Rules on the establishment of the supervisory authority
Section 2 – Competence, tasks and powers

Article 55 – Competence
Article 56 – Competence of the lead supervisory authority
Article 57 – Tasks
Article 58 – Powers
Article 59 – Activity reports

Chapter 7 – Cooperation and consistency
Section 1 – Cooperation

Article 60 – Cooperation between the lead supervisory authority and the other supervisory authorities concerned
Article 61 – Mutual assistance
Article 62 – Joint operations of supervisory authorities

Section 2 – Consistency
Article 63 – Consistency mechanism
Article 64 – Opinion of the Board
Article 65 – Dispute resolution by the Board
Article 66 – Urgency procedure
Article 67 – Exchange of information
Section 3 – European data protection board
Article 68 – European Data Protection Board
Article 69 – Independence
Article 70 – Tasks of the Board
Article 71 – Reports
Article 72 – Procedure
Article 73 – Chair
Article 74 – Tasks of the Chair
Article 75 – Secretariat
Article 76 – Confidentiality

Chapter 8 – Remedies, liability and penalties

Article 77 – Right to lodge a complaint with a supervisory authority
Article 78 – Right to an effective judicial remedy against a supervisory authority
Article 79 – Right to an effective judicial remedy against a controller or processor
Article 80 – Representation of data subjects
Article 81 – Suspension of proceedings
Article 82 – Right to compensation and liability
Article 83 – General conditions for imposing administrative fines
Article 84 – Penalties
Chapter 9 – Provisions relating to specific processing situations

Article 85 – Processing and freedom of expression and information
Article 86 – Processing and public access to official documents
Article 87 – Processing of the national identification number
Article 88 – Processing in the context of employment
Article 89 – Safeguards and derogations relating to processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes
Article 90 – Obligations of secrecy
Article 91 – Existing data protection rules of churches and religious association

Chapter 10 – Delegated acts and implementing acts

Article 92 – Exercise of the delegation
Article 93 – Committee procedure

Chapter 11 – Final provisions

Article 94 – Repeal of Directive 95/46/EC
Article 95 – Relationship with Directive 2002/58/EC
Article 96 – Relationship with previously concluded Agreements
Article 97 – Commission reports
Article 98 – Review of other Union legal acts on data protection
Article 99 – Entry into force and application
At RChilli, we process job descriptions and resumes/CVs. Companies need to make these documents public to achieve their recruitment goals. Therefore, it is not expected that companies add any kind of private or confidential data to them in any form.

But as these documents contain Personal Identifiable Information, we ensure to provide security for the same.

**How Does RChilli Protect Your Data?**
RChilli adopts the following practices:

- **DATA SENT FOR PARSING:**

  **Document Type: Job Descriptions**
  Job descriptions do not contain any Personal Identifiable Information. RChilli does not accept job descriptions which include an individual’s information. We do not store any description which is sent for parsing.

  **Document Type: Resumes/CVs**
  RChilli has never stored resume information during/after parsing on its cloud servers since its inception.
We only keep:
- A log of IP
- Timestamp
- User Key
- Sub-user Value
- File Name
- Parsing Logs
  - PageCount
  - ParsingTime
  - FieldCount
  - MissingFields (Field Name Like Name, Email, Phone, Education, Experience, etc.)
  - ResponseCode
  - FileExtension (PDF, DOC, DOCx, etc.)
  - ResumeLanguage (Language code, en, fr, ge, etc.)
  - EduDrillDownMissing (True/False)
  - ExpDrillDownMissing (True/False)
  - Source (API, Email inbox, etc.)
  - APIType (Resume Parser/Job Parser)

**IP** - It means your IP address of the server from where you call our service. This is your outbound server IP and not that of candidate’s.

**User Key, Sub User ID** - are predefined. Has nothing to do with Candidate information.
**File Name** - This can be considered as private information of candidate. We save file name for billing purposes only. Now with GDPR compliant product, you can delete these file names.

We never store the following information of the candidates from their resumes:

1. Any References mentioned in the resume/CV
2. Any URLs and IP addresses
3. Any Social media links
4. Any Phone number and Email addresses
5. Any Street addresses of the candidate
6. Full Name of the candidate
7. Other personal data of the candidate such as

   - Photos
   - Bank details
   - Medical information
   - Marital status
   - Gender
   - Date of birth
   - Nationality
   - Salary
   - Location
- Family details
- Visa
- Driving License
- Mother Tongue

**- INTERNAL DATA**

**Data Type: Data Traveling to Non-EU Servers**
For this, we can host the cloud API for you on an EU node of AWS.

**Data Type: User Data**
We keep user data with us only till the logs are analyzed. Once the analysis is done, we delete this data. You can also send a request to delete your account. It will change the username and other information to a non-recognizable number. We also assume that you are authorized to share candidates’ data with third-party (us) and have the right to have their information deleted if required.
- APPLICATION DATA

**RScript**
RScript does not store resumes which are sent for parsing. This information includes PII which is always protected.

**Summary**
These practices will not allow anyone to identify persons based on the parsed results. By adopting the safest methods, RChilli ensures secure data by not storing any Personal Identifiable Information.