



Talent Square Trust Centre Information

Release 1.0 • 6 October 2026

This document explains the privacy and security commitments in the Talent Square Client Terms and DPA, Release 1.0. It helps customers and candidates understand providers, retention, requests and incidents. It is not a certification and does not replace the Client Terms and DPA. Contact support@jobstalentsquare.com for the version applicable to your service and relevant supporting information.

1 Responsibility and recruitment

TalentSquare Inc., a Delaware corporation, with correspondence address at 2143 Lansing St SE, Grand Rapids, Michigan 49506, United States operates Talent Square. The recruiting organisation normally controls its hiring records; Talent Square processes them on its instructions. Business-account administration and limited independent security or legal duties are described in the Website and Business Privacy Notice.

The service covers recruitment campaigns, applications, selected CV comparison and authorised forwarding. The comparison gives factual matches, missing evidence, summaries or scores for human review. The employer makes hiring decisions and verifies regulated qualifications. Future AI calls, recording and transcription require a separately accepted module, clear candidate information and applicable permissions. Emotion inference, biometric identification, shared-model training and cross-customer profiles are outside the standard service.

2 Provider functions

Provider or service	Function	Disclosed location or scope
AWS core and SES	Core database and CV hosting; instructed transactional email	Core AWS region Stockholm. Contracting entity Amazon Web Services, Inc.; email processing may take place in the United States.
FreshMint ai OÜ trading as JobMojito	CV extraction and advisory comparison	Sepapaja tn 6, 15551 Tallinn, Estonia; registry 16904979. Receives the CV file, name, email, LinkedIn profile and country; returns a 0 to 10 score and a suggested order in which to contact candidates; it does not return accept or reject recommendations. Supplier register describes EU infrastructure and potential US onward services.
Sentry and PostHog	Minimised diagnostics and permitted usage analytics	EU hosting (Sentry in Germany). Sentry receives URLs, browser information and a masked session replay when an error occurs; PostHog receives an anonymous ID, clicks and URLs, records sessions in the app with form entries masked, runs in-app surveys and detects unresponsive clicks. Functional Software, Inc. (Sentry) and PostHog Inc.
Brevo and Stripe	Contact enquiries, separately selected newsletters; account payments	Business and website purposes, rather than a general licence to receive CVs. Stripe uses separate EUR and USD accounts; exact service roles and transfer routes depend on the contracted account.

Provider or service	Function	Disclosed location or scope
Meta campaign services and website tracking	Campaign creation and management (no candidate data); Meta Pixel and Conversions API on job pages	Ireland and US. Only with the candidate's consent to advertising cookies: hashed email address and phone number, IP address, browser information, Meta cookies and the page view or application event. CVs, answers and scores are never sent.
Google services and external media	Google Analytics 4, Sign-In, reCAPTCHA, Maps, Fonts; YouTube and Vimeo embeds	US processing possible. GA4 receives IP, device information and full page URLs with consent. reCAPTCHA, Maps, Sign-In and Fonts scripts load on every page and receive IP and device information. Embedded videos are on job pages and the FAQ.
OpenAI, Google Gemini and Black Forest Labs	OpenAI: ad copy, job import, image scoring, images, video scripts and moderation. Google Gemini: AI images. Black Forest Labs: AI video with a synthetic speaker	No candidate data. OpenAI and Google: US. Black Forest Labs: German company, global endpoint. JobMojito's onward inference is a separate processing chain.

Annex C of the DPA lists the candidate-data subprocessors with their legal entities, functions and locations. Inclusion in this overview does not mean every provider receives every record. New candidate-data subprocessors follow direct advance notice and objection procedures under the DPA.

Comment moderation: where a plan includes the AI hate speech manager, offensive comments on campaign adverts are hidden or removed using Meta's own moderation tools and TrollWall, provided by TrollWall AI Technologies j. s. a. (Presov, Slovakia; data hosted in Ireland), which processes the commenter's public name, profile identifier and comment text as Talent Square's processor. This is not candidate data.

3 What the supplied JobMojito documents establish

JobMojito's DPA version 1.1 recognises a subprocessor chain, identifies FreshMint ai OÜ and describes storage of uploaded CVs and generated results. Its platform-wide register includes ConvertAPI UAB for document conversion, Supabase and AWS in Ireland, Azure EU services, Vercel and Cloudflare, and potential OpenAI, Anthropic, Groq or Cerebras model routes. Optional speech and identity providers are not part of ordinary Talent Square CV comparison.

Those documents do not by themselves establish which model, converter, storage and tracing route is enabled for a particular Talent Square request. Talent Square confirms on request which route is active and the applicable downstream protection. Candidate data is restricted to the instructed service; general supplier product features do not authorise further use.

4 International transfers

Talent Square is a US organisation and core hosting is in Sweden. Transfers and remote access are assessed by actual recipient, country and legal role. Each restricted route needs an effective applicable mechanism, required transfer assessment and supplementary safeguards. The DPA transfer schedule incorporates the standard contractual clauses, effective on acceptance of the Client Terms. Relevant details and copies are available through our contact, subject to lawful redactions.

5 Retention

Annex D of the accepted DPA is the contractual recruitment retention schedule. The Candidate Application Rules and Privacy Notice gives the corresponding individual-facing explanation; it remains available without a customer account. The standard active period is recruitment closure plus up to 180 days, normally limited to 12 months from application unless documented recruitment continues. Earlier eligible erasure and specific restricted legal archives take precedence.

Eligible active deletion is due within 30 days of a valid instruction or sooner where required. Talent Square backups have a 90-day limit after active deletion; comparison-supplier isolated recovery copies may remain up to 12 months. They cannot return to ordinary use, and restore procedures reapply deletions. Business-contact, log and newsletter periods are explained in the Website and Business Privacy Notice. An operational process change cannot silently extend these commitments.

6 A request to delete everywhere

Send the request to support@jobstalentsquare.com or the recruiting organisation. Talent Square records its original receipt date, verifies identity proportionately, identifies affected records and responsible organisations, and routes their portions with the original deadline. Its routing target is two business days; the Customer is required to respond within five business days. A standing instruction in the DPA authorises eligible erasure; silence does not create a new instruction or a legal hold.

Deletion includes source files, extracted content, scores, cards, relevant notes, caches, queued work and supplier copies. Delayed callbacks and backup restoration must not recreate ordinary access. Separate employers' records remain separate. Known recipients receive legally required correction, restriction or deletion communications.

Delivered email attachments cannot be remotely recalled. The response distinguishes completed active deletion, supplier confirmation, remaining backup expiry, justified archives and unresolved independent recipient copies. Sending a deletion email is not proof that a recipient complied. GDPR requests normally receive a response within one month; applicable California access, correction and deletion requests normally within 45 days, subject to their lawful extension rules.

7 Security incident handling and changes

The DPA security schedule covers access, MFA for privileged production access, encryption, tenant isolation, secure development, logging, recovery and deletion. Talent Square keeps a dated record of how each control is implemented and verified; customers can request a summary. Customers can request proportionate evidence and use the DPA audit process. No ISO, SOC, uptime or recovery-time certification is implied.

Report a suspected breach or wrong recipient promptly to support@jobstalentsquare.com. Talent Square must notify a Customer without undue delay after becoming aware of a covered personal data breach. The initial notice is not delayed until the investigation is complete; further facts follow in phases. The Customer coordinates its own legally required notifications with Talent Square's assistance.

Release 1.0, dated 6 October 2026, consolidates the customer-facing terms, notices and process explanation. Accepted versions remain retrievable. Material changes follow the agreement's notice and acceptance rules; a web edit alone does not amend the accepted DPA.