

Neurolytics Privacy Statement

Neurolytics is committed to protecting the integrity and privacy of your personal information.

This Privacy Statement explains how we collect personal information through this video assessment.

If you have any questions or concerns about our use of your personal information, then please contact us using the contact details headed below under “Contact”.

What does Neurolytics do?

Neurolytics helps global enterprises gain a competitive advantage in the modern talent marketplace with this video assessment. Our customers can use our tool to introduce companies to candidates and conduct video interviews or can combine our software with our analyzing tools which involves the use of predictive validated neuropsychological science, computer vision science and artificial intelligence to retrieve information for personal insights and development, learning and coaching purposes, and in order to augment the customer’s decision-making in the hiring process.

What personal information does Neurolytics collect?

The personal information that we may collect about you through this assessment are that information that you voluntarily provide us with. Certain parts of our tool may ask you to provide personal information, for example, we will ask for demographics like your age and education.

What information does Neurolytics collect through the video assessment?

Neurolytics may collect and process your personal information – such as eye movements, heart rate, facial expressions, language in pursuant to our legitimate interests as explained above. Please note that no medical conclusion can or will be drawn from the recording and collection of the biometric data – heart rate, facial expressions, eye movements, language, by us.

What we do not collect are personal information like protected health information, financial information, date of birth, social security or other government-issued identification number, and other sensitive personal information.

In using this assessment, candidates may be required to provide certain personal information about themselves – for example, contact details, and other information as may be requested, including information such as work history skills, experience, abilities, work style and other responses to questions, as well as submissions through a variety of types of media including video/audio interviews, challenges, tasks, training exercises and the like. For example, during the complete assessment you will be video recorded in order to retrieve more responses, and to understand you better.

How does Neurolytics use this information?

Neurolytics may use your personal and video information in a variety of ways for operation of the experience and analytics, including:

- To operate, maintain, enhance, and provide all of the features and services found in the assessment, and to personalize outcomes to your preferences and interests.
- To support you regarding the assessment, for customer service purposes, or regarding content that you have submitted to the assessment.
- To understand and analyze the usage outcomes, trends, interests, and preferences of our users, to improve the way this assessment works and looks, and to create new features and functionality.

Neurolytics may now or in the future use “automatically collected” information to: (a) monitor and analyze the effectiveness of the application and evaluation activities; (b) monitor aggregate usage metrics such as total number of users, pages and media and features of the assessment accessed, etc.

Who does Neurolytics share my personal information with?

We may disclose your personal information to the following categories of recipients:

- to our third party services providers and partners who provide data processing services to us (for example, to provide functionality on, or help to enhance the security and features of our assessment, or for purely academic research purposes), or who otherwise process personal information for purposes that are described in this Privacy Statement or notified to you when we collect your personal information;
- to any competent law enforcement body, regulatory, government agency, court or other third party where we believe disclosure is necessary (i) as a matter of applicable law or regulation, (ii) to exercise, establish or defend our legal rights, or (iii) to protect your vital interests or those of any other person; in connection with any proposed purchase, reorganization, merger or acquisition of any part of our business, provided that we inform the buyer it must use your personal information only for the purposes disclosed in this Privacy Statement;
- to any other person with your consent to the disclosure.

How does Neurolytics keep my personal information secure?

We use appropriate technical and organizational measures to protect the personal information that we collect and process about you, including data encryption, secure hard drives, secure networks, cloud storage and backup, anti-malware protection, up-to-date operating systems, and (team) access on a need-to-know, need-to-have basis. The measures we use are designed to provide a high level of security appropriate to the risk of processing your personal information. However, please be aware that no physical or technical system is completely secure or immune from outages, losses, attacks, circumvention, design or implementation flaws, and human error. Therefore, we cannot and do not wholly guarantee that information you transmit to Neurolytics will not be lost or compromised, either during or after transmission.

Data retention

We retain personal information we collect from you where we have an ongoing legitimate business need to do so (for example, to provide you with feedback you have requested or to comply with applicable legal, tax or accounting requirements), usually for 12 months.

When we have no ongoing legitimate business need to process your personal information, we will either delete or anonymize it or, if this is not possible (for example, because your personal information has been stored in backup archives), then we will securely store your personal information and isolate it from any further processing until deletion is possible.

Your data protection rights

Under applicable data protection laws, you have the following data protection rights in respect of your personal information collected through this assessment:

- If you wish to access, correct, update or request deletion of your personal information, you can do so at any time by contacting us using the contact details provided under “Contact”, headed below.
- In addition, if you are a resident of the European Union, you can object to processing of your personal information, ask us to restrict processing of your personal information or request portability of your personal information. Again, you can exercise these rights by contacting us using the contact details provided under “Contact” heading below.
- Similarly, if we have collected and processed your personal information with your consent, then you can withdraw your consent at any time. Withdrawing your consent will not affect the lawfulness of any processing we conducted prior to your withdrawal, nor will it affect processing of your personal information conducted in reliance on lawful processing grounds other than consent.

You have the right to complain to a data protection authority about our collection and use of your personal information. For more information, please contact your local data protection authority. (Contact details for data protection authorities in the European Economic Area, Switzerland and certain non-European countries (including the US and Canada) are available [here](#)).

We respond to all requests we receive from individuals wishing to exercise their data protection rights in accordance with applicable data protection laws. To protect your privacy and security, we take reasonable steps to verify your identity before granting you access or making corrections to your information.

Contact

If you have any questions or concerns about our use of your personal information, then please contact us using info@neurolytics.ai.