

# Evvy Privacy Policy

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## Introduction

PREPIFY AI, LLC, a Delaware limited liability company, (referred to herein as “**Prepify AI**,” “**we**,” “**us**,” or “**our**”) operates the Evvy platform, an AI-powered candidate screening and interviewing service. Prepify AI respects your privacy and is committed to protecting it through our compliance with the policy set forth herein (this “**Policy**”).

This Policy describes the types of information we may collect from you or that you may provide when you visit or use any website, application, or service that we control or operate, including evvy.io (our “**Company Portal**”), interview.evvy.io (our “**Candidate Portal**”), evvy.io/admin (our “**Admin Portal**”), and any related applications, features, or services (collectively, the “**Services**”), and our practices for collecting, using, maintaining, protecting, and disclosing that information.

This Policy applies to all users of the Services, including companies and their authorized users (“**Company Users**”) and job candidates who participate in interviews (“**Candidates**”). This Policy applies to information we collect:

- on or through the Services;
- in email, text, and other electronic messages between you and the Services;
- through mobile and desktop applications you access in connection with the Services; and
- when you interact with our applications on third-party websites and services if those applications include links to this Policy.

This Policy does not apply to:

- information that we collect offline or through any other means, including on any other website or service that we operate; or
- information collected by any third party that may link to or be accessible from or on the Services.

Please read this Policy carefully to understand our policies and practices regarding your information and how we will treat it. If you do not agree with our policies and practices, your choice is not to use our Services. By accessing or using the Services, you agree to this Policy. This Policy may change from time to time (*see* Changes to Our Privacy Policy). Your continued use of the Services after we make changes is deemed to be acceptance of those changes, so please check the Policy periodically for updates.

## Children’s Privacy

The Services are not intended for children under the age of thirteen (13) years (the “**Minimum Age**”). No one under the Minimum Age may provide any information to or on the Services. We do not knowingly collect personal information from children under the Minimum Age. If you are

under the Minimum Age, do not use or provide any information on the Services or through any of its features, register on the Services, use any of the interactive features of the Services, or provide any information about yourself to us, including your name, address, telephone number, email address, or any screen name or user name you may use. If we learn we have collected or received personal information from a child under the Minimum Age without verification of parental consent, we will delete that information. If you believe we might have any information from or about a child under the Minimum Age, please contact us at [support@prepify.pro](mailto:support@prepify.pro).

## Information We Collect About You and How We Collect It

We collect different types of information depending on how you interact with our Services. We may collect several types of information from and about users of the Services, including, but not limited to, information:

- by which you may be personally identified, such as name, postal address, e-mail address, telephone number, or any other identifier by which you may be contacted online or offline (“**Personal Information**”);
- about your job status, job search status, or employment history;
- that is about you but individually does not identify you; and/or
- about your internet connection, the equipment you use to access the Services, and usage details.

We may collect this information:

- directly from you when you provide it to us;
- automatically as you navigate through and use the Services; or
- from third parties, for example, our business partners.

Information collected automatically may include usage details, IP addresses, and information collected through cookies, web beacons, and other tracking technologies.

## Information from Company Users

When a company registers for and uses the Services, we may collect:

- Account Information.** Name, email address, company name, job title, and role within the organization.
- Payment & Billing Information.** Payment method details, billing address, and transaction history (processed through our third-party payment processor, Stripe).
- Platform Content.** Position descriptions, interview templates, scoring criteria, email templates, and other content created within the platform.

## Information from Candidates

When a Candidate participates in an interview through the Services, we may collect:

- Personal Information.** Name, email address, and any other information provided during the interview process.

- **Resume Data.** Resumes uploaded by Candidates are parsed by artificial intelligence into structured data, including personal information, work experience, education, skills, projects, certifications, awards, and languages.
- **Interview Recordings.** All interviews are recorded in both video and audio format. Recording is mandatory to use the Services. Candidates cannot participate in an interview without consenting to recording.
- **Interview Transcripts.** Real-time speech-to-text transcription of all spoken words during the interview, attributed to the speaker (Candidate or AI interviewer).
- **Biometric & Integrity Monitoring Data.** The Services use real-time eye tracking technology, blink detection, and AI-based behavioral analysis during interviews to monitor interview integrity. This includes gaze direction data, blink frequency and patterns, facial positioning data, and AI-generated behavioral analysis results. This monitoring is mandatory for all interviews and cannot be opted out of while using the Services.
- **Device & Browser Information.** User agent, browser type, operating system, device type, screen resolution, and IP address.

### **Information You Provide to Us**

The information we collect on or through the Services when you provide it to us may include:

- information that you provide by filling in forms on the Services, such as information provided at the time of registering to use the Services or subscribing to any of our services, and when you report a problem with the Services;
- records and copies of your correspondence (including email addresses), if you contact us;
- your responses to surveys that we might ask you to complete for research purposes; and
- details of transactions you carry out through the Services and of the fulfillment of your orders, including financial information that may be required before placing an order through the Services.

You also may provide information to be published or displayed (hereinafter, “**posted**”) on public areas of the Services or transmitted to other users of the Services or third parties (collectively, “**User Contributions**”). Your User Contributions are posted on and transmitted to others at your own risk. Although we may limit access to certain pages or you may set certain privacy settings for such information by logging into your account profile, you acknowledge that no security measures are perfect or impenetrable. Additionally, we cannot control the actions of other users of the Services with whom you may choose to share your User Contributions. Therefore, we cannot and do not guarantee that your User Contributions will not be viewed by unauthorized persons.

### **Information We Collect Through Automatic Data Collection Technologies**

As you navigate through and interact with our Services, we may use automatic data collection technologies to collect certain information about your equipment, browsing actions, and patterns, which may include:

- details of your visits to the Services, including traffic data, location data, logs, and other communication data and the resources that you access and use on the Services; and
- information about your computer and internet connection, including your IP address, operating system, and browser type.

The technologies we use for this automatic data collection may include:

- **Cookies (or browser cookies).** A cookie is a small file placed on the hard drive of your computer. You may refuse to accept browser cookies by activating the appropriate setting on your browser. However, if you select this setting, you may be unable to access certain parts of our Services. Unless you have adjusted your browser setting so that it will refuse cookies, our system will issue cookies when you direct your browser to our Services. We use essential cookies for authentication and session management, and analytics cookies to understand platform usage. We do not use advertising or marketing cookies.
- **Web Beacons.** Pages of our Services and our e-mails may contain small electronic files known as web beacons (also referred to as clear gifs, pixel tags, and single-pixel gifs) that we can use, for example, to count users who have visited those pages or opened an email and for other related statistics (for example, recording the popularity of certain content and verifying system and server integrity).

We do not collect personal information automatically, but we may tie this information to personal information about you that we collect from other sources or you provide to us.

### **Third-Party Use of Cookies and Other Tracking Technologies**

Some content or applications on the Services may be served by third parties, including content providers and application providers. These third parties may use cookies, alone or in conjunction with web beacons or other tracking technologies, to collect information about you when you use the Services. The information they collect may be associated with your personal information or they may collect information, including personal information, about your online activities over time and across different websites and other online services. We do not control these tracking technologies of third parties or how they may be used.

## **How We Use Your Information**

We may use information that we collect about you or that you provide to us, including any Personal Information, for the following purposes:

### **Providing and Operating the Services**

- conducting AI-powered interviews with Candidates;
- processing and evaluating Candidate interview responses using artificial intelligence;
- generating scores, assessments, match analyses, and insights based on interview performance;
- recording and storing interview video and audio for Company User review;
- parsing and analyzing resumes using artificial intelligence;

- providing analytics, rankings, and reporting to Company Users;
- presenting the Services and their contents to you;
- providing you with information, products, or services that you request from us;
- fulfilling any other purpose for which you provide it;
- providing you with notices about your account;
- carrying out our obligations and enforcing our rights arising from any contracts entered into between you and us, including for billing and collection;
- notifying you about changes to the Services or any products or services we offer or provide through it;
- sending interview invitations, reminders, and notifications via email;
- processing payments and managing subscriptions;
- providing customer support;
- in any other way we may describe when you provide the information; or
- for any other purpose with your consent.

#### **Interview Integrity Monitoring**

- monitoring interview integrity using real-time eye tracking, blink detection, and AI-based behavioral analysis;
- generating integrity scores and flags for Company User review; and
- detecting suspicious activity such as reading from scripts, using external assistance, or off-screen behavior.

#### **Improving and Developing Our Services**

- training, improving, and developing our AI models, algorithms, and scoring systems using anonymized and aggregated data;
- analyzing usage patterns to improve platform features and user experience; and
- developing new features and services.

#### **Resultant Data**

Data generated through use of our Services, including but not limited to interview recordings, transcripts, scores, assessments, analytics, integrity reports, and derived insights (“**Resultant Data**”), may be used by Prepify AI for any lawful business purpose, including improving our Services, developing new features, providing services to users of our platform, and operating our business.

#### **Communications**

- sending service-related announcements and updates; and
- responding to inquiries and support requests.

We may use the information we have collected from you to enable us to display content to relevant audiences. Even though we do not disclose your personal information for these purposes without your consent, if you interact with content, the provider may assume that you meet its target criteria.

## **Disclosure of Your Information**

We may disclose aggregated information about our users, and information that does not identify any individual, without restriction.

We may disclose personal information that we collect or that you provide as described in this Policy:

### **With Hiring Companies**

Candidate interview data — including recordings, transcripts, scores, assessments, match analyses, integrity reports, resume data, and AI-generated insights — is shared with the Company User that initiated the interview. This sharing is a core function of the Services.

### **With Service Providers**

We share information with third-party service providers who assist us in operating the Services, including:

- AI and machine learning providers (for interview conversation, scoring, and analysis);
- cloud storage providers (for video recording storage);
- email delivery services (for interview invitations and notifications);
- payment processors (for subscription billing); and
- analytics providers (for platform usage analysis).

These providers are contractually obligated to use your information only as necessary to provide services to us.

### **With Other Users of Our Platform**

We may share Resultant Data with other users of our platform when relevant to providing our Services.

### **With Subsidiaries and Affiliates**

We may disclose your information to our subsidiaries and affiliates.

### **Business Transfers**

In the event of a merger, acquisition, divestiture, restructuring, reorganization, dissolution, bankruptcy, or other sale or transfer of some or all of our assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, your information, including personal

information that we hold about users of the Services, may be transferred as part of that transaction.

## Legal and Compliance

We may also disclose your personal information:

- to comply with any court order, law, regulation, or legal process, including to respond to any government or regulatory request;
- to enforce or apply our Terms of Use, Service Agreement, and other agreements, including for billing and collection purposes;
- if we believe disclosure is necessary or appropriate to protect the rights, property, or safety of Prepify AI, our users, or others, which may include exchanging information with other companies and organizations for the purposes of fraud protection and credit risk reduction; and
- for any other purpose that we disclose when you provide the information or for which you provide your consent.

## Aggregated and De-Identified Data

We may share aggregated or de-identified information that cannot reasonably be used to identify you, without restriction.

## What We Do Not Do

We do not sell your personal information to data brokers or third-party advertisers.

## Video and Audio Recording

All interviews conducted through the Services are recorded in both video and audio format. This section provides specific details about our recording practices:

- Recording is Mandatory.** Candidates cannot participate in an interview without consenting to video and audio recording. There is no option to complete an interview without recording.
- Storage.** Recordings are stored securely in cloud storage using industry-standard encryption.
- Access.** Recordings are accessible to authorized Company Users for the purpose of reviewing Candidate interviews.
- Transcription.** Audio recordings are transcribed in real time using speech-to-text technology. Transcripts are stored alongside recordings.
- AI Analysis.** Recordings and transcripts are used to generate AI-powered scores, assessments, and insights.
- AI Improvement.** Recordings may be used in anonymized or aggregated form to train and improve our AI models and algorithms.

## Eye Tracking and Integrity Monitoring

The Services include integrity monitoring features designed to ensure the fairness and authenticity of interviews. This section describes those features in detail:

- **Eye Tracking.** The Services use real-time eye tracking technology to monitor gaze direction during interviews. This is used to detect behaviors such as reading from a script, looking at another screen, or using external assistance.
- **Blink Detection.** The Services monitor blink frequency and patterns. Abnormal patterns may be flagged as indicators of unusual behavior.
- **Calibration.** Before each interview, Candidates complete an eye tracking calibration phase to ensure accurate monitoring.
- **AI Behavioral Analysis.** An AI system analyzes eye tracking and behavioral data to generate an overall integrity assessment, including predictions of whether the interview was conducted honestly.
- **Integrity Reports.** Results of integrity monitoring are shared with the Company User that initiated the interview. Reports may include integrity flags, confidence scores, and detailed behavioral analysis.
- **Mandatory Participation.** Integrity monitoring is mandatory for all interviews. Candidates cannot opt out of eye tracking or behavioral analysis while using the Services.
- **Data Use.** Eye tracking and behavioral data may be used in anonymized form to improve our integrity monitoring systems.

## Resume Data

When Candidates upload a resume through the Services:

- **AI Parsing.** Resumes are parsed by artificial intelligence into structured data fields, including: personal information, work experience, education, skills, projects, certifications, awards, and languages.
- **Resume Insights.** AI may compare resume data against interview responses to identify additional skills, experiences, or achievements not reflected in the resume.
- **Discrepancy Detection.** AI may identify discrepancies between resume claims and interview responses. Discrepancies are categorized by severity and shared with the Company User.
- **Retention.** Resume data is retained as part of the Candidate's profile until the Candidate requests deletion.

## Data Retention

- **Candidate Data.** Interview recordings, transcripts, scores, resumes, and related data are retained until the Candidate requests deletion.

- ❑ **Company Data.** Company account data is retained for the duration of the active subscription plus ninety (90) days after cancellation.
- ❑ **Company Cancellation.** When a Company User cancels their subscription, Candidate data remains in the system. The Company User loses access to that data.
- ❑ **Backups.** Backup copies of deleted data may be retained for up to thirty (30) days in our backup and disaster recovery systems before being permanently removed.
- ❑ **Anonymized Data.** Anonymized and aggregated data derived from your use of the Services may be retained indefinitely.

## Your Rights and Choices

We strive to provide you with choices regarding the Personal Information you provide to us. You have the following rights regarding your personal information:

- ❑ **Access.** You may request a copy of the personal information we hold about you.
- ❑ **Correction.** You may request that we correct inaccurate personal information.
- ❑ **Deletion.** You may request deletion of your personal information, including interview recordings, transcripts, scores, and resume data. Upon receiving a verified deletion request, we will delete your data within thirty (30) days. Anonymized or aggregated data that cannot be used to identify you may be retained.
- ❑ **AI Training Opt-Out.** You may request that your data not be used for AI model training going forward. This does not affect data already used in training.
- ❑ **Account Closure.** Company Users may close their account by contacting support.
- ❑ **Tracking Technologies.** You can set your browser to refuse all or some browser cookies, or to alert you when cookies are being sent. If you disable or refuse cookies, please note that some parts of the Services may then be inaccessible or not function properly.
- ❑ **Account Preferences.** We may provide various options during registration or on an account profile page for opting in or out of certain uses of your Personal Information.

To exercise any of these rights, contact us at [support@prepify.pro](mailto:support@prepify.pro). We will respond to your request within thirty (30) days.

You can also review and change your personal information by logging into the Services and visiting your account profile page. You may send an email to us at the address above to request access to, correct, or delete any personal information that you have provided to us. In some circumstances, we may not be able to delete your personal information except by also deleting your user account. We may not accommodate a request to change information if we believe the change would violate any law or legal requirement or cause the information to be incorrect.

If you delete your User Contributions from the Services, copies of your User Contributions may remain viewable in cached and archived pages, or might have been copied or stored by other users of the Services.

California residents may have additional personal information rights and choices. Please see Your California Privacy Rights for more information.

## **Your California Privacy Rights**

If you are a California resident, California law may provide you with additional rights regarding our use of your personal information.

California's "Shine the Light" law (Civil Code Section § 1798.83) may permit users of the Services that are California residents to request certain information regarding our disclosure of personal information to third parties for their direct marketing purposes. To make such a request, please send an email to [support@prepify.pro](mailto:support@prepify.pro).

## **Data Security**

We have implemented measures designed to secure your personal information from accidental loss and from unauthorized access, use, alteration, and disclosure, including:

- encryption of data in transit (TLS/SSL) and at rest;
- role-based access controls limiting data access to authorized personnel;
- multi-tenant data isolation ensuring that one company's data is not accessible to any other company;
- regular security assessments and monitoring; and
- secure cloud infrastructure.

The safety and security of your information also depend on you. Where we have given you (or where you have chosen) a password for access to certain parts of the Services, you are responsible for keeping this password confidential. We ask you not to share your password with anyone.

Unfortunately, the transmission of information via the internet is not completely secure. Although we do our best to protect your personal information, we cannot guarantee the security of your personal information transmitted to or through the Services. Any transmission of personal information is at your own risk. We are not responsible for circumvention of any privacy settings or security measures contained on the Services.

## **Changes to Our Privacy Policy**

We will post any changes we make to this Policy on this page. If we make material changes to how we treat your personal information, we will notify you by email, if you have provided one to us, or through a notice on the Services. The date the Policy was last revised is identified at the top of the page. You are responsible for ensuring we have an up-to-date active and deliverable email address for you, and for periodically visiting the Services and this Policy to check for any changes.

## **Contact Information**

To ask questions or comment about this Policy and our privacy practices, contact us at:

**Prepify AI, LLC**

Plano, Texas

Email: [support@prepify.pro](mailto:support@prepify.pro)