

Cammio, video interviews & GDPR

Overview:

The Cammio video recruitment platform enables you to create a more efficient, fair and more personal recruiting process using video applications, automated video interviews and live interviews. Video job ads as well as video messages also allow you to establish personal contact with potential applicants right from the start. Recruitment always also involves the processing and storing of personal data. It is precisely this data that must be particularly protected and secured. Therefore, data protection and security are always our top priorities.

Personal data:

Any information relating to an identified or identifiable natural person, e.g. name.

Processing:

Processing means any collection, storage, processing and use of personal data by the processor (e.g. Cammio) acting on behalf of the controller (e.g. you).

Depending on the selected settings and product usage, additional personal data of the applicants may be processed (e.g. additional contact information within a video application). A detailed list of minimum required and optional data as well as information on the processing of employee data can be found in our [Data Processing Agreement \(DPA\)](#) and in our [Technical and Organizational Measures \(TOMs\)](#).

Data processing

Cammio processes and stores (personal) data of applicants and employees only on its client's behalf. You or your company always remains the data controller and owner of the data. Cammio is the processor of the data.

The processing is, among other things:

- linked to a specific purpose (usually within the recruiting process)
- data-minimizing (no processing or storage of unnecessary data)
- transparent
- limited in time

Processing personal data of applicants

For the processing of a video application or a video interview, the following data is processed:

- Selected salutation
- Full name
- E-Mail-Adress
- IP Adress
- Browser User Agent
- Recorded video file(s)
- Feedback from te applicant(s), if they fill in the feedback field

Applicant Consent

Applicants actively consent to the processing of their data and are informed about the purpose of the processing and the data storage period. After expiry of the data storage period, which is determined individually by you, applicant data is irrevocably deleted or anonymized for statistical purposes so that it is no longer possible to draw conclusions about a person.

Among many others, these recruiting teams are already working with Cammio in a GDPR-compliant manner.



Subcontractor

The Cammio Platform is provided in the cloud infrastructure of Amazon Webservices (AWS). Data processing as well as storage takes place on servers in the European Union (EU), Frankfurt am Main. All subcontractors of Cammio are contractually obligated to comply with the applicable data protection laws (Art. 28 DSGVO). Depending on the intended use of the Cammio platform, additional subcontractors may be used, about which we will of course also inform you.

Your recruitment process should always have the candidate at heart and therefore also ensure the protection of their personal data. We are always happy to assist you in reviewing data protection and IT security questions so that you have all the necessary information and answers at hand.

Before we can get started

Closing the data processing agreement

In order for Cammio to be allowed to process applicant as well as employee data on your behalf, a data processing agreement must be signed. For this purpose, we provide a corresponding template, which is usually reviewed and approved by your data protection officer. The Technical and Organisational Measures (TOMs) are part of the order processing agreement and describe the security and protection measures regarding the processing of personal data.

More information

If you have any further questions regarding data protection, please contact your personal Cammio Support Team (support@cammio.com).