



Brilliant Hire collects certain the following information related to individual users in order to provide the Service:

### **Candidates**

- Email Address
- Full Name
- Date and Time that the user create their account
- Acceptance of terms and condition
- Answer (related to open position)
- The following analytical information related to each question:
  - The time that a user takes to answer the question
  - The time that the user takes to make a response
  - The time that a user takes without typing any response
  - The number of times a candidate pauses (> 5 seconds)
  - The type of device the user is using
  - The number of times a user deletes something
  - The number of times a user enters a space
  - The length of the answer
  - The number of times a user presses copy or paste
  - The number of timew a user refreshes the page
  - The time it takes a user to provide an answer
  - A keystroke analysis revealing the answer that the user has put in the box, collected at regular intervals while the user is answering the question.

### **Experts**

- Email Address
- Full Name
- Date and Time that the user create their account
- Primary skills (as entered by user)
- Experience (as entered by user)
- Acceptance of Terms and Conditions

### **Recruiter and Hiring Manager**

- Email Address
- Full Name
- Date and Time that the user create their account
- Role (Recruiter or Hiring Manager)
- Acceptance of terms and condition