

Aon's Assessment Solutions Subprocessors

2020

Dear Customer,

Due to the expansion of Aon's Assessment Solutions (AAS) and our desire to provide both the best quality and most reliable online services, we are altering our server structure. This affects our subprocessors, namely new roles in their processing of customer personal data. This change will ensure the ongoing reliability of our services, as well as provide the best redundancy and therefore availability of data. Be assured that personal data processing will continue to occur only within the EU/EEA for our mapTQ and mapMR services.

Migration:

Please note that on 27th June 2020, our main server location will change from PlusServer GmbH in Germany to the Microsoft Azure infrastructure in The Netherlands. PlusServer GmbH will continue to be used in the foreseeable future, predominately for back-up and disaster recovery.

This migration will in no way affect the level of security or the standard of data protection compliance we offer to our customers. This migration will not undermine the contractual relationship we have with you, nor the quality of IT Security ensured through our services, and existing agreements remain otherwise unaffected. Our GDPR Team, IT Team, and Data Protection Officer are always available to you for questions regarding our usage of subprocessors and general data protection practices.

Technical Information:

This migration will be conducted via a data transfer from the existing database servers onto Microsoft servers in the Azure infrastructure. The overall infrastructure architecture remains unchanged, whilst many additional Azure-specific features are leveraged for enhanced security and availability (Azure Application Gateways, Log Analytics, Monitor, Security Center, Update Management, Desired State Configuration). The existing level of network security and separation by dedicated firewalls will be sustained using FortiGate Network Virtual Appliances. Multiple clusters of NVAs form a hub-and-spoke model, where the production, staging and development environments are located in individual spokes - the PlusServer datacentre has also been integrated into this network as a spoke. Therefore, all data transfers and administrative accesses occur on an internal network via secure site-to-site VPN connections (IPsec/IKEv2). The data will be moved between the SQL Server instances as a backup, that is further encrypted (AES/256 bits). Our IT team are available to you, should you have further questions regarding the technical details of this migration.

Below you will find a general update of all subprocessors currently engaged by the AAS business. The information is applicable to our relationship with you only where you use that specific system. Where you do not use such systems, personal data is not processed by that subprocessor.

Should you have any questions or concerns regarding this topic, please reach out to us on or before 26th June 2020. Should you not contact us before this day, AAS will presume that you do not object to these changes.

Our GDPR Team & DPO can be reached directly at gdpr.assessment@aon.com.

Kind regards,

Aon's Assessment Solutions

AAS System	Subprocessor	Service provided	Processing location	Aon Affiliate Y/N
mapTQ / mapMR	Microsoft Corporation One Microsoft Way Redmond WA 98052-6399 USA (Azure)	Hosting / Housing of personal data, i.e., IaaS-Hosting und PaaS-Resources, back-up, disaster recovery	Primary: The Netherlands Replication: France Disaster Recovery: Republic of Ireland	No Subcontracted through Aon Assessment GmbH
mapTQ / mapMR	PlusServer GmbH Essener Bogen 17 22419 Hamburg Germany	Hosting / Housing of personal data, back-up, disaster recovery	Germany	No Subcontracted through Aon Assessment GmbH
mapTQ / mapMR	Aon Assessment GmbH Großer Burstah 18-32 20457 Hamburg Germany	AAS HQ: General system support/management (IT, Operations), system security management, candidate support, GDPR support, analytics services.	Germany	Yes
mapTQ	Aon Assessment (Norway) AS Stortingsgata 6 Postboks 1503 Vik 0117 Oslo Norway	Analytics services per customer request (e.g. creation of custom reports/validation studies).	Norway	Yes
mapTQ	Aon Assessment (Sweden) AB Valhallavägen 117 H Box 27093 102 51 Stockholm Sweden	Analytics services per customer request (e.g. creation of custom reports/validation studies).	Sweden	Yes
mapTQ / mapMR	Aon Assessment (Ireland) Limited First Floor 1 & 2 Bride Street, Loughrea H62 K279 Galway Ireland	Global Operations Centre (GOC): Candidate support and analytics services.	Republic of Ireland	Yes

mapTQ / mapMR	Deskpro Ltd. 79 Hartfield Road SW19 3ES London United Kingdom	Ticketing system used by GOC when providing general candidate support.	UK	No Subcontracted through Aon Assessment (Ireland) Limited
mapTQ	Aon plc The Aon Centre The Leadenhall Building 122 Leadenhall Street London EC3V 4AN United Kingdom	Data hosting for analytics services.	EU/EEA	Yes
mapTQ (vidAssess AI)	IBM Deutschland GmbH Beim Strohhause 17, 20097 Hamburg Germany	Speech-to-text service (STT) to process audio data into written transcripts natural language classification models (NLC) to generate numerical values based of written transcripts. This is used only for the vidAssess AI tool where purchased by customer.	EU/USA/Japan/Australia/ Republic of Korea	No Contracted through Aon Assessment GmbH incl. EU Standard Contractual Clauses
co-cubes	Cocubes Technologies Private Limited SCO 13-14-15, Second Floor, Sector 34A, Chandigarh 160034 India	Provision of cocubes testing modules and/or talent sourcing platform.	India	Yes EU Standard Contractual Clauses concluded with EU affiliates
Panorama	The Key Talent S.L. Calle Velazquez 47,7º 28001 Madrid Spain	Provision of Panorama global candidate management platform.	Spain	No Contracted through Aon Assessment GmbH
GATE	Aon Consulting, Inc. 12001 K Street, NW Suite 625 North Washington, DC 20006 USA	Provision of GATE assessment service.	USA	Yes EU Standard Contractual Clauses concluded with EU affiliates

Contact Information

To learn more about Aon's Assessment solutions, visit us at assessment.aon.com or email us at:

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About Aon

Aon plc (NYSE:AON) is a leading global professional services firm providing a broad range of risk, retirement and health solutions. Our 50,000 colleagues in 120 countries empower results for clients by using proprietary data and analytics to deliver insights that reduce volatility and improve performance.

About Assessment Solutions

Aon's Assessment Solutions includes the cut-e and CoCubes brands and operates as part of Aon's global offering in talent solutions, helping clients achieve sustainable growth by driving business performance through people performance. Aon's Assessment Solutions group undertake 30 million assessments each year in 90 countries and 40 languages.

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