Data Processing Addendum (DPA)

Contact: privacy@teammato.com • contact@teammato.com

This Data Processing Addendum ("DPA") forms part of the agreement(s) between Customer and Teammato Inc., a Missouri-based LLC, governing Customer's use of Teammato's Services.

1. Definitions

Applicable Data Protection Law...; Customer Personal Data...; EU SCCs (Modules 2/3), UK Addendum, Swiss Addendum; Processing, Security Incident, Subprocessor as defined in law.

2. Roles; Instructions

Customer is Controller; Teammato is Processor/Service Provider. Processing only on documented instructions.

3. Scope and Nature of Processing

Slack-native anonymous feedback; k-anonymous themes; ciphertext at rest; no PII in operational logs; subjects: workspace users; data: IDs, content, timestamps, pseudonymous IDs, config, audit.

4. Customer Responsibilities

Legality, notices/consents, configuration (retention, k-threshold).

5. Teammato Obligations

Confidentiality; TOMs (Annex II); Subprocessor management; assistance with DSRs/DPIAs; breach notice ≤72h; CCPA commitments (no sale/share; no use outside Services).

6. Data Subject Requests

Assist with access/deletion/rectification/restriction/portability/objection; no direct responses without instruction.

7. Audits and Reviews

Provide reports/summaries; remote assessments once/12 months under confidentiality; on-site if required by law.

8. International Transfers

Incorporate EU SCCs, UK & Swiss Addenda; SCCs prevail in conflict.

9. Subprocessors

Listed at /subprocessors with prior notice and reasonable objection window.

10. Return or Deletion

Delete or return Customer Personal Data within 30 days; backups overwrite per schedule.

11. Liability and Indemnity

Subject to Agreement limits except where prohibited by law.

12. Order of Precedence

DPA controls over Agreement for data protection; SCCs control over DPA if conflict.

13. Miscellaneous

Severability; updates for law/services; governing law per Agreement unless SCCs require otherwise.

Annex I – Details of Processing / SCCs

Exporter: Customer. Importer: Teammato Inc., Missouri-based LLC (privacy@teammato.com / contact@teammato.com). Subject matter: anonymous Slack feedback; encryption and aggregation; retention per settings; recipients: authorized users, Teammato personnel, Subprocessors.

Annex II – Technical & Organizational Measures (TOMs)

• Access control (least privilege, MFA, RLS org isolation).

• Encryption: TLS 1.3 in transit; AEAD at rest; per■org keys in managed KMS.

• Data minimization: anonymous by default; k-threshold suppression; no PII in logs.

• Vulnerability management & pen■testing; remediation SLAs.

• Monitoring, audit logging, anomaly alerting; SRE incident response.

• Availability & backups; DR testing; recovery objectives.

• Vendor risk management and contractual security terms.

• DSR tooling; deletion/return; backup overwrite schedule.

• Secure SDLC, code review, IaC, secrets scanning, rate limiting.

Annex III – Subprocessors

Current list published at /subprocessors (cloud hosting & database, email delivery, monitoring & security tooling).