

# Disposition Data and Why It's Important

Sending disposition data to Indeed can help you get more quality applicants for your jobs.

- Indeed is successfully using Disposition Data as part of our continual efforts to increase the quality of applications sent to employers.
- Employers who send Disposition Data to Indeed **are likely to receive** higher quality applications than employers who do not send Disposition Data to Indeed.

## What is Disposition Data?

Data that records the status or sequence of statuses an application is given as an employer interacts with it in their ATS, along with the date and time of the change in that status. Disposition statuses include "interviewed," "rejected," and "hired" for example. Status is paired with an anonymized application ID and a date/time stamp to signal a change in disposition data.

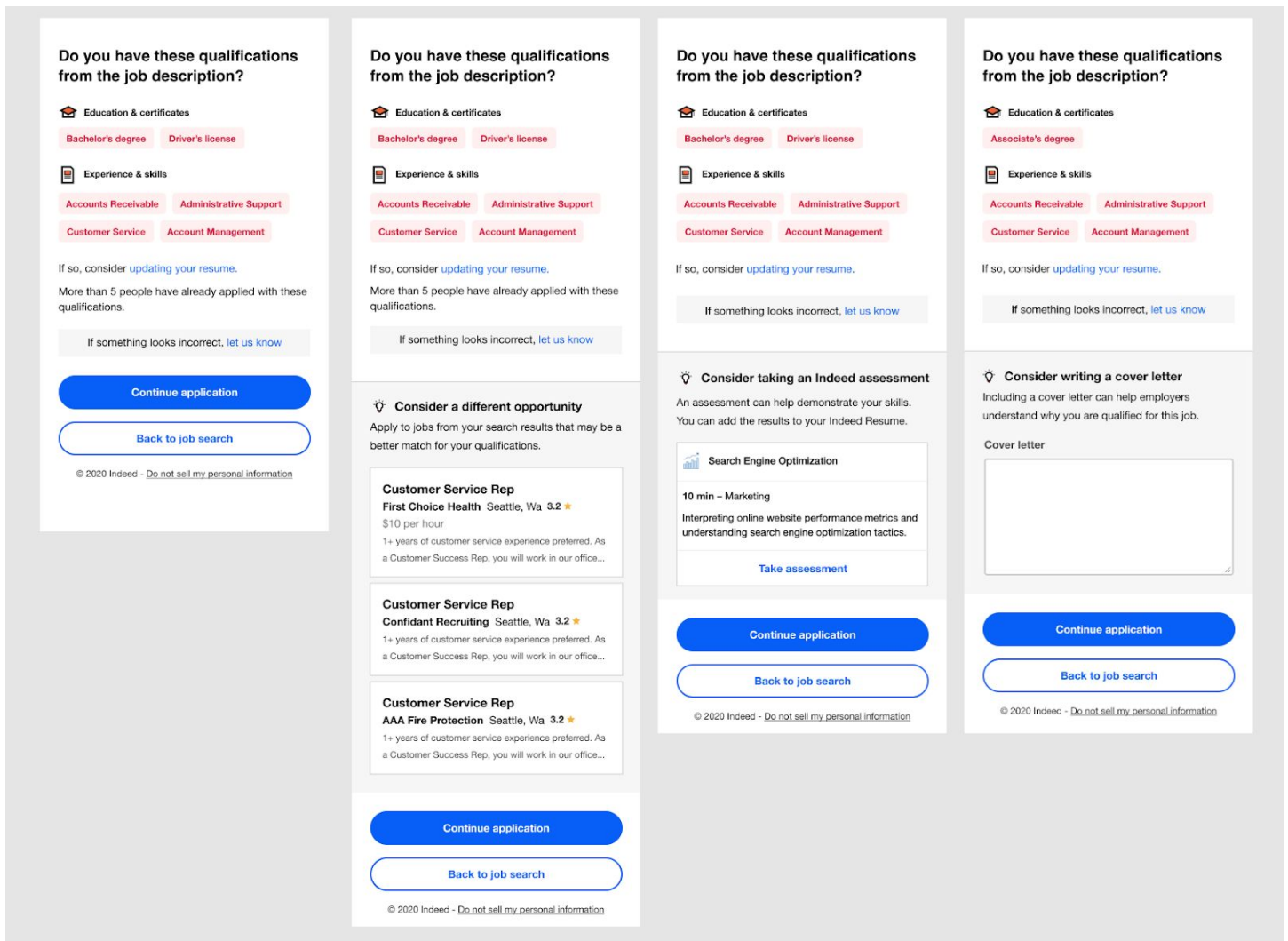
## How does a Disposition Data integration work?

When an employer makes a change in the ATS to the status of an application that came from Indeed, the ATS transmits the new status signal, along with an anonymized application ID and a date/time stamp.

## How is Indeed using Disposition Data to increase the quality of applications?

The disposition data that Indeed collects from global ATSs is being aggregated and analyzed by the job seeker product team. Disposition data is used to improve targeting of job advertisements and the application experience in order to help candidates better understand how the skills on their resumes meet your requirements, as seen in these examples.

## Examples:



## What can you do to get Disposition Data to Indeed?

- If your ATS has a Disposition Data integration, make sure you have signed-up or opted-in to send your data to Indeed.
- Make sure you are using your ATS to change the status for all applicants and, perhaps most importantly, make sure that you notify all candidates of your decision. When you reject candidates, or do not decide to move forward with them, 1) notify them and 2) create a status that indicates that you have "rejected, notified"
- If your ATS does not have a Disposition Data integration, please contact your ATS's head of product and ask for a Disposition Data integration today!

## FAQ:

### 1. How does Indeed receive Disposition Data from an ATS?

Disposition Data is sent to Indeed in an XML file. These files contain a timestamp, an apply id, and an application status. The transferred data is not capable of identifying a job seeker by itself. It can only be associated with an individual when the apply id is combined with other data the job seeker has already provided to Indeed. Both the apply id, and the transfer of no data that can identify an individual, is consistent with the security and data minimization principles of the GDPR and other advanced data protection codes.

### 2. How do we protect job seeker privacy?

Indeed values data protection and privacy and no Personally Identifiable Information (PII) is passed from the ATS to Indeed. The data sent in Disposition Data cannot be used to identify a candidate in isolation; it only includes a timestamp, an anonymized Apply ID, and the application status.

### 3. Is consent from the jobseeker required for receiving Disposition Data?

When job seekers apply for a job through Indeed they agree to our [Terms of Service](#) and [Privacy Policy](#). These communicate and govern the scope of the relationship between job seekers availing of our services and Indeed. For most processing we perform of our job seeker data we act as a controller in order to help those job seekers find jobs, as described in sections 4, 5, 6 and 9 of our [Privacy Policy](#). Employers should consider reviewing their own Privacy Policies as needed in connection with providing Disposition Data to Indeed.