Technical framework — where staff data lives, and how to leave

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Local inference, read-only, processing in the EU targeted · fictional document

> **Fictional document — demonstration example**
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> **Fictional document**, produced for the demonstration. **It describes the architecture actually offered.** An HR department handles pay, family situations and absence reasons: **this is the most sensitive data the establishment holds about its own staff.**

The two deployment modes, at the establishment's choice

Mode	Where computation happens	What leaves the network	For whom
Local inference	**On a machine belonging to the establishment**	**Nothing**	Establishments that already run a server
Isolated resource	On a dedicated server hosted in France, under French law	**Nothing outside the European Union**	Establishments that would rather not administer a machine

Local inference means the model computes on your own machine: the content of a staff file crosses no external network to be processed. **In both cases the resource is dedicated to Vaurenne: no pooling with another establishment.**

What protects staff data

Point	Implementation	What the establishment can write to a member of staff who asks
Training	**No staff file feeds any model, neither ours nor a third party's**	“Your file trains no system”
Write rights	**The read-only technical account has no right to write**	“No value enters pay other than through a human action”
Encryption	In transit and at rest	“A stolen medium stays unreadable”
Role-based access	**Rights follow the job**: an officer opens the files in their own portfolio, not other people's — **11 roles, 0 out-of-role access in the log**	“Only the people concerned see your file”
Health-related documents	**Separate perimeter, open only to the role that needs it — the absence reason is handled, never its medical content**	“Your sick leave is handled as an absence, not as a diagnosis”
Individual decisions	**None is taken by the AI agent: an officer processes it and the authority signs**	“A person decided, and their decision is reasoned and open to challenge”
Hosting	**France, under French law**, architecture designed to reduce exposure to extraterritorial legislation, location alone not being enough to guarantee immunity	“Deployment objective: processing and access within the European Union”

What the agent plugs into — with no migration

Tool already in place	What the agent does there	What changes for the department
Human resources information system	**Reads positions, careers and files**	**No writing, no migration**
Payroll software	**Reads pay lines and compares them with the decisions**	**Entry into pay stays with the payroll manager**
Time and rota management	Reads working times, cycles and hour records	Nothing: rotas stay with the managers
Electronic staff-file management	Indexes and reads the documents filed	No renaming, no moving
Online services	Guides staff screen by screen	**Entry and validation stay with the member of staff**

The way out — checkable before committing a second year

Element	What becomes of it on the day of termination	What stays with the establishment
The index	**Deleted**	**Staff files have not moved by one byte** — same folders, same names, same rights
The 16 standard answers and their easy-read versions settled by the deputy director	Exported in a format readable without us	**Made of the establishment's own material, they belong to it**
The step-by-step sheets for the online services and the pay-check grids	Stay in your files	**Usable at the counter and by the payroll manager**

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Element	What becomes of it on the day of termination	What stays with the establishment
The request and production log	Handed back in an open format, or destroyed	**The establishment chooses, and the question is settled at go-live**
The subscription	**Annual, with no tacit renewal**	**It is renewal that takes a decision, not termination**

A dry-run exit is offered at the end of the first quarter, half a day: we switch off, we check that the department works exactly as before, we switch back on. **The least costly day is the first Monday after the payroll cut-off — 9 enquiries on average at the counter.**

For the establishment to settle

Deployment mode chosen (local inference / isolated resource): _____

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