

Thank you for considering employment opportunities with Compensia. As part of the application and recruitment process, we collect and process certain personal information about you. Please know that we are committed to protecting your privacy and complying with applicable data protection laws, including the California Privacy Rights Act (CPRA).

### **1. Information We Collect:**

We may collect the following categories of personal information about you during the recruitment process:

- Contact Information: Name, address, email address, and phone number
- Professional Information: Resume, cover letter, work experience, education history and transcript, and professional qualifications
- Identifiers: online identifiers, online profiles, and other similar information
- Employment-related Information: References, background check results, and other information relevant to your job application

### **2. Purpose of Processing:**

We process your personal information for the following purposes:

- Assessing your suitability for employment
- Communicating with you during the recruitment process
- Conducting background checks where permitted by law
- Complying with legal obligations

### **3. Your Rights under CPRA:**

As a California based candidate, under the CPRA, you have the following rights regarding your personal information:

- Right to know what personal information is being collected
- Right to know whether your personal information is sold or disclosed and to whom
- Right to opt-out of the sale of personal information
- Right to access your personal information
- Right to request deletion of your personal information
- Right to equal service and price, even if you exercise your privacy rights

### **4. Contact Information:**

If you have any questions or concerns about the processing of your personal information or would like to exercise your rights under CPRA, please contact our Chief People Officer at [aconoscente@compensia.com](mailto:aconoscente@compensia.com)

### **5. Changes to this Notice:**

We may update this Candidate Privacy Notice from time to time. Any changes will be posted on our website, and the effective date will be updated accordingly

By submitting your application, you acknowledge that you have read and understood this Candidate Privacy Notice and that you consent to the processing of your personal information as described herein