

Notice at Collection for Candidates for Employment or Independent Contractor Engagement

Software AG (“Software AG”, “we” or “us”) has adopted this Notice at Collection for Candidates for Employment or Independent Contractor Engagement (“Notice at Collection for Candidates”) as required by the California Consumer Privacy Act of 2018 (“CCPA”). Under the CCPA, certain protections are extended to “consumers”, defined as natural person(s) who reside in California (accordingly, the terms “consumer” and “resident” may be used interchangeably throughout this Notice at Collection for Candidates).

This Notice at Collection for Candidates sets out the personal information that we collect, how it is used, and how long it is retained for candidates for employment and independent contractor engagement who are residents of California (“you”), and, as applicable, your dependents and emergency contacts.

We will collect and process the following categories of personal and sensitive personal information for the specified business purposes and store such information for the retention period set out below. We may extend each retention period if necessary for purposes such as establishing or defending legal claims or complying with applicable law.

Category of Personal Information	Business Purpose	Retention Period (or, if not identifiable, the criteria used to determine retention period)
Contact and identification information including, for example, name, phone number, mailing and/or physical address, and email address	Our own Operational Purposes, namely the evaluation of a candidate for an employment position or an independent contractor engagement, and compliance with corresponding state and federal laws (“Operational Purposes”)	24 months
Digital identifying information including, for example, device ID and IP address	Our own Operational Purposes	24 months
Employment and background information including, for example, employment history, background check (address and criminal history)	Our own Operational Purposes	24 months
Certain demographic information including, for example, race/ethnicity*, veteran status, disability status	Our own Operational Purposes, specifically including implementing diversity initiatives and complying with federal laws	24 months

Social media information including, for example, links to social media profiles (LinkedIn)	Our own Operational Purposes	24 months
*Denotes Sensitive Personal Information		

Cookies. We also collect personal information through the use of cookies. For more information on our use of cookies to collect, process, and retain personal information, please see Section 4 of [Software AG's Privacy Notice](#). You may reject these cookies through our use of an opt-out link contained at the footer of our website, <https://www.softwareag.com>.

We do not sell or share your personal or sensitive personal information, which we collect and process as set out in this Notice at Collection for Candidates and [Software AG's Privacy Notice](#).