



Strike Candidate

Privacy Notice

## Scope and Overview

Thank you for your interest in joining Strike! We are committed to protecting the privacy and security of your personal data. This Privacy Notice describes how Zap Solutions Holdings, Inc. and its subsidiaries, affiliates, and related entities (collectively, "Strike," "we," or "us") collect and process personal data about you when considering you for career opportunities with Strike, such as when you apply for a position with us or we consider working with you as a contingent worker.

This Privacy Notice describes the categories of personal data that we collect, how we use your personal data, how we secure your personal data, when we may disclose your personal data to third parties, and when we may transfer your personal data. This Privacy Notice also describes the rights you may have regarding the personal data that we hold about you, including how you can access, correct, and request erasure of your personal data.

We will process your personal data in accordance with this Privacy Notice unless otherwise required by applicable law. We take steps to ensure that the personal data that we collect about you is adequate, relevant, not excessive, and processed for the limited purposes set forth in this Privacy Notice.

This Privacy Notice does not apply to visitors to our website or use of Strike's products or services. To learn more about our privacy practices regarding our website, products, and services, please see our [Global Privacy Notice](#).

## Collection of Information

Personal data means any information about an identified or identifiable natural person. An identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier, such as a name, an identification number, location data, an online identifier, or one or more factors specific to their physical, physiological, genetic, mental, economic, cultural, or social identity. Personal data excludes anonymous or de-identified information that is not associated with a particular individual.

We collect personal data about you in connection with considering you for career opportunities with us. To do this, we may collect, store, and process categories of personal data about you, including, but not limited to:

- Contact information. We may collect your contact information, such as name, home address, mailing address, phone number, personal email address, and/or job site information.
- Identification Information. We may collect your identification information, such as government identification numbers, citizenship status, residency, and/or work permit status.
- Information regarding employment and education. We may collect information relating to your employment and education, such as cover letter, resume or CV, personal or professional references, and/or work history.
- Background Checks. Where permitted or required by law, we may conduct background checks once you have accepted a conditional offer from us.
- Publicly Available Information. We may collect information you've made public, such as public profiles on job sites (e.g., LinkedIn) or work-portfolio sites (e.g., GitHub).

We collect the majority of the personal data that we process directly from you. In limited circumstances, third parties may provide your personal data to us, such as companies that provide background or employment checks, recruiting firms, or personal or professional references or referrals.

You will not be subject to decisions based solely on automated data processing without your prior consent or as necessary to perform our contract with you.

## **How We Use Your Information**

We only process your personal data where applicable law permits or requires it, including (i) where the processing is necessary for the performance of any contract we may have with you, (ii) where the processing is necessary to comply with a legal obligation that applies to us, (iii) for our legitimate interests or the legitimate interests of third parties (where such interest is not overridden by your privacy

rights), (iv) to protect your vital interests, or (v) with your consent, if applicable law requires such consent. When considering you for career opportunities with Strike, we use your personal data for the following purposes:

- To contact you. Where we have identified you as a potential candidate based on information we have collected about you, including from job sites such as LinkedIn, we may reach out regarding opportunities to work with Strike.
- To review and process your application. We use your personal data to review your application, schedule interviews, verify references, assess your qualifications, and, where permitted or required by law, conduct background checks.
- For reporting and process improvement. We may use your data to better understand our recruiting process and for aggregate reporting.
- As legally required. We use personal data as legally required, such as confirming your work history.
- For other purposes with your consent.

We will only process your personal data for the purposes we collected it for or for compatible purposes or as permitted by applicable law. If we need to process your personal data for an incompatible purpose, if required by law, we will provide you with notice and seek your consent. We may process your personal data without your knowledge or consent where required by applicable law or regulation.

## **Information Sharing**

We will only disclose your personal data to third parties where required by law or to our employees, contractors, designated agents, or third-party service providers who require such information to assist us with administering our relationship with you, including third-party service providers who provide services to us or on our behalf. Third-party service providers may include, but are not limited to, payroll processors, benefits administration providers, and data storage or hosting providers. These third-party service providers may be located outside of your home jurisdiction.

We may also disclose your personal data in the following circumstances:

- To facilitate recruitment. We may share information to facilitate the recruitment process, such as with service providers (e.g., applicant tracking system & recruitment software providers and background check providers) and with third parties with your consent (e.g., references you provide us). Such service providers generally can only use your personal data to provide services to Strike and cannot use any information for their own independent purposes.
- As legally required. We may share information with third parties (e.g., courts, law enforcement agencies) if it is required or permitted under applicable law, including to respond to a court order, subpoena, discovery request, search warrant, or other law enforcement request or to protect Strike.

Strike does not sell your personal data or share your personal data for the purpose of behavioral advertising, and we do not allow your personal data to be used by third parties for marketing purposes.

## **Cross-Border Transfers**

Where permitted by applicable law, we may transfer the personal data we collect about you to the United States and/or other jurisdictions that may not be deemed to provide the same level of data protection as your home country, as necessary for the purposes set out in this Privacy Notice.

## **Data Security**

We have implemented appropriate physical, technical, and organizational security measures designed to safeguard your personal data against accidental loss and unauthorized access, use, alteration, or disclosure. In addition, we limit access to personal data to those employees, agents, contractors, and other third parties that have a legitimate business need for such access. Despite these precautions, we cannot guarantee that unauthorized persons will not obtain access to your personal data.

## **Data Retention**

Except as otherwise permitted or required by applicable law or regulation, we will retain your personal data as necessary to fulfill the purposes we collected it for, including as required to satisfy any legal, accounting, or reporting obligations, or as necessary to resolve disputes. If you continue to work with Strike, we will retain your information in order to manage your employment or assignment with us, and a separate privacy notice will apply to your relationship with Strike. If your application is not successful, you withdraw your application, or you decline our offer, we may retain your information for the purposes provided in this Privacy Notice, such as opportunities for future roles, to evaluate our recruitment processes, and for record-keeping.

## **Anonymous and De-identified Data**

Under some circumstances, we may anonymize your personal data so that it can no longer be associated with you. We reserve the right to use and retain such anonymous and de-identified data for any legitimate business purpose without further notice to you or your consent.

## **Your Data Rights**

Depending on local laws, you may have the right to request (i) access to categories of information we collect about you, (ii) access to your information, (iii) correction of your information, or (iii) erasure of the personal data that we hold about you, or otherwise, under certain circumstances, object to processing of your personal data. You may also have the right to request that we transfer your personal data to another party. If you want to review, verify, correct, or request erasure of your personal data, object to the processing of your personal data, or request that we transfer a copy of your personal data to another party, please contact us at [people@strike.me](mailto:people@strike.me).

We may require specific information from you to allow us to verify your identity and fulfill your request. Applicable law may allow or require us to refuse to provide you

with access to some or all of the personal data that we hold about you, or we may have destroyed, erased, or made your personal data anonymous in accordance with our record retention obligations and practices. If we cannot provide you with access to your personal data and we are required by applicable law, we will inform you of the reasons we cannot provide such access (subject to any legal or regulatory restrictions).

If you are unsatisfied with our response to any issues that you raise, you may have the right to make a complaint with the data protection authority in your jurisdiction.

## **Right to Withdraw Consent**

Where you have provided your consent to the collection, processing, or transfer of your personal data, you may have the legal right to withdraw your consent under certain circumstances. To withdraw your consent, if applicable, contact us at [people@strike.me](mailto:people@strike.me).

## **Changes to this Privacy Notice**

We reserve the right to update this Privacy Notice at any time. The effective date will be identified at the bottom of this page.

Effective Date: February 1, 2023