

CORELIGHT CALIFORNIA JOB APPLICANT PRIVACY NOTICE

Last Updated: September 24, 2025

This California Job Applicant Privacy Notice (“**CA Job Applicant Notice**”) explains how Corelight, Inc. and its affiliates, including Corelight Federal, LLC (collectively, “**Corelight**”, “**we**,” “**us**”, or “**our**”) collects, uses, discloses, and otherwise processes personal data about our California-based recruits and job applicants.

This CA Job Applicant Notice is not a contract and does not create any legal rights or obligations not otherwise provided by law. This CA Job Applicant Notice also is not intended to replace other notices or disclosures we may provide to you in connection with your role in our organization, which will supersede any conflicting disclosures contained in this CA Job Applicant Notice.

What is Personal Data?

When we use the term “**personal data**” in this CA Job Applicant Notice, we mean information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, to an individual within the context of the individual acting as a recruit or job applicant of Corelight. Where we maintain de-identified data or aggregated data, we will maintain and use the data in de-identified or aggregated form and not attempt to re-identify the data except as required or permitted by law. This CA Job Applicant Notice does not apply to de-identified data or aggregated data.

Our Collection and Use of Personal Data

Collection of Personal Data

During the recruiting process and when you apply for a job with us, we collect personal data about you, which may include the following professional or employment-related personal data:

- **Contact Information:** such as full name, email address (personal and work), home address, business address, telephone number, and emergency contact information.
- **Professional History & Qualifications:** such as previous employers, positions and work experience, professional licenses, certificates or other qualifications, employment references or referrals, and information relating to potential conflicts with the role the individual is applying or being considered for with us.
- **Educational History & Qualifications:** such as highest level of education, the schools the individual attended and when they were in attendance, degrees, certificates, or other educational qualifications the individual earned, and the individual’s transcripts or educational references.
- **Compensation Information:** such as previous or desired salary, bonus, benefits, expenses, and stock or equity grants, as permitted by law.
- **Equal Opportunity Information:** such as age, race, ethnicity, national origin, citizenship, sex, gender identity, sexual orientation, religion, disability or accommodation request, or marital or veteran status

when an individual chooses to provide them, but this equal opportunity information will not be used in employment-related decisions unless specifically permitted by law.

- **Web-Related Information:** such as technical details about the individual's visit to our online services contained in log files or analytics data relating to their usage and activity on our online services. For more information, please refer to the general [Privacy Notice](#) on our website. The Privacy Notice governs our use of information collected from our website visitors. If there is any conflict between our website Privacy Notice and this CA Job Applicant Notice, the CA Job Applicant Notice will govern with respect to our use of personal data in connection with recruiting and job applications.
- **Background Check and Reference Check Information:** when permitted by applicable law, we may choose to conduct a background check and/or a reference check in connection with an individual's employment such as to verify professional and educational history and qualifications or identify criminal history that may be relevant for a position with us. The results of the background check and/or reference check may include personal data we do not already have about the individual who is the subject of the check. This information may also include observations and opinions shared with us by references that you authorize to contact.
- **Other Application and Interview Information:** any personal data the individual chooses to share with us in their interview or application, CV, resume, transcripts, or other supporting documentation.
- **Inferences:** We may generate inferences or predictions about personnel and their abilities, interests, or preferences based on the other personal data we collect and the interactions we have with them.

Although we often collect the personal data described above directly from the individual, we may also collect certain information from references, former employers, Corelight employees, recruiters, job-related social media sites (such as LinkedIn), and publicly available sources (such as government records and social media sites). In addition, we may also collect this information through service providers and other third parties that collect it on our behalf, such as communications providers, scheduling providers and application providers.

Use of Personal Data

We use the personal data we collect during the recruiting process and when an individual applies for a job with us to:

- Identify the individual as a potential candidate and review their application for a position with us, including assessing their skills, qualifications and interests against our career opportunities;
- Verify the information provided to us in connection with their application or received from other sources, and carrying out reference checks and/or conducting background checks (where applicable);
- Determine their eligibility and suitability for the potential position or other opportunities with us;
- Facilitate the recruiting and interview process;
- Communicate with the individual about the status of their application or other opportunities with us that may be of interest to them;
- Assess and improve the performance and success of our recruiting and hiring process;

- Conduct internal investigations, audits, compliance, risk management, problem resolution, and security operations;
- Fulfill contractual obligations to recruits, applicants, and other third parties;
- Comply with applicable law, rule, regulation, legal proceeding, and government investigations, including relating to tax reporting and immigration.

Please note that if an individual accepts an offer from us, we may transfer the personal data we collected about them during the recruiting and job application process to their personnel file with us.

Our Disclosure of Personal Data

We may share your personal data with the following third parties for the purposes described below:

- **Within Corelight:** We share personal data relating to recruits and job applicants within our family of companies for internal administrative purposes and uses that are consistent with this CA Job Applicant Notice. For example, the Corelight entity responsible for the job posting may share personal data about an applicant with another Corelight entity that is responsible for our organization-wide recruiting and employment decisions. If you have been referred for a job at Corelight by a current Corelight employee, with your consent, we may inform the employee about the progress of your application and let the Corelight employee know the outcome of the process.
- **Recruiters and Job Application Providers:** We sometimes engage recruiters and job application providers to assist us in identifying potential job applicants and processing job applications we receive. In order for these third parties to assist us in the recruiting and job application process, we may share personal data about potential and current personnel with them.
- **References and Background Checking Firms:** We may disclose information provided to us by a recruit or applicant with references provided by the recruit or applicant in the course of conducting background checks in order to verify this information. It is your responsibility to obtain proper authorization from your references before providing their personal information and contact information to Corelight.
- **Other Service Providers:** In addition to the third parties identified above, we engage other third parties to perform certain functions on our behalf in connection with the uses of personal data described in the [Our Collection and Use of Personal Data](#) section above, including assisting us with our recruiting process, personnel management, benefits and services offerings, and other related business operations. Depending on the function the third party serves, the service provider may process personal data on our behalf or have access to personal data while performing functions on our behalf.
- **Business Transaction or Reorganization:** We may take part in or be involved with a corporate business transaction, such as a merger, acquisition, joint venture, or financing or sale of company assets. We may disclose personal data to a third-party during negotiation of, in connection with or as an asset in such a corporate business transaction. Personal data may also be disclosed in the event of insolvency, bankruptcy, or receivership.

- **Legal Obligations and Rights:** We may disclose personal data to third parties, such as legal advisors and law enforcement:
 - in connection with the establishment, exercise, or defense of legal claims;
 - to comply with laws and regulations or to respond to lawful requests and legal process;
 - to protect our rights and property and the rights and property of our agents, customers, and others, including to enforce our agreements, policies, and terms of use;
 - to detect, suppress, or prevent fraud;
 - to reduce credit risk and collect debts owed to us;
 - to protect the health and safety of us, our customers, or any person; or
 - as otherwise required by applicable law.
- **Otherwise with Consent or Direction:** We may disclose personal data about our recruits and job applicants to certain other third parties with their consent or direction.

Sensitive Information

The following personal data elements we collect may be classified as “sensitive” under certain privacy laws (“**sensitive information**”):

- Government identification numbers such as social security number, driver’s license number, state ID card number, or passport number.
- Information relating to racial and ethnic origin, religious beliefs, health, disabilities, sexual orientation, and gender identity.
- Account log-in, password or credentials allowing access to the application portal.

We use this sensitive information for the purposes set forth in the [Our Collection and Use of Personal Data](#) section above.

We do not sell sensitive information, and we do not process or otherwise share sensitive information for the purpose of targeted advertising. However, subject to certain legal limitations and exceptions, you may be able to limit our processing of sensitive information (as described in the [Your Privacy Rights](#) section below).

No Sales or Targeted Advertising

We do not sell personal data about individuals in connection with job applications, and we do not share or otherwise disclose personal data about individuals acting in their capacity as job applicants to third parties for the purpose of displaying advertisements that are selected based on personal data obtained or inferred over time from an individual’s activities across businesses or distinctly-branded websites, applications, or other services (otherwise known as “targeted advertising” or “cross-context behavioral advertising”).

Data Retention

We retain personal data only for as long as is reasonably necessary to fulfil the purpose for which it was collected. However, if necessary, we may retain personal data for longer periods of time, until set retention periods and deadlines expire, for instance where we are required to do so in accordance with legal, tax, and accounting requirements set by a legislature, regulator, or other government authority.

To determine the appropriate duration of the retention of personal data, we consider the amount, nature, and sensitivity of the personal data, the potential risk of harm from unauthorized use or disclosure of personal data, and if we can attain our objectives by other means, as well as our legal, regulatory, tax, accounting, and other applicable obligations.

Once retention of the personal data is no longer necessary for the purposes outlined above, we will either delete or deidentify the personal data or, if this is not possible (for example, because personal data has been stored in backup archives), then we will not further process the personal data until deletion or deidentification is possible.

Your Privacy Rights

As a California resident, you may be able to exercise the following rights in relation to the personal data that we have collected about you (subject to certain limitations at law):

- **The Right to Know.** The right to confirm whether we are processing personal data about you and to obtain certain personalized details about the personal data we have collected about you, including:
 - The specific pieces of personal data we have collected about you.
 - The categories of personal data collected;
 - The categories of sources of the personal data;
 - The purpose for which the personal data were collected;
 - The categories of personal data that we have disclosed to third parties for a business purpose, and the categories of recipients to whom this information was disclosed;
 - The categories of personal data shared for cross-context behavioral advertising purposes (if any), and the categories of recipients to whom the personal data were disclosed for those purposes; and
 - The categories of personal data we have sold or shared about you (if any), and the categories of third parties to whom the information was sold or shared.
- **The Right to Correction.** The right to request that any inaccuracies in your personal data be corrected, taking into account the nature of the personal data and the purposes of the processing of your personal data.
- **The Right to Limit Use and Disclosure of Sensitive Information.** The right to direct us to limit the use of your sensitive information to certain purposes, including to perform the services reasonably expected.
- **The Right to Deletion.** The right to request the deletion of personal data we have collected from you, subject to certain exceptions.

You also have the right to not receive retaliatory or discriminatory treatment in connection with a request to exercise the above rights. However, please note that if the exercise of these rights limits our ability to process personal data, we may no longer be able to engage with you in the same manner.

Submitting Privacy Rights Requests

To submit a request to exercise one of the privacy rights identified above, please:

- Send a request to privacy@corelight.com; or
- Call 1 (888) 547-9497

Before processing your request to know, correct, or delete personal data, we will need to verify your identity and confirm you are a resident of the State of California. In order to verify your identity, we will generally either require the successful authentication of your applicant account, or the matching of sufficient information you provide us to the information we maintain about you in our systems. We may at times need to request additional personal data from you, taking into consideration our relationship with you and the sensitivity of your request.

In certain circumstances, we may decline a privacy rights request, particularly where you are not a resident of the State of California or where we are unable to verify your identity.

Submitting Authorized Agent Requests

In certain circumstances, you are permitted to use an authorized agent to submit requests on your behalf through the designated methods set forth above where we can verify the authorized agent's authority to act on your behalf. In order to verify the authorized agent's authority, we generally require evidence of either (i) a valid power of attorney under the laws of California or (ii) a signed letter containing your name and contact information, the name and contact information of the authorized agent, and a statement of authorization for the request. Depending on the evidence provided and the request made, we may still need to separately reach out to you to confirm the authorized agent has permission to act on your behalf and to verify your identity in connection with the request.

Updates to This CA Job Applicant Notice

We will update this CA Job Applicant Notice from time to time. When we make changes to this Job Applicant Notice, we will change the "Last Updated" date at the beginning of this CA Job Applicant Notice. If we make material changes to this CA Job Applicant Notice, we will notify you by email, by prominent posting on our intranet, or through other appropriate communication channels. All changes shall be effective from the date of publication unless otherwise provided in the notification.

Contact Us

If you have any questions or requests in connection with this CA Job Applicant Notice or other privacy-related matters, please contact privacy@corelight.com.