

Privacy Policy

INTRODUCTION

Fidelity TalentSource values your trust and is committed to the responsible management, use and protection of your personal information. This Privacy Policy is applicable to all personal information collected by Fidelity TalentSource through the use of the Fidelity TalentSource Website ("the Website").

Please read this Policy carefully. By submitting your personal information, you indicate your acceptance of our collection, saving, use, and disclosure of personal information as described in this Policy. If you submit your information, you consent to having your personal information either partially and/or fully entered into the Fidelity TalentSource systems and databases used for the purposes of considering your candidacy for employment. The information you provide to Fidelity TalentSource will be stored on servers in the United States. Therefore, if you reside outside the United States, you agree to the transfer of your personal data when submitting information to Fidelity TalentSource through the Website.

INFORMATION YOU PROVIDE

This Policy covers any personal information you submit to Fidelity TalentSource such as your:

- first and last name;
- email address;
- telephone number; and
- résumé which may include information such as your previous work experience and education information, current salary, and relevant skills.

HOW FIDELITY TALENTSOURCE USES YOUR PERSONAL INFORMATION

Personal information submitted through the Website will be collected, used, and disclosed for Fidelity TalentSource's recruitment functions and for related management and planning purposes. Fidelity TalentSource will use the personal information you submit to assess your capabilities and qualifications for a job and communicate with you. Personal information about you will be added to Fidelity TalentSource's candidate database and will also be used to consider whether your profile is suitable for other job vacancies.

Fidelity TalentSource may remove your information from its database at any time. Therefore, please retain your own copy of the information you provide to us.

HOW FIDELITY TALENTSOURCE SHARES YOUR PERSONAL INFORMATION

Personal information about you will be reviewed by Fidelity TalentSource employees or others who have a business need to access such personal information including recruiters, human resources personnel, technical services personnel and hiring managers or their designees.

Fidelity TalentSource may share personal information about you with select third-party service providers or consultants who provide services at Fidelity TalentSource's direction, such as assisting with the operation of the Website. These third parties are required to use appropriate measures to protect the confidentiality and security of personal information and use it only to provide the services specified by Fidelity TalentSource.

Fidelity TalentSource may also share personal information about you for other purposes such as protecting the legal rights of Fidelity TalentSource or its employees, agents and contractors and the safety and security of visitors to the Website.

PROTECTING YOUR INFORMATION

Fidelity TalentSource uses the industry standard in encryption technology to ensure that the data passed between our customers' browsers and the Website is safe and secure. All data is stored in databases that can only be accessed by authorized personnel.

COOKIES AND SIMILAR TECHNOLOGIES

Fidelity TalentSource and our service providers may use "cookies" and similar technologies on the Website. Cookies are data that a web server transfers to an individual's computer for recordkeeping purposes. We use cookies and other technologies to facilitate your ongoing access to and use of the Website. If you do not want information collected through the use of cookies, there is a simple procedure in most browsers that allows you to automatically decline cookies, or to selectively decline or accept the transfer of a particular cookie, or cookies from a particular web site, to your computer. However, if you do not accept these cookies, you may experience some inconvenience in your use of the Website.

Fidelity TalentSource also uses tools, such as Google Analytics, to help us analyze how you and other visitors use our website and to improve its functionality. Fidelity TalentSource does not provide any personal information about you to Google Analytics and any information collected by Google is done anonymously without identifying an individual user. We do not associate information collected by Google Analytics with information you may have provided to us.

LINKS TO OTHER WEBSITES

The Website may contain links to other websites. The operators of those other websites may collect information about you, through cookies or other technologies. If you access a link to another website, this Policy will not apply to your use of and activity on those other websites.

PROTECTING CHILDREN'S PRIVACY ONLINE

The Website is not directed to individuals under the age of thirteen (13). Fidelity TalentSource does not intentionally collect information on the Website from those we actually know are under 13, and we request that these individuals do not provide personal information through the Website.

CHANGES TO THE NOTICE

Fidelity TalentSource may change this Policy from time to time without prior notice. You can determine when the Policy was revised by referring to the "Last Updated" legend at the top of this Policy. We encourage you to periodically review this page for the latest information on our privacy practices.

ADDITIONAL INFORMATION FOR CALIFORNIA RESIDENTS

This Additional Information for California Residents (this "Supplement") supplements the above Fidelity Applicant Privacy and Protection Notice available at <https://jobs.fidelity.com/> (our "Applicant Privacy Notice").

This Supplement is provided for purposes related to the California Consumer Privacy Act of 2018, as amended (the "CCPA") and applies to the personal information and Fidelity companies which are subject to CCPA. As used in this Supplement, "personal information" means information that is considered personal information as set forth in the CCPA and is not otherwise excluded from the scope of the CCPA.

Categories of personal information we may collect about you

In general, if you are a job applicant or you otherwise interact with us in a pre-employment context, we collect various types of personal information about you. The amount and types of personal information we collect will vary depending on the nature of your relationship and your interactions with us. The categories of personal information that we may collect about you are:

- Personal identifiers, such as your name, address, email address, and other unique identifiers;
- Information covered by California's records destruction law (California Civil Code §1798.80), such as your signature and telephone number;
- Characteristics of protected classifications under California or US federal law;
- Biometric information, such as when we collect your fingerprints in order to conduct a background check, or when you use our voice recognition service that we use for identity verification and security purposes;
- Internet and other electronic network activity information, such as information regarding your interactions with our websites and applications;

- Audio, electronic, visual and similar data, such as your resume or cover letter or if you participate in a video interview with us;
- Professional and employment-related information such as your previous work experience;
- Education Information; and
- Inferences drawn from any of the information listed above to create a profile about you, such as a profile that reflects your preferences and characteristics.

In addition, please see the "Information You Provide" and "Information from Other Sources" sections of the Applicant Notice for additional types of personal information we may collect.

CONTACT US

If you have questions or requests, please feel free to contact us at fidelitytalentsource@fmr.com.