

# Blueprint Talent Privacy Notice

Effective date: April 19, 2023

## The Purpose of this Notice

This notice provides information regarding the collection, use, retention, sharing and deletion of personal information collected via our career placement webforms and throughout the employment consideration process (“Applicants”). Personal information is typically data that identifies an individual or relates to an identifiable individual. This includes information you provide to us, information which is collected about you automatically, and information we obtain from third parties.

Blueprint Technologies, LLC, does not knowingly collect, disclose, share, or sell the personal information of Applicants under the age of 16. According to our practices we do not hire anyone under the age 16. If you are a parent or guardian and become aware that your child has provided us with personal information, please contact us and we will work with you to address the issue.

Please review our website Privacy Notice for information on how we collect personal information from visitors to our website (bpcs.com), including via cookies.

We may amend this Talent Privacy Notice at any time by posting a revised version on our website.

## What Information We Collect and How We Collect It

Our primary purpose in collecting Personal Data is to provide you with a smooth and efficient experience in applying for a job with us. In general, the personal information we collect about you will be used to evaluate and determine your eligibility and qualifications as related to our job openings and comply with legal obligations. The chart below describes the categories of personal information we have collected from applicants within the last 12 months, as well as the purposes for collection, sources of the information and categories of third parties with which we share it. We do not sell the personal information of applicants.

Category of Personal Information Collected	Examples	Purposes for Collection	Categories of Sources of Personal Information	Categories of Third Parties to which We Disclose Personal information
Personal Identifiers	Name, government-issued IDs, physical address, email address and similar information	To process employment applications, conduct background checks, legal obligations	Directly from you when voluntarily provided by you to us	Service providers such as payroll and benefits providers and background check agencies
Professional and educational background	Resume, employment eligibility	To process employment applications, evaluate you in connection with our job openings, to conduct pre-employment background checks	Directly from you when voluntarily provided by you; third parties with your permission	Application management and recruiting service providers, , entities within the corporate group
Demographic information	Gender, ethnicity, veteran, marital, or disability status	To comply with government reporting obligations and internally	Directly from you when voluntarily provided by you	Government agencies as required

		to ensure non-discrimination auditing		
<b>Family information</b>	Emergency contact information, beneficiary and dependent information, marital status	For emergency response, benefits administration, and tax documentation	Directly from you when voluntarily provided by you	Service providers such as benefits providers, emergency response and government agencies as necessary
<b>Audio and visual information</b>	Photographs or video that you share with us	To process employment applications	Directly from you when voluntarily provided by you	Application management and recruiting service providers
<b>Inferences</b>	Applicant profile or preferences, characteristics, attitudes, intelligence, abilities, and aptitudes	To process employment applications	Derived from information you have provided us, information we have received from third parties	Application management and recruiting service providers

Additionally, we may share any of the information above with a potential buyer in connection with any proposed merger, acquisition, or any form of sale or transfer of some or all of our assets, in which case, personal information held by us about you will be among the assets transferred to the buyer or acquirer.

If we process your personal information in ways not listed in this privacy notice, we will make it known to you at the time of processing, and, where required, obtain your consent for doing so.

If you fail to provide information, when requested, that is necessary for us to consider your application (such as evidence of qualifications or work history), we will not be able to process your application successfully. For example, if we require a credit check or references for this role and you fail to provide us with relevant details, we will not be able to further process your application.

## Legal Basis for Processing

It is in Blueprint’s legitimate interests to decide whether to appoint you to a role. We also need to process your Personal Data to decide whether to pursue employment with you. In certain cases, we may be required to process your Personal Data to comply with our legal obligations, or to protect your vital interests or the vital interests of another natural person.

## Your Rights over your Personal Information

Subject to possible restrictions, as a data subject, you have the right to access, rectification, erasure, restriction of or objection to processing, and data portability with regard to your personal data. In addition, you can object to our processing of your personal data on the basis of our legitimate interests. Your rights may be exercised by you or an authorized agent.

You can also lodge a complaint with a regulator.

- Right to know: You have the right to request what personal information we have collected about you and have access to it.
- Right to deletion: You have the right to request that we delete your personal information.

- Right to object to processing: You have the right to object to certain processing of your personal information.
- Right to correction: You have the right to request that we correct your personal information.
- Right to restrict the use of personal information: You have the right to request that we restrict the processing of your personal information in some circumstances, such as while we determine whether a rectification request is valid.

Data subjects have a right not to be discriminated against for exercising their rights. We will not use the fact that you have exercised, or requested to exercise, any of these rights for any purpose other than facilitating a response to your request. And we will not use the information provided to us within a request for any purpose other than to respond to the request.

To exercise your data subject rights, email [privacy@bpcs.com](mailto:privacy@bpcs.com).

## Retention and Deletion

Blueprint retains applicants' personal information for as long as necessary in accordance with legal obligations as well as for purposes outlined within this Talent Privacy Notice. In general, this means we will retain your personal information for a reasonable time period, as necessary to respond to any inquiries or legal or administrative matters.

When we no longer have a legal or legitimate business purpose to retain personal information, we will delete or anonymize it.

## International Transfers

Blueprint or our service providers or contractors may process personal information outside their home jurisdiction, including in the U.S. and, in some cases, other countries. Because data protection laws vary across jurisdictions, the laws of these countries may differ from those of an applicant's home country.

Blueprint has implemented appropriate safeguards to protect personal information and strives to provide the legal rights and protections as required by each applicant's local laws.

## Contact Information

If you have any questions about our privacy practices or would like to exercise your data rights, please contact us at [privacy@bpcs.com](mailto:privacy@bpcs.com).