

# CCPA & GDPR - EU & CA Residents - Direct Application

When you apply for a job on this site, the personal data contained in your application will be collected by Innovid Inc. ("Controller"), which is located at 30 Irving Place New York, NY 10003 and can be contacted by emailing [global-ta@innovid.com](mailto:global-ta@innovid.com). This Notice describes our collection and use of certain personal information about Applicants and is intended to satisfy our applicable notice requirements under the California Consumer Privacy Act ("CCPA"), GDPR or other applicable privacy laws. We may provide you additional notices about our data collection practices that are required by other applicable employment laws (e.g., if we conduct a background check or extend an employment offer). The categories of personal information we collect and our use of personal information may vary depending on the position(s) or location, as well as the associated qualifications and responsibilities. The information in this Applicant Notice is intended to provide an overall description of our collection and use of personal information about Applicants. Controller's data protection officer is MyEDPO, who can be contacted at [info@myedpo.com](mailto:info@myedpo.com). Your personal data will be processed for the purposes of managing Controller's recruitment related activities, which include setting up and conducting interviews and tests for applicants, evaluating and assessing the results thereto, and as is otherwise needed in the recruitment and hiring processes. We may also collect or retain your information for the purposes of audit activities or the compliance with applicable laws. In addition, we may use your information to protect the interests of Company, third parties, for our own security purposes, or for the purposes of conducting due diligence for mergers and acquisitions. Moreover, we may evaluate and disclose your information in completion of an assignment of all or substantially all the assets of Innovid to another entity.

Processing of your personal data is legally permissible under Art. 6(1)(f) of Regulation (EU) 2016/679 (General Data Protection Regulation) as necessary for the purposes of the legitimate interests pursued by the Controller, which are the solicitation, evaluation, and selection of applicants for employment, and their subsequent employment. To the extent that any special categories of personal data are processed, we do so in accordance with Art. 9(2)(b) of GDPR for the purposes of carrying out the obligations and exercising our specific rights and/or for statistical purposes under Art. 9(2)(b) of GDPR.

Your personal data has been shared with Greenhouse Software, Inc., a cloud services provider located in the United States of America and engaged by Controller to help manage its recruitment and hiring process on Controller's behalf. Accordingly, if you are located outside of the United States, your personal data has been transferred to the United States. Because the European Union Commission has determined that United States data privacy laws do not ensure an adequate level of protection for personal data collected from EU data subjects, the transfer was subject to appropriate additional safeguards under U.S. - EU Privacy Shield program. Your data will also be transferred to our affiliate company in Israel, a company deemed by the EU Commission to be adequate in terms of its data protection.

Your personal data will be retained by Controller for a period of up to six years. Under the GDPR, and CCPA you have the right to request access to your personal data, to request that your personal data be rectified or erased, and to request that processing of your personal data be restricted. You also have the right to data portability. In addition, you may lodge a complaint with an EU supervisory authority.

Innovid does not disclose or sell your personal data to third parties for any purpose not referenced in this Applicant Notice.

Special Information for Applicants who are California Residents:

***Are our practices the same for all Applicants?*** The categories of personal information we collect and our use of personal information may vary depending on the position(s) or location, as well as the associated qualifications and responsibilities. The information in this Applicant Notice is intended to provide an overall description of our collection and use of personal information about Applicants.

**Categories of Personal Information Collected:** Generally, we may collect the following categories of personal information (as set forth in the CCPA) about Applicants:

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|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Name, Contact Info and other Identifiers.</b> Identifiers such as a real name, alias, postal address, unique personal identifier, online identifiers, Internet Protocol address, email address, account name, social security number, driver's license number, passport number, or other similar identifiers. |
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| <b>Geolocation Data.</b> Precise geographic location information about a particular individual or device. |
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| <b>Employment History.</b> Professional or employment-related information. |
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| <b>Education Information.</b> Information about education history or background that is not publicly available personally identifiable information as defined in the federal Family Educational Rights and Privacy Act (20 U.S.C. section 1232g, 34 C.F.R. Part 99). |
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**CONTACTING US ABOUT THIS NOTICE:** If you have any questions or concerns regarding our use of personal information as described in this Applicant Notice, please contact [global-ta@innovid.com](mailto:global-ta@innovid.com).

# CCPA & GDPR - EU & CA Residents -

## Manual Entry

This email is to notify you that personal data about you has been collected by Innovid Inc. (“Controller” or “Innovid”), 30 Irving Place New York, NY 10003 and can be contacted by emailing [global-ta@innovid.com](mailto:global-ta@innovid.com), because Controller wishes to evaluate your candidacy for employment at Controller. Your personal data was either obtained from publicly available sources or provided to Controller by someone who referred you for potential employment (“Notice”). This Notice describes our collection and use of certain personal information about Applicants and is intended to satisfy our applicable notice requirements under the California Consumer Privacy Act (“CCPA”), GDPR or other applicable privacy laws. We may provide you additional notices about our data collection practices that are required by other applicable employment laws (e.g., if we conduct a background check or extend an employment offer). The categories of personal information we collect and our use of personal information may vary depending on the position(s) or location, as well as the associated qualifications and responsibilities. The information in this Applicant Notice is intended to provide an overall description of our collection and use of personal information about Applicants. Controller’s data protection officer is MyEDPO, who can be contacted at [info@myedpo.com](mailto:info@myedpo.com). Your personal data will be processed for the purposes of managing Controller’s recruitment related activities, which include setting up and conducting interviews and tests for applicants, evaluating and assessing the results thereto, and as is otherwise needed in the recruitment and hiring processes. We may also collect or retain your information for the purposes of audit activities or the compliance with applicable laws. In addition, we may use your information to protect the interests of Company, third parties, for our own security purposes, or for the purposes of conducting due diligence for mergers and acquisitions. Moreover, we may evaluate and disclose your information in completion of an assignment of all or substantially all the assets of Innovid to another entity.

Processing of your personal data is legally permissible under Art. 6(1)(f) of Regulation (EU) 2016/679 (General Data Protection Regulation) as necessary for the purposes of the legitimate interests pursued by the Controller, which are the solicitation, evaluation, and selection of applicants for employment, and their subsequent employment. To the extent that any special categories of personal data are processed, we do so in accordance with Art. 9(2)(b) of GDPR for the purposes of carrying out the obligations and exercising our specific rights and/or for statistical purposes under Art. 9(2)(b) of GDPR.

Your personal data has been shared with Greenhouse Software, Inc., a cloud services provider located in the United States of America and engaged by Controller to help manage its recruitment and hiring process on Controller’s behalf. Accordingly, if you are located outside of the United States, your personal data has been transferred to the United States. Because the European Union Commission has determined that United States data privacy laws do not ensure an adequate level of protection for personal data collected from EU data subjects, the transfer was subject to appropriate additional safeguards under U.S. - EU Privacy Shield program. Your data will also be transferred to our affiliate company in Israel, a company deemed by the EU Commission to be adequate in terms of its data protection.

Your personal data will be retained by Controller for a period of up to two years. Under the GDPR, and CCPA you have the right to request access to your personal data, to request that your personal

data be rectified or erased, and to request that processing of your personal data be restricted. You also have the right to data portability. In addition, you may lodge a complaint with an EU supervisory authority. Innovid does not disclose or sell your personal data to third parties for any purpose not referenced in this Applicant Notice.

Special Information for Applicants who are California Residents:

***Are our practices the same for all Applicants?*** The categories of personal information we collect and our use of personal information may vary depending on the position(s) or location, as well as the associated qualifications and responsibilities. The information in this Applicant Notice is intended to provide an overall description of our collection and use of personal information about Applicants.

**Categories of Personal Information Collected:** Generally, we may collect the following categories of personal information (as set forth in the CCPA) about Applicants:

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| <b>Geolocation Data.</b> Precise geographic location information about a particular individual or device. |
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| <b>Employment History.</b> Professional or employment-related information. |
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| <b>Education Information.</b> Information about education history or background that is not publicly available personally identifiable information as defined in the federal Family Educational Rights and Privacy Act (20 U.S.C. section 1232g, 34 C.F.R. Part 99). |
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**CONTACTING US ABOUT THIS NOTICE:** If you have any questions or concerns regarding our use of personal information as described in this Applicant Notice, please contact [global-ta@innovid.com](mailto:global-ta@innovid.com).

# CCPA Only - CA Residents - Direct Application

## Innovid, Inc. (“Company,” “we,” “our” or “us”) California Applicant Privacy Notice

**PURPOSE OF THIS NOTICE:** This California Applicant Privacy Notice (the “**Applicant Notice**”) describes how we collect and use certain personal information relating to external job applicants and candidates for positions with our Company (“**Applicants**”). This Applicant Notice describes our collection and use of certain personal information about Applicants and is intended to satisfy our applicable notice requirements under the California Consumer Privacy Act (“**CCPA**”). We may provide Applicants additional notices about our data collection practices that are covered by other laws (e.g., if we conduct a background check or extend an employment offer).

**SCOPE OF THIS NOTICE:** This Applicant Notice applies to the personal information that we collect from and about Applicants, in the context of reviewing, assessing, considering, managing, storing or processing their applications or otherwise considering them for a position with Company.

***What is personal information?*** In this Applicant Notice, “personal information” is any information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular California resident or household.

***What isn’t covered by this notice?*** This Applicant Notice does not address or apply to our collection of personal information that is not subject to the CCPA, such as consumer credit reports and background checks, publicly available data lawfully made available from state or federal government records, or other information that is exempt under the CCPA. This Applicant Notice also does not apply to the personal information we collect from employees (which is subject to a separate privacy notice).

***Are our practices the same for all Applicants?*** The categories of personal information we collect, and our use of personal information may vary depending on the position(s) or location, as well as the associated qualifications and responsibilities. The information in this Applicant Notice is intended to provide an overall description of our collection and use of personal information about Applicants.

**CATEGORIES OF PERSONAL INFORMATION COLLECTED:** Generally, we may collect the following categories of personal information (as set forth in the CCPA) about Applicants:

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|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Name, Contact Info and other Identifiers.</b> Identifiers such as a real name, alias, postal address, unique personal identifier, online identifiers, Internet Protocol address, email address, account name, social security number, driver’s license number, passport number, or other similar identifiers.         |
| <b>Protected Classifications.</b> Characteristics of protected classifications under California or federal law such as race, color, sex, sexual orientation, gender identity, age, religion, national origin, disability, citizenship status, military/veteran status, marital status, medical condition, and pregnancy. |
| <b>Geolocation Data.</b> Precise geographic location information about a particular individual or device.                                                                                                                                                                                                                |
| <b>Employment History.</b> Professional or employment-related information.                                                                                                                                                                                                                                               |
| <b>Education Information.</b> Information about education history or background that is not publicly available personally identifiable information as defined in the federal Family Educational Rights and Privacy Act (20 U.S.C. section 1232g, 34 C.F.R. Part 99).                                                     |

**Profiles and Inferences.** Inferences drawn from any of the information identified above to create a profile about an Applicant reflecting the Applicant's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

**PURPOSES FOR COLLECTING AND USING PERSONAL INFORMATION:** Generally, we may use the above categories of personal information for the following purposes:

**Recruiting, Hiring and Managing, and Evaluating Applicants.** To review, assess, recruit, consider or otherwise manage Applicants and job applications, including:

- Scheduling and conducting interviews
- Identifying Applicants, including by working with external recruiters
- Reviewing, assessing and verifying information provided, to conduct criminal and background checks (where relevant and pursuant to applicable law), and to otherwise screen or evaluate Applicants' qualifications, suitability and relevant characteristics
- Extending offers, negotiating the terms of offers, and assessing salary and compensation matters
- Satisfying legal and regulatory obligations
- Communicating with Applicants regarding their applications and about other similar position(s) for which they may be interested
- Maintaining Applicant personal information for future consideration
- Supporting our equal opportunity employment policy and practices

**Security and Monitoring.** In order to monitor and secure our resources, network, premises and assets, including:

- Monitoring for, preventing and investigating suspected or alleged misconduct or violations of work rules
- Monitoring for, preventing, investigating and responding to security and privacy incidents
- Providing and managing access to physical and technical access controls
- Monitoring activities, access and use to ensure the security and functioning of our systems and assets
- Securing our offices, premises and physical assets, including through the use of electronic access systems and video monitoring

**Auditing, Accounting and Corporate Governance.** Relating to financial, tax and accounting audits, and audits and assessments of our business operations, security controls, financial controls, or compliance with legal obligations, and for other internal business purposes such as administration of our records retention program.

**M&A and Other Business Transactions.** For purposes of planning, due diligence and implementation of commercial transactions (e.g., mergers, acquisitions, asset sales or transfers, bankruptcy or reorganization or other similar business transactions).

**Defending and Protecting Rights.** In order to protect and defend our rights and interests and those of third parties, including to manage and respond to legal claims or disputes, and to otherwise establish, defend or protect our rights or interests, or the rights, interests, health or safety of others, including in the context of anticipated or actual litigation with third parties.

**Compliance with Applicable Legal Obligations.** Relating to compliance with applicable legal obligations (such as hiring eligibility, responding to subpoenas and court orders) as well as assessments, reviews and reporting relating to such legal obligations, including under employment and labor laws and regulations, social security and tax laws, environmental regulations, workplace safety laws and regulations, and other applicable laws, regulations, opinions and guidance.

**CONTACTING US ABOUT THIS NOTICE:** If you have any questions or concerns regarding our use of personal information as described in this Applicant Notice, please contact Leah Stewart at [Leah@innovid.com](mailto:Leah@innovid.com) or [global-ta@innovid.com](mailto:global-ta@innovid.com)

# GDPR Only - EU Residents - Direct Application

When you apply for a job on this site, the personal data contained in your application will be collected by Innovid UK Ltd. (“Controller”), which is located at 15-19 Bloomsbury Way Holborn, London WC1A 2TH and can be contacted by emailing [global-ta@innovid.com](mailto:global-ta@innovid.com). Controller’s data protection officer is MyEDPO, who can be contacted at [info@myedpo.com](mailto:info@myedpo.com). Your personal data will be processed for the purposes of managing Controller’s recruitment related activities, which include setting up and conducting interviews and tests for applicants, evaluating and assessing the results thereto, and as is otherwise needed in the recruitment and hiring processes. Such processing is legally permissible under Art. 6(1)(f) of Regulation (EU) 2016/679 (General Data Protection Regulation) (“GDPR”) as necessary for the purposes of the legitimate interests pursued by the Controller, which are the solicitation, evaluation, and selection of applicants for employment and their subsequent employment. To the extent that any special categories of personal data are processed, we do so in accordance with Art. 9(2)(b) of GDPR for the purposes of carrying out the obligations and exercising our specific rights and/or for statistical purposes under Art. 9(2)(b) of GDPR.

Your personal data will be shared with Greenhouse Software, Inc., a cloud services provider located in the United States of America and engaged by Controller to help manage its recruitment and hiring process on Controller’s behalf. Accordingly, if you are located outside of the United States, your personal data will be transferred to the United States once you submit it through this site. Because the European Union Commission has determined that United States data privacy laws do not ensure an adequate level of protection for personal data collected from EU data subjects, the transfer will be subject to appropriate additional safeguards under the U.S-EU Privacy Shield program. Your data will also be transferred to our affiliate company in Israel, a company deemed by the EU Commission to be adequate in terms of its data protection. .

Your personal data will be retained by Controller for a period of up to two years. Under the GDPR, you have the right to request access to your personal data, to request that your personal data be rectified or erased, and to request that processing of your personal data be restricted. You also have the right to data portability. In addition, you may lodge a complaint with an EU supervisory authority.

# GDPR Only - EU Residents - Manual Entry

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