



**CROWDSTRIKE, INC.  
GLOBAL CANDIDATE PRIVACY NOTICE**

Last Updated on August 22, 2022

This notice describes how CrowdStrike, Inc., a Delaware corporation located at 150 Mathilda Place, Sunnyvale, California 94086 (collectively "**CrowdStrike**" or "**we**"), acting as a data controller, collects, uses, processes and maintains the Personal Information you provide when inquiring about or applying to a position with CrowdStrike through our website via our candidate recruitment portal, or through other channels such as LinkedIn, email and recruitment agencies ("**Submission Channels**"). In this notice, "**Personal Information**" or "**PI**" means any information relating to you, that identifies you or could reasonably be used to identify you.

If you do not want your PI processed as described in this notice, please do not submit any information or apply for a job through any of the Submission Channels, or if you have already submitted such information, please contact us using the contact information below if you would like to withdraw your application and accompanying PI. Alternatively, you may contact us using the contact information provided below for further information on how to apply for a position. Please note that we will collect and process PI from you in order to answer your inquiry or assess your application if submitted using the contact information below.

- 1. Data Collection and Use**
  - 1.1. Why Does CrowdStrike Collect Personal Information?**
  - 1.2. What Personal Information Does CrowdStrike Obtain?**
  - 1.3. With Whom Does CrowdStrike Share My Personal Information?**
- 2. Legal Basis for Processing Personal Information**
- 3. Cookies and Similar Technology**
- 4. How We Protect Your Personal Information**
- 5. Retention of Personal Information**
- 6. Cross-Border Data Transfers**
- 7. Your Data Protection Rights**
- 8. Changes to this Notice**
- 9. Contacting Us**

**1. Data Collection and Use**

**1.1 Why Does CrowdStrike Collect Personal Information?**

We collect and use your PI for the purpose of processing and evaluating your application for employment and for the purpose of completing the on-boarding/new hire process, should you be offered and accept a position with CrowdStrike, Inc. or any affiliate. We will use your PI for a



variety of reasons linked to the processing and evaluation of your application as set out below ("**Processing Purposes**"):

- Administration-related purposes, such as processing your employment application, including your experience and other information that will aid in determining your suitability for the role for which you have applied and results from any assessment tool and/or coding session; and
- Communication-related purposes, such as communicating with you regarding your employment application, interview status or other opportunities that may be of interest to you; and
- Background check-related purposes, such as verifying your identification, work experience and other information you submit and for some candidates, a criminal record check will be carried out if it is necessary in relation to the specific role for which you apply. You will be notified as to whether a criminal record check will be carried out in the onboarding documentation provided. Employment may be conditional upon the results of this check to the extent permitted by applicable law; and
- Onboarding-related purposes, such as processing your information required to initiate employment, including setting up payroll, setting up withholdings and benefits, providing accommodations or as required to comply with statutory reporting and applicable law.

## **1.2 What Personal Information Does CrowdStrike Obtain?**

We collect the following types of PI, which you provide as part of your initial submission or otherwise make available:

- Identification information, such as your name, address, contact details, date and place of birth, citizenship, passport data, Social Security or national insurance number; and
- Experience information, such as education and work experience, contact details of your former/current employer, information about your educational background, skills and qualifications, compensation history to the extent permitted by applicable law, board and advisory roles, and other experience; and
- Other information you submit, such as the information you provide in an application form, information you provide on our website or via a CV/resume or public profile you share with us.

If your application progresses, we may also collect:



- Information collected as part of the interview process, such as notes taken from your interview, results from an assessment tool and/or coding session or as part of other forms of assessment; and
- Background check information, such as information obtained through reference checks, subject to any further permissions or notifications required by applicable law; and
- Medical information, such as health information, including disability status, that is relevant to CrowdStrike and the role you are being considered for, in each case to the extent permitted by applicable law; and
- Information required to initiate employment, such as proof of eligibility to work in country (like a passport or visa), information you provide in response to an export control questionnaire, tax information, bank account information, benefits eligibility information and other information you provide, including legally required information, for the purposes of starting employment or performing an employment contract.

Resumes/CVs should include information relevant to your employment history and education (e.g., degrees obtained, places worked, positions held, relevant awards, etc.). Generally, we recommend that you do not disclose sensitive personal characteristics (e.g., gender, height, weight, religion, philosophical or political beliefs, financial data, age) in your resume/CV or any materials you submit in support of your application. However, for positions in some locations, and subject to applicable law, we may request that you self-identify with certain characteristics, such as gender, race/ethnicity or veteran status. You may choose not to disclose such characteristics and choosing not to disclose will not subject you to any adverse treatment. If you do disclose, this information will be kept confidential and used for reporting and statistical purposes in compliance with applicable law. If you provide information about others (i.e., reference contact details), please first ensure you have informed them that you will be providing their information and that they are happy for you to provide it to us.

Any misleading, false or willful omission of relevant information may be sufficient reason for refusal of employment, or suspension or dismissal from employment. Please submit only accurate information.

### **1.3 With Whom Does CrowdStrike Share My Personal Information?**

We do not sell, share, trade or rent the PI you provide to us as part of the job application process without your consent. Any information you provide to us is used for the processing purposes described above. In the course of processing your employment application or during the interview or onboarding process, your PI may be shared as follows:



- With CrowdStrike affiliates, as necessary to make a hiring determination and to comply with applicable policies, procedures and laws in the geographic region where the affiliate is located; and
- With regulators, authorities and other third parties, such as courts, external advisers, internal compliance and investigation teams, as necessary; and
- With service providers, as necessary to carry out background checks, instructions relating to IT hosting services or similar functions, or to aid in the operation of talent recruitment, workforce administration and other related activities.

## **2. Legal Basis for Processing Personal Information**

If applicable law requires a lawful basis for processing, CrowdStrike's legal basis for collecting and using your PI will depend on the PI concerned and the specific context in which we collect it. In most circumstances, we collect and use PI: (i) where the processing of the PI is in our legitimate interest and not overridden by your rights, (ii) to comply with a legal obligation, or (iii) where you provide your consent.

If CrowdStrike has collected and is currently processing your personal information with your consent, then you can withdraw your consent at any time. Withdrawing your consent will not affect the lawfulness of any processing we conducted prior to your withdrawal, nor will it affect the processing of your PI conducted in reliance on lawful processing grounds other than consent.

## **3. Cookies and Similar Technology**

CrowdStrike and our service providers use cookies, local storage (HTML5), scripts and similar technologies. For further information regarding CrowdStrike's use of cookies and how to opt out, please refer to our [Cookie Notice](#).

## **4. How We Protect Your Personal Information**

We adopt data collection, storage and processing practices and security measures to protect against unauthorized access, alteration, disclosure or destruction of your PI. We follow generally accepted practices to protect PI collected and submitted to us, both during transmission and once we receive it. For more information about our privacy commitment, please see our general Privacy Notice at <https://www.crowdstrike.com/privacy-notice/>.

## **5. Retention of Personal Information**

We will retain your PI for as long as needed to fulfill the purpose for which it was collected or shared with us and for a reasonable period thereafter in order to comply with audit, contractual



or legal requirements. We may retain aggregated or de-identified data indefinitely or to the extent applicable by law.

If do not want your information retained, you can request deletion of your PI by contacting CrowdStrike using the contact details provided below or by emailing [candidateprivacy@crowdstrike.com](mailto:candidateprivacy@crowdstrike.com)

## 6. Cross-Border Data Transfers

CrowdStrike's employees are global, and therefore we may store information in the United States or worldwide where our employees are located. Where applicable, CrowdStrike relies upon an adequate mechanism for the international transfer of PI by entering into appropriate data transfer agreements or implementing other appropriate safeguards to provide an adequate level of data protection.

In certain situations, CrowdStrike may be required to disclose personal information in response to lawful requests by public authorities, including to meet national security or law enforcement requirements.

## 7. Your Data Protection Rights

Subject to the conditions and restrictions set out under applicable law (e.g., the GDPR), you may have the following rights:

1. **Right of access:** You have the right to obtain from us confirmation as to whether your PI is being processed, and, where that is the case, to request access to the PI. The access information includes the purposes of the processing, the categories of PI concerned and the recipients or categories of recipients to whom the PI have been or will be disclosed.

You have the right to obtain a copy of the PI being processed. Subject to applicable law, we may charge a reasonable fee for copies, based on administrative costs.

2. **Right to rectification:** You have the right to obtain from us the rectification of inaccurate PI concerning you. Depending on the purposes of the processing, you have the right to have incomplete PI completed, including by providing a supplementary statement.
3. **Right to erasure (to be forgotten):** You have the right to ask us to erase your PI.
4. **Right to restriction of processing:** You have the right to request restriction of processing of your PI, in which case it would be marked and processed by us only for certain purposes.



- 5. Right to data portability:** You have the right to receive your PI that you have provided to us in a structured, commonly used and machine-readable format, and you have the right to transmit the PI to another entity without hindrance from us.
  
- 6. Right to object:** You may have the right to object, on grounds relating to your particular situation, at any time to the processing of your PI by us and we can be required to no longer process your PI. If you have a right to object and you exercise this right, your PI will no longer be processed for such purposes by us. Exercising this right will not incur any cost. Such a right to object may not exist, in particular, if the processing of your PI is necessary to take steps prior to entering into a contract, to perform a contract already concluded or if there is an overwhelming legitimate interest.

Please note that these rights might be limited under the applicable data protection law. CrowdStrike is your point of contact for exercising these rights, so please refer any of your questions via email at [candidateprivacy@crowdstrike.com](mailto:candidateprivacy@crowdstrike.com). You also have the right to lodge a complaint with the competent supervisory authority.

## **8. Changes to this Notice**

We may update this notice and its last modified date at any time to reflect changes to our practices. We encourage you to periodically review this page for the latest information on our candidate privacy practices.

## **9. Contacting Us**

If you have questions about this notice or our privacy practices, please contact us at:

Vice President, Privacy  
CrowdStrike  
150 Mathilda Place  
Sunnyvale, CA 94068  
[candidateprivacy@crowdstrike.com](mailto:candidateprivacy@crowdstrike.com)