



**CROWDSTRIKE, INC.
CALIFORNIA CONSUMER PRIVACY ACT
CANDIDATE PRIVACY DISCLOSURES**

Updated December 29, 2022
Effective as of January 1, 2023

These disclosures describe how CrowdStrike, Inc., a Delaware corporation with its principal place of business at 150 Mathilda Place, Sunnyvale, California 94086 and its affiliates (collectively “**CrowdStrike**” or “**we**”), collects, uses, discloses, processes and maintains Personal Information (“**PI**”) as required by the California Consumer Privacy Act of 2018 (“**CCPA**”) and informs you of the categories of PI collected or used when you inquire or apply 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 these disclosures, “**Personal Information**” or “**PI**” means any information that identifies, relates to, describes or can be associated with you. CrowdStrike does not sell or share your PI. CrowdStrike does not have actual knowledge that we sell or share the PI of minors under 16 years of age.

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. If you do not want your PI processed as described in these disclosures, please do not submit any information or apply for a job through any of the Submission Channels.

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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 onboarding 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 ("**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; and
- Security and fraud prevention-related purposes, such as prevention of fraud and physical security; and
- Regulatory-related purposes, such as complying with applicable laws and employment-related requirements and administration of these requirements.

1.2 What Personal Information Does CrowdStrike Obtain?

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

- Identifiers, such as any information that identifies, relates to, describes or can be associated with you, including but not limited to, name, alias, postal address, email address, Social Security number, driver's license number, passport number or other similar identifiers; and
- Categories of personal information in Cal. Civ. Code Section 1798.80(e), such as name, signature, Social Security number, address, telephone number, passport number, driver's license or state identification card number, or medical information; and
- Characteristics of protected classifications under California or federal law, including race, ethnicity, national origin, sex, gender identity, sexual orientation, age, military and veteran status, and whether you have a disability. Under California law, certain personal information in this category may be considered sensitive; and

- Internet or other electronic network activity information, such as information regarding your interaction with our websites to provide relevant information about job listings that may be of interest; and
- Electronic and visual information, such as CCTV footage of public areas on office premises; and
- Professional or employment-related information, such as work experience, notes taken from your interview, contact details of your current/former employer, skills and qualifications, results from an assessment tool and/or coding session or as part of other forms of assessment, compensation history to the extent permitted by applicable law, board and advisory roles, and other experience; and
- Education information, such as education experience, and information about your educational background; 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 obtained through reference checks, subject to any further permissions or notifications required by applicable law.

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. CrowdStrike does not collect or process sensitive personal information for the purpose of inferring characteristics about you. 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 do not object to you providing it to us.

1.3 With Whom Does CrowdStrike Disclose 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 PI you provide to us is used for the processing purposes described in Section 1.1 above. In the course of processing your employment application or during the interview or onboarding process, your PI may be disclosed 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. Information Handling Practices

The chart below describes the purposes for collection and disclosure of your PI, the sources from which we collect the categories of PI about you listed above, and the categories of third parties to whom we disclose your PI.

Category of Personal Information	Business Purpose	PI Is Collected from the Following Sources	PI Is Disclosed to the Following Third Parties
Identifiers	<ul style="list-style-type: none"> • Administration-related • Communication-related • Background check-related • Onboarding-related 	<ul style="list-style-type: none"> • Directly from you • CrowdStrike affiliates • Submission channels • Publicly available sources 	<ul style="list-style-type: none"> • CrowdStrike affiliates • Regulators, authorities and other third parties as necessary • Service providers
Characteristics of protected classifications under California or federal law	<ul style="list-style-type: none"> • Onboarding-related • Regulatory-related 	<ul style="list-style-type: none"> • Directly from you • Submission channels 	<ul style="list-style-type: none"> • Regulators, authorities and other third parties* as necessary • Service providers
Internet or other electronic network activity information	<ul style="list-style-type: none"> • Communication-related 	<ul style="list-style-type: none"> • Directly from you • Website interactions 	<ul style="list-style-type: none"> • CrowdStrike affiliates • Service providers
Electronic and visual information	<ul style="list-style-type: none"> • Security and fraud prevention-related 	<ul style="list-style-type: none"> • Video surveillance when visiting a CrowdStrike office 	<ul style="list-style-type: none"> • CrowdStrike affiliates • Service providers
Professional or employment-related information	<ul style="list-style-type: none"> • Administration-related • Communication-related • Background check-related • Onboarding-related 	<ul style="list-style-type: none"> • Directly from you • CrowdStrike affiliates • Submission Channels • Publicly available sources 	<ul style="list-style-type: none"> • CrowdStrike affiliates • Service providers
Education information	<ul style="list-style-type: none"> • Administration-related • Background check-related 	<ul style="list-style-type: none"> • Directly from you • Submission channels 	<ul style="list-style-type: none"> • CrowdStrike affiliates • Service providers

* Disclosed as necessary or as required by law. For more information, please see Section 1.3 above.

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 allowed by applicable law.

6. Your Privacy Rights

Subject to the conditions and restrictions set out under the CCPA, you may have the following rights:

Right to Know: You have the right to know what personal information CrowdStrike has collected about you, including the categories of personal information, the categories of sources from which the personal information is collected, the business or commercial purpose for collecting, selling, or sharing personal information, the categories of third parties to whom CrowdStrike discloses personal information, and the specific pieces of personal information collected about you;

Right to Delete: You have the right to ask us to delete personal information that CrowdStrike has collected from you, subject to certain exceptions;

Right to Correct: You have the right to ask us to correct inaccurate personal information that CrowdStrike maintains about you;

Right to Non-Discrimination: You have the right not to receive discriminatory treatment by CrowdStrike for exercising your privacy rights.

CrowdStrike responds to verifiable requests received from individuals who wish to exercise their data protection rights in accordance with applicable data protection laws. If you would like to exercise your privacy rights under CCPA, please email your request to candidateprivacy@crowdstrike.com and provide us with your first name, last name and email address. If you do not provide the requested information, we may not be able to identify you and process your request. The information you provide will be used only to help verify and process your request.

If you are an authorized agent making a request on behalf of a California consumer, please email your request to candidateprivacy@crowdstrike.com and provide us the first name, last name and email address of the California consumer you are making the request for. If you do not provide the requested information, we may not be able to identify the California consumer and process the request. The information you provide will be used only to help verify and process the request. We reserve the right to request you demonstrate evidence of your authorization, either by providing us with a signed permission form or a copy of your power-of-attorney document granting you such authority.

7. Changes to these Disclosures

We may update these Disclosures 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 privacy practices.

8. Contacting Us

If you have questions about these Disclosures or our privacy practices, please contact us at:

VP & Counsel, Privacy & Cyber Policy
CrowdStrike
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Sunnyvale, CA 94068
candidateprivacy@crowdstrike.com