

Applicant Privacy Notice

Last Updated: July, 2025

1. INTRODUCTION

SolarWinds Worldwide, LLC and its affiliated companies and subsidiaries ("SolarWinds", "we", "our", or "us") will collect and process the information that we receive related to job applicants and employment candidates during the application process; this information may include information that identifies a particular individual, could be used to identify a particular individual (whether directly, indirectly or in combination with other data), or is otherwise linked or reasonably linkable to a particular individual ("Personal Data"). This Applicant Privacy Notice ("Applicant Privacy Notice") sets out which Personal Data we collect about you and how we use and disclose it.

Throughout this Applicant Privacy Notice, we may use the term "processing" to cover all activities involving your Personal Data, including collecting, handling, storing, sharing, accessing, using, disclosing, transferring and disposing of information.

The controller of your Personal Data will be the SolarWinds entity to whom you apply for a position and SolarWinds Worldwide, LLC. See Section 9 of this Applicant Privacy Notice for information about how to contact SolarWinds about our information practices or this Applicant Privacy Notice.

If you are a resident of California, please review our California Applicant Notice (Annex A below), which includes additional information about the categories of personal information we collect and your rights under California Privacy Law.

2. PURPOSES OF PROCESSING YOUR PERSONAL DATA

In this Section 2, we describe the purposes for which we collect and process Personal Data about applicants, and, for applicants in the European Economic Area and the United Kingdom (herein the "EEA and UK"), the applicable legal bases for our processing of their Personal Data, under GDPR and local data protection. Where required by applicable law, we will obtain your consent to the collection and processing of your Personal Data. If you do not provide Personal Data indicated as mandatory (for example, on our application form), we may not be able to process your application.

2.1. Administration of application process and assessment of your skills, qualifications and suitability for the vacancy, including information verification

SolarWinds may process your Personal Data for the purpose of administering the application process. This includes reviewing your Personal Data to assess your skills, qualifications and your suitability for our career opportunities, as well as to take measures to verify that the information you have provided is true and accurate, including by means

of reference checks (where permitted by applicable local laws). Personal Data processed for these purposes may include:

- name, address, email address, telephone number or other contact information;
- position applied for, application letter and job preferences, how you heard about the position, your willingness to travel if the applied position so requires, eligibility to work in the jurisdiction in which the position(s) you apply for are located;
- information about current employment;
- your work visa, permit, or other documents evidencing authorization to work under the applicable immigration laws;
- your educational background, references, CV and application details, interview and assessment data, vetting and verification information and previous experience;
- your previous (job) experience and references;
- photographs;
- memberships of committees or other bodies;
- language skills, computer knowledge, special skills including (driver) licenses, interests, leisure activities, other qualifications, activities; and
- any other Personal Data necessary or voluntarily given by you in connection with your application.

Legal Bases of Processing for Applicants in the EEA and UK.

For applicants in the EEA and UK (other than Germany), we process your Personal Data as explained in this Section 2.1, on the following legal bases: (a) in order to comply with legal obligations, including immigration and equal employment opportunity compliance; and (b) our legitimate business interests where those interests are not overridden by your fundamental rights, which include our legitimate interests in recruiting and filling open positions, and hiring the best candidates for employment, while at the same time complying with all applicable laws.

For applicants in Germany, our legal basis for processing is the necessity of such processing for hiring decisions.

2.2. Record-keeping and communication of career opportunities

SolarWinds may process your Personal Data for the purpose of keeping your record for current and future hiring processes, including for the purpose of communicating with you and providing you with information regarding potential career opportunities that suit your profile (with your consent where required by applicable law). Personal Data processed for this purpose includes:

- name, address, email address, telephone number or other contact information;
- position applied for, application letter and job preferences, how you heard about the position, your willingness to travel if the applied position so requires, eligibility to work in the jurisdiction in which the position(s) you apply for are located;
- information about current employment;
- education, previous (job) experience, CV and references;
- memberships of committees or other bodies;
- language skills, computer knowledge, special skills including (driver) licenses, interests, leisure activities, other qualifications and activities; and
- any other Personal Data necessary or voluntarily given by you in connection with your application.

Legal Bases of Processing for Applicants in the EEA and UK.

For applicants in the EEA and UK (other than Germany), we process your Personal Data as explained in this Section 2.2, on the following legal bases: (a) in order to comply with legal obligations to maintain records of recruiting efforts, where applicable; and (b) our legitimate business interests where those interests are not overridden by your fundamental rights, which include our legitimate interests in recruiting and filling open positions, and hiring the best candidates for employment, while at the same time complying with all applicable laws.

For applicants in Germany, our legal basis for processing is the necessity of such processing for hiring decisions.

2.3. Establish, exercise and defend legal claims

SolarWinds may process your Personal Data for the purposes of establishing, exercising and defending potential legal claims. Personal Data processed for these purposes include:

- name, address, email address, telephone number or other contact information;
- position applied for, application letter and job preferences, how you heard about the position, your willingness to travel if the applied position so requires, eligibility to work in the jurisdiction in which the position(s) you apply for are located;
- information about current employment;
- education, previous (job) experience and references;
- photograph;
- memberships of committees or other bodies;
- language skills, computer knowledge, special skills including (driver) licenses, interests, leisure activities, other qualifications and activities; and

- any other Personal Data necessary or voluntarily given by you in connection with your application.

Legal Bases of Processing for Applicants in the EEA and UK.

For applicants in the EEA and UK, we process your Personal Data as explained in this Section 2.3, on the following legal bases: (a) in order to comply with legal obligations to which we are subject; and (b) our legitimate business interests where those interests are not overridden by your fundamental rights, which includes our interest in establishing, exercising and/or defending our position in potential legal claims, such as in the event of a dispute or controversy between you and SolarWinds related to the hiring process and/or your application.

2.4. Special Category Data

To the extent permitted by applicable laws, SolarWinds collects and processes a limited amount of Personal Data that falls into the definition of special categories of Personal Data, sometimes called "*sensitive personal data*" or "*sensitive data*", which may include:

- physical or mental health (including details of accommodations or adjustments);
- trade union membership; and
- criminal records and information regarding criminal offences or proceedings.

Where we process special categories of Personal Data it will be justified by a condition set out at Sections 2.1–2.3 above and also by one of the following additional conditions: (a) the processing is necessary for the purposes of carrying out the obligations and exercising the rights of you or SolarWinds in the field of employment law, social security and social protection law, to the extent permissible under applicable laws and there is no reason to believe that the data subject has an overriding legitimate interest in not processing the data; (b) the processing is necessary for the purposes of preventive or occupational medicine, for the assessment of your working capacity, medical diagnosis, the provision of health or social care or treatment or the management of health or social care systems and services, to the extent permitted by applicable laws; (c) the processing is necessary to protect your vital interests or of another person where you are physically or legally incapable of giving consent (for example in exceptional emergency situations, such as a medical emergency); and (d) the processing is necessary for purposes authorised by applicable law.

2.5. Retention of your Personal Data

The Personal Data processed pursuant to your application for employment will be processed in accordance with our data retention guidelines, which apply running from the date from when the hiring process related to the position(s) you have applied for is finished (for Germany, no more than 6 months; for Singapore, no more than 2 years), unless a longer period is necessary for our legal obligations or related to a legal claim, or unless you

consent to (or explicitly request) our continued processing of your Personal Data related to potential future career opportunities for which you may be interested. You are entitled to revoke your consent at any time.

3. COLLECTION OF PERSONAL DATA

SolarWinds mainly obtains your Personal Data directly from you. You may provide this information directly to the hiring manager or relevant recruiter or enter it into our systems (for example, through your self-service access to our online recruitment system, your participation in the recruitment process, emails and instant messages you send or through verbal information which is recorded electronically or manually). In addition, further information about you may be generated by the relevant recruiter, hiring manager or other employees involved in the recruitment process.

Any information you provide to us must be true, complete and not misleading. Submitting inaccurate, incomplete, or misleading information may lead to a rejection of your application during the application process or disciplinary action including immediate termination of employment. In addition, it is your responsibility to ensure that information you submit does not violate any third party's rights. If you provide us with Personal Data of a reference or any other individual as part of your application, it is your responsibility to obtain consent from that individual prior to providing the data to us.

To the extent permitted by applicable law, we may also obtain some information from third parties: for example, references from a previous employer, information from tax authorities, or where we employ a third party to carry out a background check (where permitted by applicable law).

In some circumstances, subject to applicable law, data is collected indirectly from monitoring by, for example, building and location access control and monitoring systems when you come to our premises for an interview, CCTV, telephone logs and recordings and email logs), if and to the extent permitted by applicable laws. In these circumstances, the data may be collected by SolarWinds or a third-party provider of the relevant service. This type of data is generally not accessed on a routine basis, but access is possible. Some data may be obtained from publicly accessible sources.

In the event that particular information is required by contract or statute this will be indicated at the time of collection. We will also let you know where there are consequences of you not providing the information requested. Failure to provide some information will mean that we cannot carry on with the recruitment process. For example, if you do not provide us with your name or background, we will not be able to consider you for employment. In some cases, it may mean that we are unable engage further with you as SolarWinds will not have the Personal Data we believe to be necessary to reach a recruitment decision.

4. DISCLOSURE AND TRANSFER OF PERSONAL DATA

For the purposes listed above, we may share your Personal Data on a need-to-know basis with SolarWinds employees due to their function within SolarWinds (in the country of the posted position and in other countries where we have operations (including countries outside EEA and UK or outside your country or jurisdiction of residence which may include the US, Australia, Singapore, Philippines and Canada)), with external parties or associates, such as applicant verification vendors, data hosting providers, law enforcement, courts, regulatory authorities, and with SolarWinds' parent, subsidiaries and/or affiliates (listed at <https://www.solarwinds.com/company/contact-us> and where permitted by applicable law.

We also use and disclose your Personal Data as necessary or appropriate, especially when we have a legal obligation or legitimate interest to do so, including to enforce our terms and conditions, to protect our rights, privacy, safety, or property, and/or that of our affiliates, you, or others, and in connection with a sale or business transaction. We have a legitimate interest in disclosing or transferring your Personal Data to a third party in the event of any reorganization, merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of our business, assets, or stock (including in connection with any bankruptcy or similar proceedings).

SolarWinds has taken reasonable steps to ensure that your Personal Data is shared and treated securely and in accordance with this policy and applicable legislation. For example, the EEA and UK have some specific rules. Certain countries are recognized by the European Commission and the UK government as providing an adequate level of protection according to EEA and UK standards (the full list of these countries is available at http://ec.europa.eu/justice/data-protection/international-transfers/adequacy/index_en.htm). For transfers of Personal Data from applicants in the EEA or UK to group companies located in other countries, we maintain intragroup data transfer arrangements based on the European Commission's Standard Contractual Clauses ("SCCs"). Where legally required, we will also enter into SCC's or equivalent means with parties outside our group companies to ensure that appropriate safeguards are in place to protect your Personal Data and that transfer of your Personal Data is in compliance with applicable data protection laws. If you are in the EEA or UK, you are entitled to, upon request, receive a copy of any documentation showing that appropriate safeguards have been taken to protect your Personal Data during such transfer.

Transfers in accordance with this section are based on the same legal ground as is applicable for the respective purpose (as set forth in Section 2 above).

Your Personal Data transferred or stored outside your country or jurisdiction of residence will be accessible to law enforcement and regulatory authorities according to the applicable laws of such foreign jurisdictions.

5. REVOCATION OF CONSENT

You may, at any time, revoke consents that you have given to SolarWinds pertaining to any such processing of Personal Data that is based on your consent.

You may revoke your consent by contacting SolarWinds via the contact details set forth below. Please indicate details of your consent revocation (which Personal Data, etc.). Upon such revocation, SolarWinds will cease to process your Personal Data relating to the purposes for which your consent has been revoked.

6. RIGHTS RELATED TO PERSONAL DATA

6.1. Your Rights

SolarWinds will take steps in accordance with the applicable legislation to keep your Personal Data accurate, complete and up-to-date. You are entitled to have any inadequate, incomplete or incorrect Personal Data corrected. Furthermore, you also have the right to request access to the Personal Data that we store about you and you may also have the right to information about how we have Processed your Personal Data. You are entitled to review your Personal Data and request that we amend or delete such Personal Data under certain circumstances.

If you are in the EEA or the UK, you also have additional rights. Your ability to exercise these rights may be dependent on the legal basis we rely on to process your data (see Section 2), and these rights are also subject to various exemptions, under EU, Member State or UK law, that we may choose to exercise. If we rely on an exemption, we will tell you when responding to your request. We may also ask you for proof of your identity when making a request to exercise a right. The additional rights include the right to, under certain circumstances, (i) object to any processing of your Personal Data processed on the basis of our legitimate interests, (ii) restrict the processing of your Personal Data to only comprise storage of your Personal Data (e.g. during the time when SolarWinds assesses whether you are entitled to have Personal Data erased), (iii) receive your Personal Data in a common machine-readable format and to require us to transmit it to another data controller where this is technically feasible, and (iv) withdraw consent to processing (discussed in Section 5).

We will verify and respond to your rights request consistent with applicable law. For further information regarding your rights, or to exercise any of your rights, please contact us through the details below.

6.2. Complaints

You may also have the right to lodge a complaint with us or a supervisory authority, in your jurisdiction of residence, if you consider that the processing of your Personal Data infringes applicable law. A list of EEA data protection authorities is available [here](#):

Information regarding the UK data protection authority is available here: [Information Commissioner's Office.](#)

7. AUTOMATED DECISION MAKING

Solar Winds does not currently rely on automated decision making when it processes the Personal Data of applicants.

8. NOTICES OF CHANGES AND ADDITIONAL PRIVACY NOTICES

SolarWinds may change or update this Applicant Privacy Notice at any time. The “Last Updated” legend at the top of this Applicant Privacy Notice indicates when this Applicant Privacy Notice was last revised. Should we change our approach to data protection, you will be informed of these changes or made aware that we have updated the Applicant Privacy Notice so that you know which information we process and how we use this information.

We may undertake certain processing of Personal Data which are subject to additional Privacy Notices and we shall bring these to your attention where relevant.

9. CONTACT US

If you have any questions or concerns regarding the processing of your Personal Data, please contact us at hrops@solarwinds.com.

In addition, you may also contact our Privacy Team at privacy@solarwinds.com.

You may also contact the relevant SolarWinds controller in writing using the details below:

9.1. IN APAC

SolarWinds India Private Limited

Address: 18, RMS Apartments, Ili Floor, Gopalakrishna Street, Pondy Bazaar, T.Nagar, Chennai 600017, India

Country: India

You may also contact our Privacy Officer for India at privacy@solarwinds.com

SolarWinds Japan K.k.

Address: 26th Floor, Kyobashi Edogrand, 2-2-1 Kyobashi, Chuoku, Tokyo 104-0031

Country: Japan

You may also contact our Privacy Officer for Japan at privacy@solarwinds.com.

SolarWinds Software Asia Pte. Ltd.

Address: 6 Temasek Boulevard #32-01/02, Suntec Tower Four, Singapore, 038986

Country: Singapore

You may also contact our Privacy Officer for Singapore at privacy@solarwinds.com.

SolarWinds Software Asia Pte. Ltd. – Philippine Branch

Address: 15F Ecoprime Building, 32nd St corner 9th Ave., BCG, Taguig City, Philippines

Country: Philippines

You may also contact our Privacy Officer for Philippines at privacy@solarwinds.com.

SolarWinds Software South Korea LLC

Address: (Daechi-dong), 518, Teheran-ro, Gangnam-gu, Seoul, South Korea

Country: South Korea

You may also contact our Privacy Officer for South Korea at privacy@solarwinds.com.

9.2. IN EMEA

Pingdom AB

Address: Kopparbergsvägen 8, 722 13 Vasteras, Sweden

Country: Sweden

You may also contact our DPO at volker.wodianka@privacy-legal.de

SentryOne Innovative Solutions UK Limited

Address: Taylor Wessing Secretaries, Ltd., 5 New Street Square, London, UK EC4A 3TW

Country: United Kingdom

You may also contact our DPO at volker.wodianka@privacy-legal.de.

SolarWinds Czech s.r.o

Address: Brno, Holandska 6/873, Postcode 639 00

Country: Czech Republic

You may also contact our DPO at volker.wodianka@privacy-legal.de.

SolarWinds EMEA Limited

Address: Unit 1101, Building 1000, City Gate, Mahon, Cork Ireland

Country: Ireland

You may also contact our DPO at volker.wodianka@privacy-legal.de.

SolarWinds ITSM Netherlands B.V.

Address: Westblaak 180, 6th Floor, 3012 KN Rotterdam, Netherlands

Country: Netherlands

You may also contact our DPO at volker.wodianka@privacy-legal.de.

SolarWinds ITSM UK Limited

Address: 1 Fore Street Ave, c/o Wework WW More Place Ltd., London EC2Y 9DT

Country: United Kingdom

You may also contact our DPO at volker.wodianka@privacy-legal.de.

SolarWinds Poland sp z o.o.

Puszkarska 7J/Building E, 30-644 Kraków, Poland

Country: Poland

You may also contact our DPO at volker.wodianka@privacy-legal.de.

SolarWinds Software Designated Activity Company

Address: Unit 1101, Building 1000, City Gate, Mahon, Cork Ireland

Country: Ireland

You may also contact our DPO at volker.wodianka@privacy-legal.de.

SolarWinds Software Germany GmbH

Address: Alt-Moabit 73, 10555 Berlin, Germany

Country: Germany

You may also contact our DPO for Germany at Volker Wodianka
volker.wodianka@privacy-legal.de.

SolarWinds Software UK Limited
Address: 2 Eastbourne Terrace, Paddington, London W2 6G
Country: United Kingdom
You may also contact our DPO at volker.wodianka@privacy-legal.de.

9.3. IN NORTH AMERICA AND GLOBALLY

SolarWinds Worldwide, LLC
Address: 7171 Southwest Parkway, Bldg 400, Austin, Texas, USA
Country: USA

ANNEX A

This Annex A (the “California Applicant Notice”) describes our collection and use of certain personal information relating to external job applicants and candidates for positions with SolarWinds (each a “CA Applicant”) and is intended to satisfy our applicable notice requirements under the California Consumer Privacy Act (“CCPA”). We may also 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).

1. SCOPE

This California Applicant Notice applies to the personal information that we collect from and about CA Applicants, in the context of reviewing, assessing, considering, managing, storing or processing their applications or otherwise considering them for a position with us.

What is personal information?

In this California 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 California 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, or other information that is exempt under the CCPA.

Are our practices the same for all CA Applicants?

The categories of personal information that we collect and our use of personal information may vary depending upon the position(s) or location, as well as the associated qualifications and responsibilities. The information in this California Applicant Notice is intended to provide an overall description of our collection and use of personal information about CA Applicants. Also, in some cases (such as where required by law), we ask for your consent or give you certain choices prior to collecting or using certain personal information.

2. COLLECTION, USE, DISCLOSURE, RETENTION AND PROCESSING OF PERSONAL INFORMATION

2.1. Categories of Personal Information Collected and Disclosed

The table below generally identifies the categories of personal information about CA Applicants collect and have collected in the prior twelve (12) months, as well as the categories of third parties to whom we may disclose this information for a business or commercial purpose. We may also disclose the categories of personal information that we collect to our service providers, who process this information on our behalf, as well as to others where required by applicable law or legal obligations. In some cases (such as where required by law), we may ask for consent or give you certain choices prior to collecting or using certain personal information.

Categories of Personal Information	Third Party Disclosures for Business or Commercial Purposes
Identifiers: such as a real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, social security number, driver's license number or other government identifiers.	<ul style="list-style-type: none"> • professional advisors and agents, such as auditors and lawyers • recruiters • third party screening companies • affiliates and subsidiaries • regulators, public and governmental authorities, and law enforcement • internet service providers and operating systems and platforms
Customer records: records containing personal information, such as name, signature, photo, contact information, education and employment history, Social Security number and other government identifiers, insurance policy number, financial or payment information, medical information, or health insurance information.	<ul style="list-style-type: none"> • professional advisors and agents, such as auditors and lawyers • recruiters • third party screening companies • affiliates and subsidiaries • regulators, public and governmental authorities, and law enforcement
Characteristics of protected classifications: such as race, color, sex, sexual orientation, gender identity, age, religion, national origin, disability, citizenship status, military/veteran status, marital status, medical condition or other characteristics of protected classifications under California or federal law. (Note: generally, this information is collected on a voluntary basis and is used in support of our equal opportunity and diversity and inclusion efforts and reporting obligations, or where otherwise required by law.)	<ul style="list-style-type: none"> • professional advisors and agents, such as auditors and lawyers • affiliates and subsidiaries • regulators, public and governmental authorities, and law enforcement
Usage details: internet or other electronic network activity information such as browsing history, search history, and information regarding interactions with an internet website, application, or advertisement, as well as physical and network access logs and other network activity information related to your use of any SolarWinds device, network or other information resource.	<ul style="list-style-type: none"> • service providers • professional advisors and agents, such as auditors and lawyers • recruiters • third party screening companies • affiliates and subsidiaries • regulators, public and governmental authorities, and law enforcement • internet service providers and operating systems and platforms
Audio, video and other electronic data: audio, electronic, visual, thermal, or similar information, such as, CCTV footage, photographs, and call recordings and other audio recording (e.g., recorded meetings and webinars).	<ul style="list-style-type: none"> • service providers • professional advisors and agents, such as auditors and lawyers • recruiters • third party screening companies • affiliates and subsidiaries

	<ul style="list-style-type: none"> • regulators, public and governmental authorities, and law enforcement • internet service providers and operating systems and platforms
Professional information: professional or employment-related information, such as work history and prior employer, information from reference checks, work experience, qualifications, training and skills, work authorization, CV, résumé, cover letter, professional and other work-related licenses, permits and certifications held, and publicly accessible information posted on your professional social media accounts.	<ul style="list-style-type: none"> • service providers • professional advisors and agents, such as auditors and lawyers • recruiters • third party screening companies • affiliates and subsidiaries • regulators, public and governmental authorities, and law enforcement
Education information: 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). This can include, for example, student transcripts, grade point average, grades, academic standing and disciplinary records, and confirmation of graduation.	<ul style="list-style-type: none"> • service providers • professional advisors and agents, such as auditors and lawyers • recruiters • third party screening companies • affiliates and subsidiaries • regulators, public and governmental authorities and law enforcement
Inferences: inferences drawn from any of the information identified above to create a profile about an individual regarding her or his preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	<ul style="list-style-type: none"> • service providers • professional advisors and agents, such as auditors and lawyers • recruiters • affiliates and subsidiaries • regulators, public and governmental authorities, and law enforcement
Sensitive personal information: such as a government-issued identification number, racial or ethnic origin, religious beliefs, citizenship, immigration status, and sexual orientation.	<ul style="list-style-type: none"> • service providers • professional advisors and agents, such as auditors and lawyers • affiliates and subsidiaries • regulators, public and governmental authorities, and law enforcement

We do not sell CA Applicant personal information (including sensitive personal information), and we do not “share” CA Applicant personal information (including sensitive personal information) for purposes of cross-context behavioral advertising, as defined under the CCPA. We have not engaged in such activities in the 12 months preceding the date this California Applicant Notice was last updated. Without limiting the foregoing, we do not sell or “share” CA Applicant personal information (including sensitive personal information) of minors under 16 years of age and have no actual knowledge of any such sale or “sharing.”

2.2. Sources of CA Applicant Personal Information

We collect your personal information directly from you, from our service providers and agents and other sources, including:

- Recruiters and recruiting platforms
- Referrals including employee referrals
- References you provide
- Former employers
- Publicly available information and data brokers
- Service providers, representatives and agents
- Affiliates and subsidiaries

2.3. Retention of CA Applicant Personal Information

The personal information we collect about CA Applicants processed pursuant to your application for employment will be processed as long as necessary to consider your application and identify potential future career opportunities for which you may be interested, and for an additional period as necessary for compliance purposes, to satisfy our legal obligations or to respond to or preserve any relevant legal claims.

2.4. Purposes for Collecting, Disclosing and Processing Personal Information

Subject to applicable legal restrictions, we use CA Applicant personal information for the following general purposes:

- Recruiting, hiring, and evaluating applicants: to review, assess, recruit, consider or otherwise manage applicants, candidates and job applications, including:
 - scheduling and conducting interviews;
 - identifying candidates, including by working with external recruiters;
 - reviewing, assessing and verifying information provided, to conduct criminal and background checks, and to otherwise screen or evaluate CA 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 CA Applicants regarding their applications and about other similar position(s) for which they may be interested;
- identifying additional positions for which you may be interested;
- maintaining Applicant personal information for future consideration; and
- in support of our equal opportunity employment policy and practices
- Security and monitoring: 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; and
 - conducting appropriate screenings of individuals prior to entering or accessing certain locations or premises.
- 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 planning, due diligence and implementation of commercial transactions, for example mergers, acquisitions, asset sales or transfers, bankruptcy or reorganization or other similar business transactions.
- Defending and protecting rights: to protect and defend our rights and interests and those of third parties, including to manage and respond to employee and other legal disputes, to 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.
- Complying with 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.

2.5. Sensitive Personal Information

Notwithstanding the purposes described above, we do not collect, use or disclose of sensitive personal information about CA Applicants beyond the purposes authorized by the CCPA (pursuant to Cal Civ. Code § 1798.121 and § 7027(l) of the CCPA regulations). Accordingly, we collect, use and disclose sensitive personal information about CA Applicants for purposes of: performing services on behalf of our business; performing services and providing goods as requested by you, including processing your job application; ensuring the quality or safety of services we control or improving those services; ensuring the security and integrity of our infrastructure and the individuals we interact with; short-term transient use; securing the access to, and use of, our facilities, equipment, systems, networks, applications, and infrastructure; preventing, detecting, and investigating security incidents; resisting and responding to fraud or illegal activities; and other collection and processing that is not for the purpose of inferring characteristics about an individual. We do not use or disclose sensitive personal information for additional purposes.

3. CCPA PRIVACY RIGHTS

CA Applicants have certain rights under the CCPA with respect to their personal information, subject to certain limitations and exceptions:

- Deletion: to request deletion of their personal information we have collected about them.
- Know/access: to know what personal information we have collected about them, including the categories of such personal information, the categories of sources from which such personal information is collected, the business or commercial purpose for collecting such personal information, the categories of such personal information we have disclosed, the categories of third parties to whom we disclosed such personal information, and the specific pieces of such personal information.
- Correction: to request correction of inaccurate personal information we maintain about them.
- Non-retaliation: to not be retaliated against for exercising their CCPA rights.

CA Applicants may submit a request to us to exercise their CCPA rights to know/access, to delete and to correct personal information at <https://www.solarwinds.com/legal/personal-data-request>. We will take steps to verify your request by matching the information provided by you with the information we have in our records. Your request must:

- Provide sufficient information that allows us to reasonably verify you are the person about whom we collected personal information or an authorized representative (i.e., by completing all required fields on our webform if you choose to submit a request in that manner).
- Describe your request with sufficient details that allows us to properly understand, evaluate, and respond to it.

In some cases, we may request additional information in order to verify your request or where necessary to process your request. Authorized agents may initiate a request on behalf of another individual through one of the above methods; authorized agents will be required to provide proof of their authorization and we may also require that the relevant consumer directly verify their identity and the authority of the authorized agent.

4. CONTACTING US ABOUT THIS NOTICE

If you have any questions or concerns regarding our use of personal information as described in this California Applicant Notice, please contact us at privacy@solarwinds.com.