

International Data Transfer Authorization Form

In connection with my application with _____ (“Company”),

I, _____, hereby authorize **Inflection Risk Solutions, LLC d/b/a GoodHire (“GoodHire)**, its affiliates, and its third-party agents to collect and process certain personal data about me in order to conduct research into my background and criminal record history and furnish a background check to the Company.

Privacy Practices

GoodHire processes personal data as specified herein for the legitimate purpose of fulfilling GoodHire’s contractual obligations to its client who desires to determine the suitability of the undersigned for the purpose of offering employment, or other purposes permitted by the United States of America’s Fair Credit Reporting Act (“FCRA”), or other applicable law.

GoodHire is a consumer reporting agency and contracts with an international records provider (classified as a data Furnisher under the FCRA) to collect and process background screening data for employment or other purposes permitted under the FCRA or other applicable law. GoodHire assembles this data and furnishes consumer reports as authorized by the data subject.

Categories of Data to be Collected

The following types of personal data may be collected when conducting a background screening. Some of this data may be considered sensitive personal data, depending on the source country’s data protection, labor and employment, and/or human rights laws. The type of information collected will depend on the specific type of search requested by the Company and authorized by the data subject.

- Identification information
- National Identification numbers
- Address information
- Right to work / work permit information
- Education history and qualifications
- Employment history
- Personal and Professional References
- Professional qualifications and registrations with professional bodies
- Publicly sourced information (e.g. media information)
- Criminal history
- Financial Information such as credit history, bankruptcy or financial judgements
- Appearance on global sanctions or terrorist watch lists
- Driving Record Information

In addition to the information described above, additional information may be required from the data subject in order to process the background screening, depending on the jurisdictional requirements of the data’s source country. This may include but is not limited to special authorization forms by a government agency, academic documents such as diplomas and transcripts, application forms, etc. If these requirements apply to you, they will be communicated further by the Company, GoodHire, or its international records provider.

Purpose for Processing of Data

GoodHire will process personal data for the purpose of providing background screening records which include, but are not limited to, criminal records, educational records, employment history, motor vehicle/driving records, civil records, reference checks, sex offender status information, professional license verifications, and identity verifications; These records may be maintained by both public and private organizations, law enforcement agencies, educational institutions (including public and private schools/universities), foreign and domestic corporations, employers, information service bureaus, record/data repositories, courts, and police stations, within or outside the European Union, and other countries.

You understand and authorize these entities to release such information to GoodHire and its international records provider.

In order to provide our services, GoodHire utilizes, in some cases, third parties, both domestically and internationally, to perform tasks on behalf of and under the instruction of GoodHire. Personal data, including EU and Swiss personal data, obtained about an individual may be disclosed by GoodHire to those third parties (such as agents, representatives, vendors, and/or subcontractors) solely to perform functions related to the limited and specified purpose for which the data was collected. GoodHire's agents, vendors, and/or subcontractors are contractually obligated 1) to use, protect, and maintain the same levels of confidentiality and protection of personal data consistent with GoodHire standards; and 2) to adhere to all applicable laws of the jurisdiction from which the records are obtained.

International Onward Transfer

GoodHire may transfer your personal data to other countries outside of your residence country, including to the United States of America ("U.S."), by those means determined by the relevant jurisdiction to be appropriate, in order to perform a background screening that you authorized. Your personal data may also be processed and stored in other countries where GoodHire's researchers and providers are located. Your personal data may be subject to U.S. or other laws for disclosure and may be accessible to foreign law enforcement, national security agencies, or courts. Note that the laws regarding personal data in some of the jurisdictions involved may be different or less stringent than the laws of the country in which you reside. Please be aware that GoodHire may be required to disclose an individual's personal data in response to a lawful request by public authorities, or to meet national security or law enforcement requirements.

GoodHire's international record provider utilizes a variety of methods to transfer personal data across country borders. This includes consent and contractual methods. GoodHire's international records provider enters into and maintains appropriate contracts with the specific service providers who may view and access your personal data. In the case of EU and Swiss personal data, GoodHire and its international records provider abide by the EU-U.S. and the Swiss-U.S. Privacy Shield Frameworks ("Privacy Shield") developed by the U.S. Department of Commerce.

Data Security

GoodHire takes the security of your personal data very seriously. GoodHire has taken appropriate steps to ensure the security of private information from loss, misuse, unauthorized access, disclosure, alteration, and destruction. Existing protections include the screening of employees handling the data, physical and electronic protective measures, as well as work procedures actively designed to safeguard the information. We gather and utilize personal data in capacities that are directly relevant to the purposes stated above. Internal audit procedures are in place to ensure that personal data gathered and provided is accurate, complete, and current.

Data Access

You have the right to access your personal data dispute to review, correct, amend, or delete inaccurate information, to inquire to whom it has been disclosed, or to withdraw consent for its collection, use, and disclosure. For additional information please reach out to your contact at the Company and visit www.goodhire.com/privacy.

Data Retention

Your personal data will be kept by GoodHire for as long as needed to conduct the background screening, furnish the screening to the Company, and to meet legal, regulatory, or contractual requirements. GoodHire's 7-year data retention rule allows for audits and for the resolution of any disputes and complaints while preserving evidence in the event of legal proceedings.

Opt-Out Option

Providing your information is strictly voluntarily. Choosing not to provide your information will result in GoodHire's inability to conduct your background screening check. For further information on the impact of not providing the required information to GoodHire, please reach out to your contact at the Company.

I choose not to provide my personal data. (*Check the box and return the form to the Company. Do not provide any information*)

Acknowledgement and Authorization

I authorize GoodHire and its international records provider to procure background screening data on me, including, but not limited to, criminal records, educational records, employment history, motor vehicle/driving records, civil records, reference checks, sex offender status information, professional licenses verifications, and ID verifications. GoodHire and its international records provider may procure records maintained by both public and private organizations, law enforcement agencies, educational institutions (including public and private schools/universities), foreign and domestic corporations, employers, information service bureaus, record/data repositories, and courts and police stations, within or outside the European Union and other countries. I authorize these data sources to release such information. I agree that this Authorization form in original, facsimile, photocopy, or electronic (including electronically signed) formats, will be valid and authorize **GoodHire** and any third-party agent of **GoodHire** to conduct any research, order any reports, or produce any reports that may be requested by, or on behalf of, the Company.

I understand that GoodHire and its third-party agents may need to transfer my information to, and process my information from, certain countries in order to carry out the background check. I acknowledge and understand that these countries may not have the same level of data protection laws and may be different or less stringent than the laws of the country in which I reside, and authorize such transfer and processing of data.

I authorize information requested from within the European Economic Area (EEA) to be transferred to any country that lies outside the European Economic Area (EEA). Further in accordance with European Economic Area (EEA) and various laws regarding the protection of personal data, including but not limited to Regulation (EU) 2016/679, I hereby expressly authorize the above agencies, my employer, or prospective employer to release and permit the transmittal of personal data (including any special categories of data as specified by Article 9 of Regulation (EU) 2016/679) from any country to **GoodHire**, headquartered at: 555 Twin Dolphin Dr. Suite 200. Redwood City, CA 94065, United States of America. **GoodHire** agrees to honor and comply with all applicable laws and regulations regarding the treatment of my personal data; and my legitimate exercisable rights regarding the data.

I understand that I can access **GoodHire's** Privacy Policy on its website (www.goodhire.com/privacy).

By signing below, I confirm that I have read and understand the above statements regarding the processing of my personal data and that I provide my consent.

Full Name - First, Middle, Last (Printed)

Suffix

Maiden Name or any used Alias

Present Address

How Long?

Previous Address- if Present Address is less than 5 years

City/State/Province

Postal Code

Date of Birth

Signature of Applicant

Date