



KLA Corporation Global Career Site Privacy Policy

Welcome to the KLA Corporation Global Career Site (the “Site”). KLA Corporation and its subsidiaries (“KLA” or the “Company”) are passionate about creating solutions that drive progress and transform industries. Recruiting the right talent is crucial to our goal of making technology advancements.

We want to help you understand our practices surrounding the collection, use and disclosure of your personal information that is gathered during the recruitment process. This Privacy Policy addresses the following topics:

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Your Consent

By agreeing to the terms of this Privacy Policy, you consent to the collection, use, disclosure, transfer across borders and other processing of your personal information as described below. Before you agree to the terms of this Privacy Policy by selecting “I Accept” on the Company’s online system, please read this Privacy Policy carefully. Once you agree, your consent will continue to apply to the Company’s collection, use, disclosure, cross-border transfer and other processing of your personal information unless you revoke your consent by contacting the Company at HRConnect@kla.com. If you click "I decline," you will not be able to use the online system to apply for global career opportunities with the Company, and the Company may not be able to consider you for the position for which you are interested in applying.

Scope of This Policy

This Privacy Policy applies only to information collected for recruitment purposes through the Company’s online system and from other sources. The other sources might include information that you provide other than through the online system as well as information obtained, for example, from prior employers, educational institutions, other references, pre-employment screening providers, and other sources. This Privacy Policy does not apply to any other site or page that the Company owns or operates. Other Company sites have privacy policies specific to each site.



Collection and Use of Your Personal Information

The Personal Information KLA Collects

If you are interested in a job with the Company and you choose to create an account through the Company's online system, you will have the opportunity to complete an online profile and to submit information to the Company. The personal information collected through the Site includes your (i) first and last name; (ii) contact information, including postal address, email address, and telephone number(s); (iii) work history; and (iv) educational history. You are responsible for providing information that is accurate, complete and up to date when you submit it through the online system. If you apply for a position, the Company also may collect personal information about you from third parties, such as those listed in the section entitled "Scope of this Policy," by telephone, letter, fax, email or other means.

Please view the Company's [Cookie Policy](#) to understand information that the Company collects about you automatically using cookies when you visit the Site.

Sensitive Personal Information

When you apply for a position in the United States when registering your profile, you will have the opportunity to provide information about your gender, race and ethnic origin, disability, and veteran status in order for KLA to conduct equal employment opportunity monitoring and comply with federal contractor obligations.

Whether you provide this information is entirely voluntary. If you decline to provide this information, your application(s) will not be affected in any way. If you choose to provide this information, you consent to the Company using it for equal employment opportunity monitoring and reporting purposes. This information will not be used to evaluate your application for employment.

Except as described above, the Company will not request or otherwise collect information about your health, racial or ethnic origin, political opinions, religious or philosophical beliefs, trade-union membership, sexual orientation, your genetic information or biometric information through the on-line system during the application process unless the law, as an exception, requires doing so. The Company, or a third-party background check company under contract with the Company, may check criminal history records for information about convictions, but only to the extent permitted by applicable law.

How the Company Uses Your Personal Information

The Company will use the information collected about you through the recruitment process to evaluate your qualifications for employment and for related recruiting, reporting and recordkeeping purposes, such as to check references or to conduct pre-employment screening. In addition, if you are hired, the Company will maintain the information collected about you in the recruitment process for purposes of facilitating the employment relationship. The Company will not use your personal information to engage in automated decision-making.

If you are not hired for the position for which you initially apply, the Company may use the information that is collected about you through the recruiting process to evaluate your suitability for



future job openings. Based on that evaluation, the Company may use your personal information to contact you to find out whether you are interested in applying for new job openings.

The Company's employees involved in the evaluation of your application and, if you are hired, in the administration of your employment relationship with the Company will have access to your personal information on a need-to-know basis.

Where applicable data protection law requires a lawful basis for collecting, using and otherwise processing your personal information, the Company relies on your consent to do so. The processing of your personal information also is necessary for the Company to determine whether to enter into an employment agreement with you. If you do not provide requested information, the Company may not be able to consider you for employment. In addition, the processing of your personal information is necessary for the Company to pursue its legitimate interests in recruiting and hiring suitable personnel.

How the Company May Share Your Personal Information

The Company will not sell, lease, or license your personal information to any third party. There are limited circumstances in which the Company may share the information that you submit on-line with third parties, most notably:

- With third-party service providers. The Company may, for example, retain a service provider to host all or portions of this Site, to help maintain and manage the Company's databases, to assist in the recruiting process, or to conduct pre-employment screening. Service providers will be permitted to use your personal information only for the purpose(s) for which it was disclosed to them and in accordance with the Company's instructions. Service providers generally will be located only in the United States or in the country where you are applying for a position;
- With affiliated companies, such as grandparent, parent and/or subsidiary corporations, for their recruitment, recordkeeping and/or reporting purposes;
- When required by law, such as when responding to subpoenas, court orders, legal process, a discovery request in civil litigation, or a legitimate request by government or regulatory authorities;
- If the Company believes that your actions violate applicable law, or threaten the rights, property, or safety of our Company or others;
- If the Company sells some or all of its business, the Company may disclose all of the information that it has collected about you to a purchaser or, in due diligence, to a potential purchaser, but subject to a confidentiality agreement.

The Company will make such disclosures only as permitted by applicable data protection laws.

Retention of Your Personal Information

If the Company hires you, the information that you submitted through the online system and the information that is collected during the application process may become part of your personnel file and may be used to administer the employment relationship and for related reporting and recordkeeping purposes.

The Company will retain information of applicants who are not hired indefinitely. For European



Union (“EU”) applicants, information will be purged after one year. These records will be retained for internal recordkeeping and reporting purposes. During that time, as noted above, the Company may use your personal information to consider you for positions in addition to the position(s) for which you initially applied. If you wish to withdraw your application from consideration at any time during this retention period, you can do so by contacting the Company at HRConnect@kla.com.

International Transfer of Your Personal Information

If you are applying for a position from outside the U.S., the personal information that the Company collects about you in the recruitment process will be transferred to, and stored on, Company servers located in the U.S. and on servers maintained on behalf of the Company’s recruitment service provider, Talemetry, in the U.S. In addition, if you abandon the application process after submitting your personal information, your personal information will be stored on servers maintained by Talemetry in Canada. Authorized employees of the Company and/or affiliated companies at locations outside the United States may have access to your personal information as part of the recruitment process. These employees may use and disclose your personal information only for recruitment purposes and must handle that information in accordance with this Privacy Policy and applicable data protection laws and guidance. The data protection laws where these companies are located may be less stringent than the laws of your home country. Contact details for the Company entities that may access your personal information can be found [here](#).

The European Commission has determined that the data protection laws of Israel and Japan, where Company entities are located, provide an adequate level of protection for personal information. The European Commission has not issued an adequacy determination for the United States or other countries where Company entities are located.

Security for Your Personal Information

KLA wants you to feel confident about providing your personal information through the online system, so the Company has implemented a security program to keep information that is transmitted to its systems protected from unauthorized access. Your submissions of information to the Company’s secure server are protected by Hypertext Transfer Protocol Secure (“HTTPS”) and Transport Layer Security (“TLS”) technologies, utilized by many popular browsers to safeguard transmissions. These technologies allow the use of encryption tools to protect information transmitted between your computer and the Company’s server. After the Company has received your information, access to it is limited to employees with a need to know.

While KLA strives to protect your personal information, the Company cannot guarantee the security of any information that you submit through the online system, and you do so at your own risk. The Company urges you to keep your username, password and any other log-in credentials in a safe place as you share responsibility for maintaining the confidentiality of the information that you submit to the Company. It is a good practice to sign off your account and close your browser window when you have finished your visit to our online system.

Your Rights with Respect to Your Personal Information

You can access, update, or correct your profile information by visiting the online system. Select “Returning Candidates” and login to your current account. In My Career Tools select “My Profile” and change profile and password information as desired. If you would like to access the information that you have submitted through the online system; or if you have any questions about this Privacy



Policy, please contact HRConnect@kla.tencor.com.

If you reside in the EU, you have the right to restrict, or to object to, the processing of your personal information as well as the right to data portability, access and rectification of your personal information. Subject to certain limitations, the right to data portability allows you to obtain from the Company, or to ask the Company to send to a third party, a copy of your personal information in electronic form that you provided to the Company with your consent. Under certain circumstances, you may have the right to obtain the erasure of personal information concerning you.

Right to Object: European data protection law provides EU residents with the right to object to the processing of their personal information based solely on the Company's legitimate interests. If you do object in these circumstances, the Company will stop processing your personal information unless there is an overriding, compelling reason to continue the processing or the processing is necessary to establish, pursue or defend legal claims.

EU residents can exercise their rights by contacting HRConnect@kla.com for further information and assistance. The Company will respond to such requests in accordance with applicable data protection law.

Withdrawing Your Consent: You can contact the Company at HRConnect@kla.com if you would like to withdraw your consent to the Company's use, disclosure, transfer, or other processing of your personal information as described in this Privacy Policy. Any withdrawal will not affect the lawfulness of processing based on consent before its withdrawal, and the Company will continue to retain the information that you provided before you withdrew your consent for the retention period described above. Please understand that if you withdraw your consent, the Company may not be able to consider your application for employment unless other lawful grounds for the processing of your personal information apply.

Additional Information for California Residents

This section describes our collection and use of personal information about job applicants who are California residents, and is intended to satisfy our applicable notice requirements under the California Consumer Privacy Act of 2018 ("CCPA"). While the purposes for which we use personal information vary depending on the circumstances, generally, we collect, use and disclose the below categories of personal information as described above in this Privacy Policy.

What is personal information? In this section, "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 individual or household.

What isn't covered by this section? This section does not address or apply to our collection of personal information, 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 section also does not apply to the personal information we collect from employees or contractors.

Categories of personal information collected. Generally, we collect the following categories of personal information about you:



- **Name, contact information and other identifiers:** identifiers such as a real name, alias, postal address, phone number, unique personal identifier, online identifier, Internet Protocol address, email address, or other similar identifiers.
- **Characteristics of protected classifications:** such as race, sex, gender or gender identity, national origin, disability, military/veteran status, and other characteristics of protected classifications under California or federal law.
- **Internet or other electronic network activity information:** including browsing history and information regarding your interaction with an internet website or application.
- **Geolocation data:** precise geographic location information about a particular individual or device.
- **Education information:** information about education history or background.
- **Employment history:** professional or employment-related information.

Changes to This Policy

The Company may change this Privacy Policy from time to time in its sole discretion. If the Company makes a material change to this Privacy Policy, the Company will inform you by posting a notice on this Site. Those changes will go into effect on the effective date posted in the revised notice. The new policy will apply to all current and past users of the online system and to all information collected before the date of the change. The new policy will replace any prior policies that are inconsistent. Please check periodically for changes to this Privacy Policy, and especially before you provide any personal information to the Company. If the Company will materially change how it uses, discloses or otherwise processes your personal information, the Company will contact you before doing so and obtain your consent before using, disclosing or otherwise processing your personal information other than as described in this Privacy Policy.

Inquiries and Complaints

Please direct any questions, request for removal of personal information, and comments or complaints you may have about this Privacy Policy to HRConnect@kla.com.

For residents of Germany, the Company's data protection officer can be contacted at datenschutzbeauftragter@kla.com.

Residents of the EU have the right to lodge a complaint concerning the Company's processing of their personal information with the supervisory authority where they live or work or where the alleged violation occurred.

Effective Date: April 9, 2020