

Candidate Privacy Notice

Last Updated: December 21, 2022

This Candidate Privacy Notice (“Notice”) describes the Personal Information Wealthfront Corporation (“Wealthfront” “we,” “us,” “our”) collects about job applicants and/or candidates (“you,” “your”) in the context of your candidacy for employment with Wealthfront and its subsidiaries/affiliates (collectively referred to as “Wealthfront”), as well as the purposes for which Wealthfront collects and uses that information.

Categories of Personal Information Wealthfront Collects

When we say “Personal Information” in this Notice, we mean information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with you. When we say “Sensitive Personal Information” in this Notice, we mean a sub-category of Personal Information that may be subject to heightened protections. Personal Information does not include publicly available information from government records or deidentified or aggregated information.

We may collect information about you, including Personal Information, for purposes related to your candidacy. The categories of Personal Information we may collect about you includes, but may not necessarily be limited to:

- **Identifiers**, including your name, contact information (such as home address, phone number, email address), work permit or visa information, your employment and education history, referrals or references, and whether you are subject to any prior employer obligations, and any other information you make publicly available or you provide to us (such as information included in your resume, cover letter, or on your Career Profile).
- **Sensitive Personal Information**, like your health information. This may also include any special needs or health conditions, and information relating to accommodations that you may request during the recruiting process, if you disclose such information.
- **Professional or Employment Information**, including information about your desired salary, willingness to relocate, other job preferences, interview details, and outcomes of any recruiting exercises you complete. We may also receive information such as your education and work experience, contact information, and

demographics, from third-party data providers who have the rights to provide us with your information. These partners collect your information from publicly available sources, or through third parties they work with.

- **Education Information**, including information about your education background collected during the application process.

How Wealthfront Uses Your Personal Information

Wealthfront does not sell your Personal Information. We use the Personal Information described above in the context of your candidacy for employment at Wealthfront. Our business purposes for collecting this information are identified below. Wealthfront may share this Personal Information with our service providers, vendors, and other third parties.

- To consider you for, and assess your suitability for, employment opportunities with Wealthfront, for example:
 - To receive, review and reply to your application;
 - To verify the information you or others provide, and to check your references;
 - To assess your suitability for the opportunity you applied for, and in certain cases, for other opportunities at Wealthfront;
 - To facilitate the interview/recruiting process;
 - To prepare an offer letter, if your application is successful;
 - If you were referred, to inform the referrer of the status and final outcome of your application;
 - Where we have identified you as a potential candidate from information that we've collected from public sources, in order to suggest suitable opportunities for you at Wealthfront.
- To stay in touch. In considering you for opportunities at Wealthfront we may consider you for current and future opportunities. We may contact you from time to time, for example, to invite you to events we organize or sponsor, send you alerts or recommendations about opportunities at Wealthfront, or ask you for updates.
- To maintain and improve our recruiting processes, for internal planning and management reporting, and to comply with laws and regulations, for example:
 - To manage and improve the recruiting processes;

- To prepare and perform management reporting and to perform analysis related to recruiting metrics, such as length of the recruiting process;
- To defend your or our interests in actual or threatened legal proceedings, or regulatory, administrative, or legislative inquiries or investigations;
- To maintain the safety, integrity, and security of Wealthfront, its employees, and others as required or permitted by law;
- To protect the health and safety of employees and others in our facilities to the extent permitted by applicable law;
- To create and submit reports as required by applicable law or regulation.

Changes to this Notice

Wealthfront reserves the right to amend this Notice at our discretion and at any time.

Individual Rights

Depending on applicable law, you may have certain rights regarding Personal Information that we collect about you in the context of your candidacy for employment at Wealthfront. You may have the right to request access to your information held by Wealthfront, as well as the right to request amendments to your information, and, if it was collected improperly, the right to request erasure. If available to you, you may exercise these rights by contacting us as described below. Additionally, if you are a California resident, please refer to the section titled “California Privacy Rights” of [Wealthfront’s Privacy Policy](#).

Contact Information

For any questions about this notice, please contact us via email at hr@wealthfront.com or message us at <https://www.wealthfront.com/contact-us> and please include “Candidate Privacy Request” in the subject line or message body.