



Applicant Privacy Notice

At Pioneer Connect, we are committed to protecting the privacy and security of your personal information. This Applicant Privacy Notice explains how we collect, use, disclose, and protect the personal information you provide to us when you apply for a job through our website.

1. INFORMATION WE COLLECT

When you apply for a job through our website, we may collect the following types of personal information:

- a) Contact information such as your name, address, email address, and phone number.
- b) Professional information such as your resume, cover letter, employment history, educational background, and skills.
- c) Any additional information you choose to provide in your application.

2. HOW WE USE YOUR INFORMATION

We may use the personal information we collect from you for the following purposes:

- a) To process and review your job application.
- b) To communicate with you about your application and the recruitment process.
- c) To assess your qualifications and suitability for the job.
- d) To conduct background checks or verify your references if necessary.
- e) To comply with legal and regulatory requirements.

3. DISCLOSURE OF YOUR INFORMATION

We may disclose your personal information to the following parties for the purposes described above:

- a) Members of our HR and recruitment teams.
- b) Managers and employees involved in the hiring process.
- c) Third-party service providers who assist us with recruitment and hiring activities.
- d) Legal and regulatory authorities as required by law.

4. DATA SECURITY

We take reasonable measures to protect the personal information we collect from unauthorized access, disclosure, alteration, or destruction. However, no method of transmission over the internet or electronic storage is 100% secure, so we cannot guarantee its absolute security.

5. RETENTION OF YOUR INFORMATION

We will retain your personal information for as long as necessary to fulfill the purposes for which it was collected, or as required by applicable laws and regulations. If your application is

unsuccessful, we may retain your information for a reasonable period for future job opportunities unless you request us to delete it.

6. YOUR RIGHTS

You have the right to access, update, or correct your personal information at any time. You may also request the deletion of your information or object to its processing under certain circumstances. To exercise these rights or if you have any questions or concerns about our use of your personal information, please contact us using the contact information provided below.

7. CHANGES TO THIS NOTICE

We may update this Applicant Privacy Notice from time to time to reflect changes in our practices or legal requirements. We encourage you to review this notice periodically for any updates.

8. CONTACT US

If you have any questions or concerns about our Applicant Privacy Notice or our handling of your personal information, you may contact us at 541-929-3135.

Thank you for considering a career opportunity with Pioneer Connect.