



THE CHARLES SCHWAB CORPORATION ONLINE RECRUITMENT PRIVACY NOTICE (U.S.)

We are committed to safeguarding your privacy. This Privacy Notice describes how The Charles Schwab Corporation and our affiliated entities (“Schwab,” “we,” or “our”) collectively handle personal information of job applicants (“candidate”) in the United States.

This Notice generally describes what information we collect, how we use the collected information, and how and when we disclose your personal information.

Information We Collect

When you apply for a job and create a profile by submitting your resume or if you register for job notifications on our website, you provide your information directly to us (or to our Service Provider). For example, we collect:

- Demographic and Biographic information such as name, gender, race.
- Contact information such as address, phone and email.
- Information you provide during the job application process such as resume and/or application, and references.
- Information necessary to conduct background screenings, such as driver's license number, Social Security number, passport number, government issued identification, contact details and/or other similar identifiers.

We (and our Service Providers) also collect information through Cookies and Similar Technologies. For example, the device you use, the IP Address and related information.

We may obtain personal information about you from other sources, including those publicly accessible, to assist us in verifying your identity.

Use of Information

We use your personal information to assess at your request your qualifications for employment with us, including for the purposes of conducting background screenings, and to comply with government tracking and reporting requirements.

The basis for such processing is our legitimate interests and to maintain compliance with laws.

We may use the information to fulfill your request as a job applicant. For example, we may contact you concerning your application or request additional information from you in order to consider your application.

Disclosure of Information

We may disclose information about you as legally required or allowed for the purposes described above. We may share your information with our service providers who perform recruitment services for us; or with Service Providers, law enforcement and governmental agencies to detect and prevent fraud or

criminal activity; or with regulatory authorities, courts, and governmental agencies to comply with legal orders, legal or regulatory requirements, and government requests.

Where possible, our disclosure of information to service providers is subject to agreements that require the service providers to use safeguards to protect your information and that restrict the use of your information for the purpose for which it was shared.

Data Storage & Security

We use appropriate administrative, technical, and physical safeguards to protect Personal Information. We also take reasonable steps to securely destroy or anonymize Personal Information when we no longer need it. We keep Personal Information for as long as is necessary for the purposes described above, unless we are required or permitted to keep it for longer by law, regulation or for the purposes of litigation or regulatory investigations.

In the event you enter into an employment relationship with Schwab we will maintain Personal Information consistent with the terms of our Employee Privacy [Notice/Policy].

Your Rights

You have the right to access and update your Personal Information by logging into your existing profile and clicking the Update your profile button. You may also withdraw your request to receive job notifications or to be considered for job applications at any time.

Please note that if you decide to restrict the processing of your Personal Information or if you withdraw your job application, we will not be able to further process your application or consider you for future opportunities at Schwab.

Contacting Us

If you have any questions or comments about this Notice or any of Schwab's other privacy policies and practices, please call us at 800-435-4000.

Information privacy and security is a partnership and a key aspect of our business and you can read about how we protect client accounts and information by visiting www.schwab.com/SchwabSafe.

Changes to This Statement

We recognize data privacy is an ongoing responsibility. We reserve the right to update or amend this Privacy Notice from time to time and any such updates or amendments will be reflected in the Notice available on our website.

When we make changes, we will update the "Last Updated" at the top of this page. Any changes to this Statement will become effective when posted.