

BlueLabs Analytics

Notice to Job Applicants

Revised 12/20/22

Hello Applicant! As you are likely aware, by submitting your job application, you are submitting personal information to our company. We may retain and use this information for up to three years, in order to come to a decision on whether or not you are a good fit for our company. We may also retain or use some of this information to comply with any requirements under law, or for purposes of defending ourselves in any litigation. We do not use this information for any other purpose, or share it with third parties, unless you become an employee (see Employee Privacy Notice / Notice as Collection for additional information).

To the extent that you provide information to us with us outside of your job application, we may collect additional information about you subject to our Privacy Policy located at <https://bluelabs.com/privacy-policy/>.

For your reference, the general categories that we collect from you from your application are:

Category	Examples	How We Collect This	Business Purpose
Identifiers.	A real name, alias, postal address, email address, or other similar identifiers.	We collect this information through your résumé and job application documents.	We want to know who you are and how to contact you.
Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	A name, physical characteristics or description, address, telephone number, education, employment, or employment history.	We collect this information through your résumé and job application documents. Further details regarding your education, employment, employment history and your physical characteristics or description from an interview.	We want to know who you are, how to contact you, and what your employment history and skillsets are. We also need some of this information to determine your capability to perform the job.
Protected classification characteristics under California or federal law.	Age (40 years or older), citizenship, sex, race, ethnicity, disability, veteran or military status.	We collect this information through your job application documents. We may also collect information regarding your veteran or military status specifically from your résumé.	Workforce demographic information is used solely to comply with required reporting obligations. Also, to the extent we collect your veteran or military status, we will consider that towards your capability to perform the job and your experience.
Professional or employment related information.	Current or past job history or performance evaluations.	We collect this information through your résumé and job application documents. Further details regarding your job history from an interview.	We need this information to determine your capability to perform the job.
Sensitive Personal Information	Race, ethnicity or disability.	We collect this information through your résumé and job application documents. Further details regarding your race, ethnicity or disability from an interview.	Workforce demographic information is used solely to comply with required reporting obligations. Disability information is collected to determine accommodation needs for an interview or job.

If you have any questions, please contact us at 202-580-8885, or email us at privacy@bluelabs.com, with the subject "Job Applicant Question".