



Privacy Notice to California Job Applicants

Regarding the Collection of Personal Information

BetterCloud, Inc. (the “Company” or “we”) are committed to protecting the privacy and security of personal information of our current and former job applicants (“You”). We collect this personal information in connection with our recruiting and human resources activities. We do not sell or otherwise disclose this personal information for monetary or other valuable consideration to any third parties.

We comply with the California Consumer Privacy Act (“CCPA”). If You need to access this notice in an alternative format, please contact Us at privacy@bettercloud.com.

What Categories of Applicant Information Do We Collect and How Do We Use This Information

We collect the following categories of personal information for the purposes described below:

Category of Personal Data	Personal Information Collected	Purpose
Personal Identifier	Alias; Email address; Address; Social security number; Date of birth	We collect personal identifiers to process job applications, to conduct a background check, and for general human resources purposes.
Records identified by State law (including the California Customer Records statute (Cal. Civ. Code § 1798.80(e)))	Telephone number; Education; Employment history	We collect this information to process job applications, and for general human resources purposes.
Protected Classification Characteristics under State or Federal Law	Race; National origin; Citizenship; Physical or mental disability; Sex (including gender); Gender identity; Gender expression; Veteran or military status	We collect equality and diversity information through voluntary self-disclosure and other means to implement Our diversity programs, and to comply with applicable laws.
Geolocation Data	Physical location	We collect this information for general human resources purposes.
Professional or Employment-Related Information	Current or past job history or performance evaluations; Performance management	We collect professional and employment-related information to process job applications, assess and

	information, such as employment status (full-time or part-time, regular or temporary); Work schedule; Job assignments; Hours worked; Accomplishments and awards; Training and development information; Discipline and counselling information; Employment termination information	evaluate your candidacy, and for general human resources purposes.
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We also collect legal and contractual information, such as information necessary to respond to law enforcement and governmental agency requests, comply with legal and contractual obligations, exercise legal and contractual rights, and initiate or respond to legal claims. We collect this information to comply with legal and contractual requirements and to establish, exercise, and defend legal and contractual rights and claims.

What is Our Privacy Policy?

Our Privacy Policy is located at: <https://www.bettercloud.com/privacy-policy/>. If you have any questions or concerns regarding this Privacy Notice, Our Privacy Policy or the collection of Your personal information, please contact privacy@bettercloud.com.