

# Brilliant Hire by SAP Privacy Statement

Protecting the individual's privacy on the Internet is crucial to the future of Internet-based business and the move toward a true Internet economy. We have created this privacy statement to demonstrate our firm commitment to the individual's right to privacy. This Privacy Statement outlines our personal information handling practices for this website. Brilliant Hire is offered by SAP America, Inc., 3999 West Chester Pike, Newtown Square, PA 19073 ("SAP"), with its data protection officer Mathias Cellarius (privacy@sap.com).

## General Information

### When does this Privacy Statement apply?

This Privacy Statement covers this website and other sites that reference this Privacy Statement. Some SAP entities, programs and/or sites may have their own, possibly different, privacy statements. We encourage you to read the privacy statements of each of the SAP websites or program information you visit or review. Please note that Brilliant Hire is intended for use within the United States of America.

### What does SAP do with my Personal Data?

SAP will process the Personal Data provided hereunder only as set out in this Privacy Statement or otherwise permitted by law. Further information can be found in the "Personal Data Collection and Use" section below.

### Why am I required to provide Personal Data?

SAP requires your personal data in order to provide functionality in Brilliant Hire by SAP. Any provision of this information is entirely voluntary. However, without this information it will unfortunately not be possible for SAP to deliver the requested services to you.

### Links to other websites.

Brilliant Hire by SAP may contain links to foreign (meaning non-SAP Group companies) websites. SAP is not responsible for the privacy practices or the content of websites outside the SAP Group of companies. Therefore, we recommend that you carefully read the privacy statements of such other sites.

## Personal Data Collection and Use

For this service, SAP collects the following types information :

- Contact details (name, address, email address)
- Information about your skills and experience
- Information from resumes and other documentation you choose to upload
- For candidates, answers to open positions and analytics about how you answered the question (for instance: response time, think time, deletions, answer length, spaces, copy/paste, keywords, refreshes, key strokes and key stroke analysis, total time related to each answer)
- When you signed up and when you accepted the terms and condition
- Eligibility for the job you applied for
- Technical information, such as device ID

(referred to in this privacy statement collectively as “**Personal Data**”). SAP will store your Personal Data for so long as you maintain an account on the Brilliant Hire by SAP service and for 180 days thereafter.

SAP may use this information to analyze behavior, create behavior profiles, make suggestions or recommendations, provide a better user experience, improve our products or services, and to create anonymized or aggregate sets of data. Anonymous and aggregate data sets will be retained indefinitely.

## **Analytics and Tools**

Google Analytics. This website makes use of Google Analytics . You can see more information about how Google uses your data and opt-out options by visiting [www.google.com/policies/privacy/partners/](http://www.google.com/policies/privacy/partners/).

## **Your Rights**

You can request from SAP at any time information about which Personal Data SAP processes about you and the deletion of such Personal Data. Please note, however, that SAP can or will delete your Personal Data only if there is no statutory obligation or prevailing right of SAP to retain it. Kindly note further that if you request that SAP deletes your Personal Data, you will not be able to continue to use any SAP service that requires SAP’s use of your Personal Data.

Please direct any such request to [hello@brillianthire.io](mailto:hello@brillianthire.io).

## **California Do Not Track Disclosure**

We use cookies to deliver personalized content, to save you having to re-enter your password repeatedly, to keep track of your shopping cart, and to tailor our information offerings to how you and others use the site. Cookies are identifiers that can be sent from a site via your browser to be placed on your computer's hard drive. Thereafter when you visit a site, a message is sent back to the web server by the browser accessing the site. Your browser may allow you to set a “Do not track” preference, which tells sites you visit that you do not want these messages to be submitted. Our site does not honor “Do not track” requests, but you may elect not to accept cookies by changing the designated settings on your web browser. However, not utilizing cookies may prevent you from using certain functions and features of our site. This site does not allow third parties to gather information about you over time and across sites.

## **Children's Privacy**

We do not intend for our websites or online services to be used by anyone under the age of 13. If you are younger than 13, you may not register with and use this service. If you are a parent or guardian and believe we may have collected information about a child, please contact us as described in this Privacy Statement.

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