

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 by SAP (the "Service") 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).

By agreeing to this Privacy Statement, you consent to the collection and use of your information as described herein.

General Information

When does this Privacy Statement apply?

This Privacy Statement covers SAP's collection or use of the information listed below. Other SAP entities, programs and/or sites may have their own, possibly different, privacy statements.

Brilliant Hire is a SaaS (Software as a Service) Application that helps companies screen their candidates better. Most of the information that you submit to the Service will be subject to the privacy terms of the Company or website where you are applying for employment (the "Hiring Company"). The Hiring Company configures the Service to capture the personal data it requires. For instance, the Hiring Company may change the candidate questions or adjust the information collected in your recorded session. This privacy statement does not address each Hiring Company's own practices. Therefore, we encourage you to familiarize yourself with the Hiring Company's privacy practices, including read the Hiring Company's privacy statement, before engaging with Brilliant Hire.

SAP additionally collects some information about your use of the Service in order to improve our products and services. SAP's own use of the

Please note that the Service 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.

We encourage you to review the hiring Company's privacy statement in order to understand how they will use and process your personal data.

Why am I required to provide Personal Data?

SAP requires your personal data in order to improve our products and services for you. Any provision of this information is entirely voluntary.

Links to other websites.

The Service 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.

We encourage you to read the Hiring Company's privacy statements, in addition to each of the SAP websites or program information you visit or review.

Personal Data Collection and Use

For this service, SAP collects technical information, such as browser information and combines it with information about how you interact with the Service (referred to in this privacy statement collectively as "**Personal Data**"). For example, we may collect the number of times that you log on to the Service or how long you spend on different sections of the Service. SAP will store your Personal Data for so long as you maintain an account on the Service and for 180 days thereafter.

SAP may use this information to provide a better user experience, improve our products or services, and to create anonymized or aggregate sets of data. Additionally, information about your responses (for instance: response time, think time, deletions, answer length, spaces, copy/paste, keywords, refreshes, key stroke analysis, and total time) may be used in the creation of aggregate or anonymous sets of information. 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/.

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.

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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