



## KLA Corporation Global Career Site Privacy Policy

Welcome to the KLA Corporation Global Career Site (the "Site"). KLA Corporation and its subsidiaries are passionate about creating solutions that drive progress and transform industries. Recruiting the right talent is crucial to our goal of making technology advancements.

We want to help you understand our practices surrounding the collection, use and disclosure of your personal information (also "information") that is gathered during the recruitment process. Please select one of the links below for available translations:

- Chinese (Simplified)
- Hebrew
- Japanese
- Korean

If you require this privacy policy in a different language, please contact us at [HRConnect@kla.com](mailto:HRConnect@kla.com).

This privacy policy addresses the following topics:

- [Your Consent](#)
- [Scope of this Privacy Policy](#)
- [Collection and Use of Your Personal Information](#)
- [How the Company May Share Your Personal Information](#)
- [Retention of Your Personal Information](#)
- [International Transfer of Your Personal Information](#)
- [Security for Your Personal Information](#)
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### Your Consent

You consent to the collection, use, disclosure, transfer across borders to Companies and other entities described herein, and other processing of your personal information as set forth herein for the purposes of considering you for the position you applied or other positions if your initial candidacy is unsuccessful, as described below and for other purposes set forth herein. Before you consent, please read this privacy policy carefully.

Once you consent, your consent will continue to apply unless you revoke your consent by contacting the Company at [HRConnect@kla.com](mailto:HRConnect@kla.com).

### Scope of This Policy

The controller of information collected and used for recruitment purposes is the KLA company that is



indicated as having posted the position (“KLA” or the “Company”). A list of KLA companies and their contact information is available [here](#). This Privacy Policy applies only to information collected and used for recruitment purposes through the Company’s online system and from other sources. The other sources might include information that you provide other than through the online system as well as information obtained, for example, from prior employers, educational institutions, other references, pre-employment screening providers, and other sources. This Privacy Policy does not apply to any other site or page that the Company owns or operates. Other Company sites have privacy policies specific to each site.

## **Collection and Use of Your Personal Information**

### The Personal Information KLA Collects

If you are interested in a job with the Company and you choose to create an account through the Company’s online system, you will have the opportunity to complete an online profile and to submit information to the Company. The personal information collected through the Site includes your (i) first and last name; (ii) contact information, including postal address, email address, and telephone number(s); (iii) work history; and (iv) educational history. You are responsible for providing information that is accurate, complete and up to date when you submit it through the online system. If you apply for a position, the Company may also collect personal information about you from third parties, namely work and educational history from prior employers, educational institutions and other references, and to the extent required or permitted under applicable law, credit reports and criminal checks from pre-employment screening providers.

Please view the [Cookie Policy](#) to understand what information the Company collects when you visit the Site.

### Sensitive Personal Information

If you apply for a position in the United States and register your profile, you will have the opportunity to provide information about your gender, race and ethnic origin, disability, and veteran status in order for KLA to conduct equal employment opportunity monitoring and comply with federal contractor obligations.

Whether you provide this information is entirely voluntary. If you decline to provide this information, your application(s) will not be affected in any way. If you choose to provide this information, you consent to the Company using it for equal employment opportunity monitoring and reporting purposes. This information will not be used to evaluate your application for employment.

Except as described above, the Company will not request or otherwise collect information about your health, racial or ethnic origin, political opinions, religious or philosophical beliefs, trade-union membership, sexual orientation, your genetic information or biometric information through the online system during the application process unless applicable law, as an exception, requires doing so.

The Company, or a third-party background check company under contract with the Company, may check criminal history records for information about convictions, but only to the extent required or permitted by law.



## Why the Company Uses Your Personal Information

The Company will use the information collected about you through the recruitment process to verify eligibility for employment; evaluate your qualifications for employment, education and work history; conduct interviews, skills assessments and tests and assessing same; and for related recruiting administration, internal reporting and recordkeeping purposes, such as to check references or to conduct pre-employment screening or background checks. In addition, if you are hired, the Company will maintain the information collected about you in the recruitment process for purposes of facilitating the employment relationship, as described in the relevant privacy notice for employees. The Company will not use your personal information to engage in automated decision-making.

If you are not hired for the position for which you initially apply, the Company may - with your consent, if consent is required - use the personal information to evaluate your suitability for future job openings. Based on that evaluation, the Company may contact you to find out whether you are interested in applying for new job openings.

The Company's employees involved in the evaluation of your application and, if you are hired, in the administration of your employment relationship with the Company will have access to your personal information on a need-to-know basis.

### Candidates for Positions outside Europe.

Where applicable data protection law requires a lawful basis for collecting, using and otherwise processing your personal information, the Company relies on your consent to do so. The processing of your personal information is necessary for the Company to determine whether to enter into an employment agreement with you. If you do not provide requested information, the Company may not be able to consider you for employment. In addition, the processing of your personal information is necessary for the Company to pursue its legitimate interests in recruiting and hiring suitable personnel.

### Candidates for Positions in Europe

We process your personal information for the purposes described above on the following legal bases:

- the processing is necessary for compliance with a legal obligation to which the Company is subject (verifying eligibility for employment, and conducting pre-employment screening or background checks where required by EEA or UK law); or
- the processing is necessary in order to take steps at your request prior to potentially entering into an employment contract with you (evaluating your qualifications for employment, education and work history, and related recruiting administration); or
- the processing is necessary for the legitimate interests pursued by the Company in ensuring that it properly evaluates candidates so that it hires persons who are qualified and appropriate for the position (conducting interviews, skills assessments and tests and assessing same; preparing and sharing internal reporting and recordkeeping), except if in light of circumstances particular to you, the Company's interests are overridden by your interests or fundamental rights and freedoms that require protection of your personal data.

You are required to provide information about your employment eligibility under applicable law. If you do not provide such information, the Company will not be able to enter into an employment contract



with you and therefore will not consider you for employment. If you do not provide other requested information, the Company will not be able to assess your qualifications and suitability for the position and may not be able to assess your application or offer you a position.

### **How the Company May Share Your Personal Information**

The Company will not sell, lease, or license your personal information to any third party. There are limited circumstances in which the Company may share the information that you submit online with third parties (and you hereby consent to transfer and share of such information to such third parties), most notably:

- with third party service providers. The Company may, for example, retain a service provider to host all or portions of this Site, to help maintain and manage the Company's databases, to assist in the recruiting process, or to conduct pre-employment screening. Service providers will be permitted to use your personal information only for the purpose(s) for which it was disclosed to them and in accordance with the Company's instructions. Service providers generally will be located in the United States or in the country where you are applying for a position;
- with affiliated companies, such as grandparent, parent and/or subsidiary corporations, for their recruitment, recordkeeping and/or reporting purposes;
- when required by law, such as when responding to subpoenas, court orders, legal process, a discovery request in civil litigation, or a legitimate request by government or regulatory authorities;
- if the Company believes that your actions violate applicable law, or threaten the rights, property, or safety of our Company or others;
- if the Company sells some or all of its business, the Company may disclose all of the information that it has collected about you to a purchaser or, in due diligence, to a potential purchaser, but subject to a confidentiality agreement.

The Company will make such disclosures in compliance with applicable data protection laws.

### **Retention of Your Personal Information**

If the Company hires you, the information that you submitted through the online system and the information that is collected during the application process may become part of your personnel file and may be used to administer the employment relationship and for related reporting and recordkeeping purposes, as described in the Company's employee privacy policy. If you wish to withdraw your application, you can do so at any time by contacting the Company at [HRConnect@kla.com](mailto:HRConnect@kla.com).

The Company will retain information of candidates who are not hired for the maximum retention period permitted under applicable law, in particular until there is no longer a legitimate business purpose for retention (in particular to consider you for positions in addition to the position(s) for which you initially applied). For candidates for positions in Europe, Japan and South Korea, information will be purged after



one year unless you consent that the Company can keep your information for other positions.

### **International Transfer of Your Personal Information**

The personal information that the Company collects about you in the recruitment process will be transferred to, and stored on, servers provided by Workday, our recruitment service provider, whose servers are located in the U.S. In addition, authorized employees of the Company and/or affiliated companies at locations outside the United States may have access to your personal information as part of the recruitment process. These countries may have data protection laws less stringent than the laws of your country. We protect your personal information using a combination of protections, including relying on laws and data transfer agreements.

Under the laws of the EU, Japan and Israel, transfers between EU member states and Japan and transfers between EU member states and Israel are subject to adequate protection. Transfers to the United States or other countries where the Company entities are located are not subject to such protection but are protected by standard contractual clauses approved by the European Commission. You may obtain a copy of those clauses by contacting us at [HRConnect@kla.com](mailto:HRConnect@kla.com).

### **Security for Your Personal Information**

KLA wants you to feel confident about providing your personal information through the online system. Your submissions of information to Workday's secure server are protected by Hypertext Transfer Protocol Secure ("HTTPS") and Transport Layer Security ("TLS") technologies, utilized by many popular browsers to help safeguard transmissions. These technologies allow the use of encryption tools to protect information transmitted between your computer and Workday's server. After Workday has received your information, access to it is limited to employees with a need to know.

While KLA strives to protect your personal information, the Company cannot guarantee the security of any information that you submit through the online system, and you do so at your own risk. The Company urges you to keep your username, password and any other log-in credentials in a safe place as you share responsibility for maintaining the confidentiality of the information that you submit to the Company. It is a good practice to sign off your account and close your browser window when you have finished your visit to our online system.

### **Your Rights with Respect to Your Personal Information**

You can access, update, or correct your profile information by visiting the online system. Log in to your "Candidate Homepage." From this page under My Account, you may update your contact information. In Edit Account Settings, you may change your email address. You may also make a request to delete your information by sending an email to [HRConnect@kla.com](mailto:HRConnect@kla.com). If you have any questions about this privacy policy, please contact [HRConnect@kla.com](mailto:HRConnect@kla.com).

Candidates for Positions in Europe. You have certain rights with respect to your personal information, subject to conditions set forth in applicable laws, including the right to:

- access and receive a copy of your personal information;
- require that the Company rectify inadequate, incomplete or incorrect personal information



about you;

- object to the processing of your personal information, on grounds relating to your particular situation, when the processing is based on the Company’s legitimate interests. If you do object in these circumstances, the Company will stop processing your personal information unless there is an overriding, compelling reason to continue the processing or the processing is necessary to establish, pursue or defend legal claims;
- request that the Company erase your personal information;
- request that the Company restrict the processing of your personal information so that it is stored but not otherwise processed; and
- obtain from the Company, or to ask the Company to send to a third party, a copy of your personal information in electronic form that you provided to the Company with your consent or to undertake pre-contractual measures.

Lodging a complaint: You have the right to lodge a complaint concerning the Company’s processing of your personal information with the supervisory authority where you live or work or where the alleged violation occurred.

Withdrawing your consent:

You can contact the Company at HRConnect@kla.com if you would like to withdraw your consent to the Company’s use of your information to consider you for future positions, disclosure, transfer, or other processing of your personal information as described in this Privacy Policy. Any withdrawal will not affect the lawfulness of processing based on consent before its withdrawal.

### **Additional information for California residents**

This section describes our collection and use of personal information about job candidates who are California residents, and is intended to satisfy our applicable notice requirements under the California Consumer Privacy Act of 2018 (“CCPA”). While the purposes for which we use personal information vary depending on the circumstances, generally, we collect, use and disclose the below categories of personal information as described above in this privacy policy.

***What is personal information?*** In this section, “personal information” is any information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual or household.

***What isn’t covered by this section?*** This section does not address or apply to our collection of personal information, such as consumer credit reports and background checks, publicly available data lawfully made available from state or federal government records, or other information that is exempt under the CCPA. This section also does not apply to the personal information we collect from employees or contractors.

**Categories of personal information collected.** Generally, we collect the following categories of personal information about you:



- **Name, contact information and other identifiers:** identifiers such as a real name, alias, postal address, phone number, unique personal identifier, online identifier, Internet Protocol address, email address, or other similar identifiers;
- **Characteristics of protected classifications:** such as race, sex, gender or gender identity, national origin, disability, military/veteran status, and other characteristics of protected classifications under California or federal law;
- **Internet or other electronic network activity information:** including browsing history and information regarding your interaction with an internet website or application;
- **Geolocation data:** precise geographic location information about a particular individual or device.;
- **Education information:** information about education history or background; and.
- **Employment history:** professional or employment-related information.

### **Changes to This Policy**

The Company may change this Privacy Policy from time to time in its sole discretion. If the Company makes a material change to this Privacy Policy, the Company will inform you by posting a notice on this Site. Those changes will go into effect on the effective date posted in the revised notice. The new policy will apply to all current and past users of the online system and to all information collected before the date of the change, unless your consent is first required. The new policy will replace any prior policies that are inconsistent. Please check periodically for changes to this Privacy Policy, and especially before you provide any personal information to the Company. If the Company will materially change how it uses, discloses or otherwise processes your personal information, the Company will contact you before doing so and obtain your consent before using, disclosing or otherwise processing your personal information other than as described in this Privacy Policy.

### **Contact us or our data protection officers**

Please direct any questions, request for removal of personal information, and comments or complaints you may have about this privacy policy to [HRConnect@kla.com](mailto:HRConnect@kla.com).

[You can also contact our Data Protection Officer \(“DPO”\) or, in India, our grievance officer \(where available\):](#)

Company Name	Office Address	DPO Contact
<b>Germany:</b> KLA-Tencor GmbH	Moritzburger Weg 67 D-01109 Dresden, Germany	Janz Consulting Datenschutz Email: <a href="mailto:jc@jcdatenschutz.de">jc@jcdatenschutz.de</a>
<b>Germany:</b> KLA-Tencor MIE GmbH KLA-Tencor MIE Holdings GmbH & Co., Ltd	Kubacher Weg 4 D-35781 Weilburg Germany	TÜV Informationstechnik GmbH TÜV NORD GROUP Email: <a href="mailto:privacyguard@tuvit.de">privacyguard@tuvit.de</a>
<b>Germany:</b> Qoniac GmbH	Dr.-Külz-Ring15, 01067 Dresden, Germany	Janz Consulting Datenschutz Email: <a href="mailto:jc@jcdatenschutz.de">jc@jcdatenschutz.de</a>
<b>Germany:</b> Laser Imaging Systems GmbH	Friedrich-Hund-Str 3, D-07745 Jena, Germany	TÜV Informationstechnik GmbH TÜV NORD GROUP Email: <a href="mailto:privacyguard@tuvit.de">privacyguard@tuvit.de</a>
<b>Germany:</b> Orbotech Deutschland GmbH Orbotech Holding GmbH	Konigstr. 10c 70173 Stuttgart, Germany	TÜV Informationstechnik GmbH TÜV NORD GROUP Email: <a href="mailto:privacyguard@tuvit.de">privacyguard@tuvit.de</a>
<b>Germany:</b> SPTS Technologies GmbH	Proviandhofstr 1, Dresden D-01099 Germany	TÜV Informationstechnik GmbH TÜV NORD GROUP Email: <a href="mailto:S.Fischer@tuvit.de">S.Fischer@tuvit.de</a>

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Company Name	Office Address	DPO Contact
<b>India:</b> KLA-Tencor Software India Private Limited	Prince Infocity Towers 286/1 & 286/2 Old Mahabalipuram Road Kandanchavadi Chennai - 600 096	Grievance Officer Enfil Jeyaraj <a href="mailto:Enfil.jeyaraj@kla.com">Enfil.jeyaraj@kla.com</a>
<b>Singapore:</b> KLA-Tencor (Singapore) Pte., Ltd	Serangoon North No. 4, Serangoon North Ave 5 Singapore 554532	Data Privacy Officer Jason Yin Jason.yin@kla.com
<b>Singapore:</b> Orbotech Singapore Corporate Pte. Ltd.	20 Science Park Rd., #03-25, TeleTech Park, Singapore Science Park 2, 1176774 Singapore	
<b>Singapore:</b> SPTS Technologies PTE Ltd.	10 Ang mo Kio St 65 #05-11 Techpoint 569059 Singapore	
<b>South Korea:</b> KLA-Tencor Korea, Inc.	14th & 15th floor, #01-09 830, Dongtansunhwan-daero Hwaseong-city, Gyeonggi-do South Korea 18454	Chief Privacy Officer, Korea Yunie Chang Yunie.chang@kla.com
<b>South Korea:</b> Qoniac Korea Ltd	#1004 of the Geumgang IT Tower 557 Dongtangiheung-ro, Hwaseong-si, Gyeonggi-do Republic of Korea	
<b>South Korea:</b> Orbotech Pacific Limited (Korea Branch) Orbotech Korea Ltd.	2/F., Sunnam CCI Building, 164, Yanghyeon-ro, Bundang-Gu, Seongnam-City, Kyunggi-Do, Korea 13567	
<b>South Korea:</b> SPTS Technologies PTE., Ltd. (Branch)	Pangyo Inno-Valley, B-Dong, 804 253 Pangyo-ro, Bundang-gu Seongnam-si, Gyeonggi-do 463-400, 13486 South Korea	

Effective Date: April 5, 2021



## KLA Corporation Global Career Site Privacy Policy KLA Corporation 全球求职网站隐私政策

<p>Welcome to the KLA Corporation Global Career Site (the “Site”). KLA Corporation and its subsidiaries are passionate about creating solutions that drive progress and transform industries. Recruiting the right talent is crucial to our goal of making technology advancements.</p> <p>We want to help you understand our practices surrounding the collection, use and disclosure of your personal information (also "information") that is gathered during the recruitment process. Please select one of the links below for available translations:</p> <ul style="list-style-type: none"><li>• Chinese (Simplified)</li><li>• Hebrew</li><li>• Japanese</li><li>• Korean</li></ul> <p>If you require this privacy policy in a different language, please contact us at <a href="mailto:HRConnect@kla.com">HRConnect@kla.com</a>.</p> <p>This privacy policy addresses the following topics:</p> <ul style="list-style-type: none"><li>• <a href="#">Your Consent</a></li><li>• <a href="#">Scope of this Privacy Policy</a></li><li>• <a href="#">Collection and Use of Your Personal Information</a></li><li>• <a href="#">How the Company May Share Your Personal Information</a></li><li>• <a href="#">Retention of Your Personal Information</a></li><li>• <a href="#">International Transfer of Your Personal Information</a></li><li>• <a href="#">Security for Your Personal Information</a></li><li>• <a href="#">Your Rights with Respect to Your Personal Information</a></li><li>• <a href="#">Additional Information for California Residents</a></li><li>• <a href="#">Changes to this Policy</a></li><li>• <a href="#">Contact us or our data protection officers</a></li></ul>	<p>欢迎访问 KLA Corporation 全球求职网站（以下简称“网站”）。KLA Corporation 及其子公司致力于打造旨在推动进步和实现行业变革的解决方案。招聘合适人才对推动我们实现技术进步的目标至关重要。</p> <p>我们希望帮助您了解我们在招聘时收集、使用和披露您个人信息（简称“信息”）方面的行为准则。请选择点击下列链接，查阅相应语种页面：</p> <ul style="list-style-type: none"><li>• 中文（简体）</li><li>• 希伯来语</li><li>• 日语</li><li>• 韩语</li></ul> <p>如果您需要阅读本隐私政策的其他语言版本，请发送邮件至 <a href="mailto:HRConnect@kla.com">HRConnect@kla.com</a>。</p> <p>本隐私政策包含以下主题：</p> <ul style="list-style-type: none"><li>• <a href="#">您的同意</a></li><li>• <a href="#">本隐私政策的范围</a></li><li>• <a href="#">收集和使用您的个人信息</a></li><li>• <a href="#">公司将如何分享您的个人信息</a></li><li>• <a href="#">保留您的个人信息</a></li><li>• <a href="#">在国际范围内传输您的个人信息</a></li><li>• <a href="#">个人信息安全</a></li><li>• <a href="#">您对您个人信息享有的权利</a></li><li>• <a href="#">适用于加州居民的其他信息</a></li><li>• <a href="#">本政策的变更</a></li><li>• <a href="#">请联系我们或我们的数据保护官</a></li></ul>
<p><b>Your Consent</b></p> <p>You consent to the collection, use, disclosure, transfer across borders to Companies and other entities described herein, and other processing of your personal information as set forth herein for the</p>	<p><b>您的同意</b></p> <p>为了考量您是否适合担任您所申请的职位，或者在您未成功获得初始职位候选资格的情况下，为了考量您是否适合担任其他职位（详见下文）以及出于本政策所载的其他目的，您同意我们收集、使用、</p>



<p>purposes of considering you for the position you applied or other positions if your initial candidacy is unsuccessful, as described below and for other purposes set forth herein. Before you consent, please read this privacy policy carefully.</p> <p>Once you consent, your consent will continue to apply unless you revoke your consent by contacting the Company at HRConnect@kla.com.</p>	<p>披露您的个人信息，同意将该等信息跨境传输至本政策所述公司及其他实体，并同意我们对该等信息进行本政策所载的其他处理。在您同意之前，请仔细阅读本隐私政策。</p> <p>一经同意，您的同意授权将持续适用，除非您通过 HRConnect@kla.com 联系本公司撤销同意。</p>
<p><b>Scope of This Policy</b></p> <p>The controller of information collected and used for recruitment purposes is the KLA company that is indicated as having posted the position (“KLA” or the “Company”). A list of KLA companies and their contact information is available <a href="#">here</a>. This Privacy Policy applies only to information collected and used for recruitment purposes through the Company’s online system and from other sources. The other sources might include information that you provide other than through the online system as well as information obtained, for example, from prior employers, educational institutions, other references, pre-employment screening providers, and other sources. This Privacy Policy does not apply to any other site or page that the Company owns or operates. Other Company sites have privacy policies specific to each site.</p>	<p><b>本政策的范围</b></p> <p>对于为招聘目的而收集和使用的信息，标明为职位发布者的 KLA 公司（“KLA”或“公司”）是上述信息的控制人。KLA 公司及其联系信息的清单可在此处查阅。本隐私政策仅适用于通过公司在线系统和其他来源收集及用于招聘的信息。其他来源可能包括您通过在线系统以外的方式提供的信息，以及从例如前雇主、教育机构、其他推荐人、就业前筛选机构等其他来源所获信息。本隐私政策不适用于公司拥有或运营的任何其他网站或页面。公司的其他网站有各自特定的隐私政策。</p>
<p><b>Collection and Use of Your Personal Information</b></p> <p><u>The Personal Information KLA Collects</u></p> <p>If you are interested in a job with the Company and you choose to create an account through the Company’s online system, you will have the opportunity to complete an online profile and to submit information to the Company. The personal information collected through the Site includes your (i) first and last name; (ii) contact information, including postal address, email address, and telephone number(s); (iii) work history; and (iv) educational history. You are responsible for providing information that is accurate, complete and up to date when you submit it through the online system. If you apply for a position, the Company may also collect personal information about you from third parties, namely work and educational history from prior employers, educational institutions and other references, and to the extent required or permitted under applicable law, <b>credit reports and criminal checks</b> from pre-</p>	<p><b>收集和使用您的个人信息</b></p> <p><u>KLA 收集的个人信息</u></p> <p>如果您对公司的职位感兴趣，并且选择在公司在线系统上创建帐户，那么您将有机会填写在线资料并将信息提交给公司。网站收集的个人信息包括您的 (i) 姓名；(ii) 联系信息，包括邮寄地址、电子邮箱和电话号码；(iii) 工作经历；(iv) 教育经历。您通过在线系统提交信息时，请务必提供准确、完整和最新信息。如果您申请某一职位，公司还可能从第三方处（即前雇主、教育机构和其他推荐人）收集您的个人信息，包括工作经历和教育经历，并在适用法律要求或允许的范围内，从就业前筛选机构获取 <b>信用报告和犯罪记录调查</b>。</p> <p>请查阅 <a href="#">Cookie 政策</a>，了解您访问网站时公司所收集的信息。</p> <p><u>敏感的个人信</u>息</p>



<p>employment screening providers.</p> <p>Please view the <a href="#">Cookie Policy</a> to understand what information the Company collects when you visit the Site.</p> <p><u>Sensitive Personal Information</u></p> <p>If you apply for a position in the United States and register your profile, you will have the opportunity to provide information about your gender, race and ethnic origin, disability, and veteran status in order for KLA to conduct equal employment opportunity monitoring and comply with federal contractor obligations.</p> <p>Whether you provide this information is entirely voluntary. If you decline to provide this information, your application(s) will not be affected in any way. If you choose to provide this information, you consent to the Company using it for equal employment opportunity monitoring and reporting purposes. This information will not be used to evaluate your application for employment.</p> <p>Except as described above, the Company will not request or otherwise collect information about your health, racial or ethnic origin, political opinions, religious or philosophical beliefs, trade-union membership, sexual orientation, your genetic information or biometric information through the online system during the application process unless applicable law, as an exception, requires doing so.</p> <p>The Company, or a third-party background check company under contract with the Company, may check <b>criminal history records for information about convictions</b>, but only to the extent required or permitted by law.</p> <p><u>Why the Company Uses Your Personal Information</u></p> <p>The Company will use the information collected about you through the recruitment process to verify eligibility for employment; evaluate your qualifications for employment, education and work history; conduct interviews, skills assessments and tests and assessing same; and for related recruiting administration, internal reporting and recordkeeping purposes, such as to check references or to conduct pre-employment screening or background checks. In addition, if you are hired, the Company will maintain the information</p>	<p>如果您申请位于美国的职位并注册个人资料，您可能需要提供有关您的性别、种族和民族血统、残障和退伍军人身份的信息，以便 KLA 监控平等就业机会执行情况并遵守联邦承包商的义务。</p> <p>是否提供此信息完全出于自愿。如果您拒绝提供此信息，您的申请也不会受任何影响。如果您选择提供此信息，则表示您同意公司将其用于监控平等就业机会执行情况及报告目的。该信息不会用于评估您的就业申请。</p> <p>除上述情况外，公司在您申请过程中不会通过在线系统要求您提供或以其他方式收集有关您的健康、种族或民族血统、政治观点、宗教或哲学信仰、工会成员身份、性取向的信息或您的基因信息或生物识别信息，但适用法律要求进行收集的情况除外。</p> <p>公司或与公司签订合同的第三方背景调查公司可能会调查<b>犯罪历史记录，以获取定罪信息</b>，但仅限于法律要求或允许的范围。</p> <p><u>公司为何使用您的个人信息</u></p> <p>公司会将在招聘时收集到的关于您的信息用于核实就业资格；评估您的就业资质、教育经历和工作经历；进行面试、技能评估和测试并作出评估；以及用于相关的招聘管理、内部报告和记录保存目的，如核实工作经历或开展职前筛选或背景调查。此外，如果您被录用，公司会保留招聘时收集到的关于您的信息，用于促进雇佣关系，详见相关员工隐私声明。公司不会将您的个人信息用于自动决策。</p> <p>如果您未被录用担任最初申请的职位，公司可能会在征得您同意的情况下（如需），使用您的个人信息评估您是否适合未来的职位空缺。基于该评估，公司可能会联系您，了解您是否有兴趣申请新的职位空缺。</p> <p>参与评估您的申请以及参与管理您与公司雇佣关系的员工（若您被录用），会基于“按需知密”原则接触到您的个人信息。</p> <p><u>申请欧洲境外职位的求职者。</u></p> <p>如果根据适用的数据保护法的要求，收集、使用和以其他方式处理您的个人信息必须有合法依据，则公司征得您同意后才能采取上述行动。公司必须处理您的个人信息才能决定是否与您签订雇佣协议。如果您不提供要求的信息，公司可能无法考虑聘用您。此外，处理您的个人信息也是为了保障公司在招募和雇用合适人员方面的合法权益。</p>
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collected about you in the recruitment process for purposes of facilitating the employment relationship, as described in the relevant privacy notice for employees. The Company will not use your personal information to engage in automated decision-making.

If you are not hired for the position for which you initially apply, the Company may - with your consent, if consent is required - use the personal information to evaluate your suitability for future job openings. Based on that evaluation, the Company may contact you to find out whether you are interested in applying for new job openings.

The Company's employees involved in the evaluation of your application and, if you are hired, in the administration of your employment relationship with the Company will have access to your personal information on a need-to-know basis.

Candidates for Positions outside Europe.

Where applicable data protection law requires a lawful basis for collecting, using and otherwise processing your personal information, the Company relies on your consent to do so. The processing of your personal information is necessary for the Company to determine whether to enter into an employment agreement with you. If you do not provide requested information, the Company may not be able to consider you for employment. In addition, the processing of your personal information is necessary for the Company to pursue its legitimate interests in recruiting and hiring suitable personnel.

Candidates for Positions in Europe

We process your personal information for the purposes described above on the following legal bases:

- the processing is necessary for compliance with a legal obligation to which the Company is subject (verifying eligibility for employment, and conducting pre-employment screening or background checks where required by EEA or UK law); or
- the processing is necessary in order to take steps at your request prior to potentially entering into an employment contract with you (evaluating your qualifications for employment, education and work history, and related recruiting administration); or

申请欧洲境内职位的求职者

基于上述目的，我们会按下列法律依据处理您的个人信息：

- 为履行公司所承担的法律义务而必须进行的处理（核实就业资格、基于欧洲经济区或英国法律的要求进行职前筛选或背景调查）；或
- 为了在可能与您签订雇佣合同之前，基于您的要求而必须进行的处理（评估您的就业资质、教育经历和工作经历以及相关的招聘管理）；或
- 公司为追求合法利益而进行的必要处理，旨在确保公司合理评估求职者，从而雇用合格和适合该职位的人员（进行面试、技能评估和测试并作出评估；准备、共享内部报告和记录），除非根据您的具体情况，为了您的利益或基本权利和自由必须保护您的个人信息，遇此情况您的利益、权利和自由将凌驾于公司的利益之上。

根据适用法律，您需要提供您的就业资格相关信息。如果您不提供此类信息，公司将无法与您签订雇佣合同，因此也不会考虑聘用您。如果您不提供其他要求的信息，公司将无法评估您的资质及是否适合该职位，也可能无法评估您的申请或为您提供职位。

<ul style="list-style-type: none"> <li>the processing is necessary for the legitimate interests pursued by the Company in ensuring that it properly evaluates candidates so that it hires persons who are qualified and appropriate for the position (conducting interviews, skills assessments and tests and assessing same; preparing and sharing internal reporting and recordkeeping), except if in light of circumstances particular to you, the Company's interests are overridden by your interests or fundamental rights and freedoms that require protection of your personal data.</li> </ul> <p>You are required to provide information about your employment eligibility under applicable law. If you do not provide such information, the Company will not be able to enter into an employment contract with you and therefore will not consider you for employment. If you do not provide other requested information, the Company will not be able to assess your qualifications and suitability for the position and may not be able to assess your application or offer you a position.</p>	
<p><b>How the Company May Share Your Personal Information</b></p> <p>The Company will not sell, lease, or license your personal information to any third party. There are limited circumstances in which the Company may share the information that you submit online with third parties (and you hereby consent to transfer and share of such information to such third parties), most notably:</p> <ul style="list-style-type: none"> <li>with third party service providers. The Company may, for example, retain a service provider to host all or portions of this Site, to help maintain and manage the Company's databases, to assist in the recruiting process, or to conduct pre-employment screening. Service providers will be permitted to use your personal information only for the purpose(s) for which it was disclosed to them and in accordance with the Company's instructions. Service providers generally will be located in the United States or in the country where you are applying for a position;</li> </ul>	<p><b>公司将如何分享您的个人信息</b></p> <p>本公司不会出售、出租或将您的个人信息许可给任何第三方。在有限的情况下，公司可能会与第三方共享您在线提交的信息（且基于您在此同意将此类信息传输和共享给第三方），主要包括：</p> <ul style="list-style-type: none"> <li>与第三方服务提供商共享。例如，公司可能会聘请服务提供商来托管本网站的全部或部分内容，以维护和管理公司的数据库、协助招聘或开展职前筛选。服务提供商仅可将您的个人信息用于向其披露信息所需实现的目的，并按照公司指示使用信息。通常，服务提供商会位于美国或您申请职位所在的国家/地区；</li> <li>与关联公司共享，例如祖母公司、母公司和/或子公司，用于招聘、记录和/或报告目的；</li> <li>法律要求的情况，例如回应传票、法庭判令、法律程序、民事诉讼中的证据开示要求或政府或监管机构的合法要求；</li> <li>如果公司认为您的行为违反了适用法</li> </ul>

<ul style="list-style-type: none"> <li>• with affiliated companies, such as grandparent, parent and/or subsidiary corporations, for their recruitment, recordkeeping and/or reporting purposes;</li> <li>• when required by law, such as when responding to subpoenas, court orders, legal process, a discovery request in civil litigation, or a legitimate request by government or regulatory authorities;</li> <li>• if the Company believes that your actions violate applicable law, or threaten the rights, property, or safety of our Company or others;</li> <li>• if the Company sells some or all of its business, the Company may disclose all of the information that it has collected about you to a purchaser or, in due diligence, to a potential purchaser, but subject to a confidentiality agreement.</li> </ul> <p>The Company will make such disclosures in compliance with applicable data protection laws.</p>	<p>律，或威胁到公司或他人的权利、财产或安全；</p> <ul style="list-style-type: none"> <li>• 如果公司出售其部分或全部业务，公司可能会向买方或在尽职调查过程中向潜在买方披露已收集的关于您的所有信息，但须遵守保密协议。</li> </ul> <p>公司会按照适用的数据保护法律进行此类披露。</p>
<p><b>Retention of Your Personal Information</b></p> <p>If the Company hires you, the information that you submitted through the online system and the information that is collected during the application process may become part of your personnel file and may be used to administer the employment relationship and for related reporting and recordkeeping purposes, as described in the Company’s employee privacy policy. If you wish to withdraw your application , you can do so at any time by contacting the Company at HRConnect@kla.com.</p> <p>The Company will retain information of candidates who are not hired for the maximum retention period permitted under applicable law, in particular until there is no longer a legitimate business purpose for retention (in particular to consider you for positions in addition to the position(s) for which you initially applied). For candidates for positions in Europe, Japan and South Korea, information will be purged after one year unless you consent that the Company can keep your information for other positions.</p>	<p><b>保留您的个人信息</b></p> <p>如果公司聘用您，则您通过在线系统提交的信息以及在申请时收集的信息可能会成为您人事档案的一部分，并可能用于管理雇佣关系以及相关的报告和记录保存目的，如公司员工隐私政策所述。如果您想撤回申请，欢迎随时通过 HRConnect@kla.com 联系公司。</p> <p>本公司会在适用法律允许的最长保留期内保留未被录用的求职者的信息，特别是在仍存在合法的商业目的（尤指考量您是否适合担任最初申请的职位之外的其他职位）期间保留上述信息。申请欧洲、日本和韩国职位的求职者信息将在一年后清除，除非您同意公司可以为其他职位保留您的信息。</p>
<p><b>International Transfer of Your Personal Information</b></p>	<p><b>在国际范围内传输您的个人信息</b></p>



<p>The personal information that the Company collects about you in the recruitment process will be transferred to, and stored on, servers provided by Workday, our recruitment service provider, whose servers are located in the U.S. In addition, authorized employees of the Company and/or affiliated companies at locations outside the United States may have access to your personal information as part of the recruitment process. These countries may have data protection laws less stringent than the laws of your country. We protect your personal information using a combination of protections, including relying on laws and data transfer agreements.</p> <p>Under the laws of the EU, Japan and Israel, transfers between EU member states and Japan and transfers between EU member states and Israel are subject to adequate protection. Transfers to the United States or other countries where the Company entities are located are not subject to such protection but are protected by standard contractual clauses approved by the European Commission. You may obtain a copy of those clauses by contacting us at <a href="mailto:HRConnect@kla.com">HRConnect@kla.com</a>.</p>	<p>公司在招聘时收集的关于您的个人信息会传输并存储至公司的招聘服务提供商 Workday 所提供的服务器上，该服务器位于美国。此外，公司和/或美国境外的关联公司的授权人员可能会在招聘过程中访问您的个人信息。这些国家/地区的数据保护法可能不如您所在国家/地区的法律严格。我们采用多种保护措施来保护您的个人信息，包括依靠法律和数据传输协议。</p> <p>根据欧盟、日本和以色列的法律，欧盟成员国与日本之间的传输以及欧盟成员国与以色列之间的传输均充分受保护。向美国或公司实体所在的其他国家/地区传输则不受此类保护，但受欧盟委员会批准的标准合同条款保护。您可以通过 <a href="mailto:HRConnect@kla.com">HRConnect@kla.com</a> 联系我们，以获取上述条款副本。</p>
<p><b>Security for Your Personal Information</b></p> <p>KLA wants you to feel confident about providing your personal information through the online system. Your submissions of information to Workday's secure server are protected by Hypertext Transfer Protocol Secure ("HTTPS") and Transport Layer Security ("TLS") technologies, utilized by many popular browsers to help safeguard transmissions. These technologies allow the use of encryption tools to protect information transmitted between your computer and Workday's server. After Workday has received your information, access to it is limited to employees with a need to know.</p> <p>While KLA strives to protect your personal information, the Company cannot guarantee the security of any information that you submit through the online system, and you do so at your own risk. The Company urges you to keep your username, password and any other log-in credentials in a safe place as you share responsibility for maintaining the confidentiality of the information that you submit to the Company. It is a good practice to sign off your account and close your browser window when you have finished your visit to our online system.</p>	<p><b>个人信息安全</b></p> <p>KLA 希望您可放心通过在线系统提供个人信息。您向 Workday 安全服务器提交信息的过程受超文本传输协议安全（“HTTPS”）和传输层安全（“TLS”）技术的保护。许多主流浏览器均使用这类技术帮助保护传输。这些技术允许使用加密工具来保护计算机与 Workday 服务器之间传输的信息。Workday 收到您的信息后，只有必须知道该信息的员工才能进行访问。</p> <p>尽管 KLA 努力保护您的个人信息，但公司无法保证您通过在线系统提交的任何信息的安全性，您需自行承担风险。公司敦促您妥善保管用户名、密码和任何其他登录凭证，因为您也有责任对提交给公司的信息进行保密。完成公司在线系统的浏览后，最好退出您的帐户并关闭浏览器窗口。</p>



### Your Rights with Respect to Your Personal Information

You can access, update, or correct your profile information by visiting the online system. Log in to your "Candidate Homepage." From this page under My Account, you may update your contact information. In Edit Account Settings, you may change your email address. You may also make a request to delete your information by sending an email to HRConnect@kla.com. If you have any questions about this privacy policy, please contact HRConnect@kla.com.

Candidates for Positions in Europe. You have certain rights with respect to your personal information, subject to conditions set forth in applicable laws, including the right to:

- access and receive a copy of your personal information;
- require that the Company rectify inadequate, incomplete or incorrect personal information about you;
- object to the processing of your personal information, on grounds relating to your particular situation, when the processing is based on the Company's legitimate interests. If you do object in these circumstances, the Company will stop processing your personal information unless there is an overriding, compelling reason to continue the processing or the processing is necessary to establish, pursue or defend legal claims;
- request that the Company erase your personal information;
- request that the Company restrict the processing of your personal information so that it is stored but not otherwise processed; and
- obtain from the Company, or to ask the Company to send to a third party, a copy of your personal information in electronic form that you provided to the Company with your consent or to undertake pre-contractual measures.

### 您对您个人信息享有的权利

您可以通过访问在线系统，来访问、更新或更正您的个人资料信息。请登录“求职者主页”。在“我的帐户”页面中，您可以更新您的联系信息。在“修改帐户设置”页面中，您可以更改您的电子邮件地址。您也可以发送电子邮件至 HRConnect@kla.com，要求删除您的信息。如果您对隐私政策有任何疑问，请联系 HRConnect@kla.com。

申请欧洲境内职位的求职者。在符合适用法律所规定条件的前提下，您对您个人信息享有特定权利，包括：

- 访问并接收您的个人信息副本；
- 要求公司修正您个人信息中不充分、不完整或不正确的部分；
- 在基于公司的合法利益进行信息处理的情况下，您可以根据与您特定情况有关的理由，反对处理您的个人信息。如果您在上述情况下提出反对，公司将停止处理您的个人信息，除非有优先、迫切的理由继续处理，或者为建立、追究或捍卫法律主张而必须进行处理；
- 要求公司删除您的个人信息；
- 要求公司限制处理您的个人信息，只进行存储但不作其他处理；和
- 对于经您同意提供给公司的个人信息或为采取缔约前措施而提供的个人信息，向公司索取或要求公司向第三方提供该等信息的电子版。

提出投诉：您有权就公司对您个人信息的处理向您居住或工作地或涉嫌侵权发生地的监管机构投诉。

#### 撤回您的同意：

对于公司使用您的信息以考虑让您担任未来职位，或按照本隐私政策所述对您的个人信息进行披露、传输或进行其他处理的情况，如果您希望撤销您对信息使用的授权同意，您可以通过 HRConnect@kla.com 联系公司。任何撤回均不影响撤回前基于同意进行处理的合法性。

<p><b>Lodging a complaint:</b> You have the right to lodge a complaint concerning the Company’s processing of your personal information with the supervisory authority where you live or work or where the alleged violation occurred.</p> <p><b>Withdrawing your consent:</b> You can contact the Company at HRConnect@kla.com if you would like to withdraw your consent to the Company’s use of your information to consider you for future positions, disclosure, transfer, or other processing of your personal information as described in this Privacy Policy. Any withdrawal will not affect the lawfulness of processing based on consent before its withdrawal.</p>	
<p><b>Additional information for California residents</b></p> <p>This section describes our collection and use of personal information about job candidates who are California residents, and is intended to satisfy our applicable notice requirements under the California Consumer Privacy Act of 2018 (“CCPA”). While the purposes for which we use personal information vary depending on the circumstances, generally, we collect, use and disclose the below categories of personal information as described above in this privacy policy.</p> <p><b>What is personal information?</b> In this section, “personal information” is any information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual or household.</p> <p><b>What isn’t covered by this section?</b> This section does not address or apply to our collection of personal information, such as consumer credit reports and background checks, publicly available data lawfully made available from state or federal government records, or other information that is exempt under the CCPA. This section also does not apply to the personal information we collect from employees or contractors.</p> <p><b>Categories of personal information collected.</b> Generally, we collect the following categories of personal information about you:</p> <ul style="list-style-type: none"> <li>• <b>Name, contact information and other identifiers:</b> identifiers such as a real name, alias, postal address, phone number, unique</li> </ul>	<p><b>适用于加州居民的其他信息</b></p> <p>本节介绍了公司收集和使用有关加利福尼亚求职者个人信息的情况，旨在遵守《2018年加利福尼亚州消费者隐私法案》（“CCPA”）项下适用于公司的通知要求。尽管我们使用个人信息的目的视情况而定有所不同，但通常，我们会按照本隐私政策中的上述规定收集、使用和披露以下几类个人信息。</p> <p><b>什么是个人信息？</b> 在本节中，“个人信息”指可以识别、关联、描述、合理关联特定个人或家庭的任何信息，或可合理地直接或间接连接到特定个人或家庭的任何信息。</p> <p><b>本节适用范围不涵盖什么？</b> 本节不涉及或不适用于我们收集的如消费者信用报告和背景调查、州或联邦政府记录中合法提供的公开数据，或其他根据CCPA豁免的信息中的个人信息。本节也不适用于公司从员工或承包商处收集的个人信息。</p> <p><b>收集的个人信息类别。</b> 通常，我们收集以下几类关于您的个人信息：</p> <ul style="list-style-type: none"> <li>• <b>姓名、联系方式和其他标识符：</b> 如真实姓名、别名、邮寄地址、电话号码、独特的个人标识符、在线标识符、互联网协议地址、电子邮件地址或其他类似标识符；</li> <li>• <b>受保护类别的特征：</b> 如种族、性取向、性别或性别认同、国籍、残障、军事/退伍军人身份以及加利福尼亚州或联邦法律规定的其他受保护类别特征；</li> <li>• <b>互联网或其他电子网络活动信息：</b> 包括浏</li> </ul>

<p>personal identifier, online identifier, Internet Protocol address, email address, or other similar identifiers;</p> <ul style="list-style-type: none"> <li>• <b>Characteristics of protected classifications:</b> such as race, sex, gender or gender identity, national origin, disability, military/veteran status, and other characteristics of protected classifications under California or federal law;</li> <li>• <b>Internet or other electronic network activity information:</b> including browsing history and information regarding your interaction with an internet website or application;</li> <li>• <b>Geolocation data:</b> precise geographic location information about a particular individual or device.;</li> <li>• <b>Education information:</b> information about education history or background; and.</li> <li>• <b>Employment history:</b> professional or employment-related information.</li> </ul>	<p>览历史记录和您与互联网网站或应用程序的交互信息；</p> <ul style="list-style-type: none"> <li>• <b>地理位置数据:</b> 特定个人或设备的精确地理位置信息；</li> <li>• <b>教育信息:</b> 关于教育经历或背景的信息；和</li> </ul> <p><b>工作经历:</b> 专业或与就业相关的信息。</p>
<p><b>Changes to This Policy</b></p> <p>The Company may change this Privacy Policy from time to time in its sole discretion. If the Company makes a material change to this Privacy Policy, the Company will inform you by posting a notice on this Site. Those changes will go into effect on the effective date posted in the revised notice. The new policy will apply to all current and past users of the online system and to all information collected before the date of the change, unless your consent is first required. The new policy will replace any prior policies that are inconsistent. Please check periodically for changes to this Privacy Policy, and especially before you provide any personal information to the Company. If the Company will materially change how it uses, discloses or otherwise processes your personal information, the Company will contact you before doing so and obtain your consent before using, disclosing or otherwise processing your personal information other than as described in this Privacy Policy.</p>	<p><b>本政策的变更</b></p> <p>公司可自行决定不时更改本隐私政策。如果公司对本隐私政策作出重大变更，公司会在本网站发布通知来告知您。这些变更将在修订通知公布的生效日期开始生效。新政策会适用于在线系统的所有当前和过去用户以及变更日期之前收集的所有信息，除非需事先征得您的同意。新政策将取代之前不一致的任何政策。请定期查阅本隐私政策的变更，尤其是您向公司提供任何个人信息之前。如果公司对如何使用、披露或以其他方式处理您的个人信息进行重大变更，公司会在进行变更之前与您联系，在获取您的同意之后方可按照本隐私政策规定之外的方式使用、披露或以其他方式处理您的个人信息。</p>
<p><b>Contact us or our data protection officers</b></p> <p>Please direct any questions, request for removal of personal information, and comments or complaints</p>	<p><b>联系我们或我们的数据保护官</b></p> <p>如果您对本隐私政策有任何疑问、要求删除个人信息以及有任何意见或投诉，请直接发送电子邮件至</p>



you may have about this privacy policy to HRConnect@kla.com.

You can also contact our Data Protection Officer (“DPO”) or, in India, our grievance officer (where available): [please see above](#)

HRConnect@kla.com。

您也可以联系我们的数据保护官（“DPO”），或者如在印度，可以联系我们的申诉官（如有）：[请见上文](#)



**KLA Corporation Global Career Site Privacy Policy**  
**אתר קריירה גלובלית - מדיניות הפרטיות - KLA Corporation**

<p>Welcome to the KLA Corporation Global Career Site (the "Site"). KLA Corporation and its subsidiaries are passionate about creating solutions that drive progress and transform industries. Recruiting the right talent is crucial to our goal of making technology advancements.</p> <p>We want to help you understand our practices surrounding the collection, use and disclosure of your personal information (also "information") that is gathered during the recruitment process. Please select one of the links below for available translations:</p> <ul style="list-style-type: none"> <li>• Chinese (Simplified)</li> <li>• Hebrew</li> <li>• Japanese</li> <li>• Korean</li> </ul> <p>If you require this privacy policy in a different language, please contact us at <a href="mailto:HRConnect@kla.com">HRConnect@kla.com</a>.</p> <p>This privacy policy addresses the following topics:</p> <ul style="list-style-type: none"> <li>• <a href="#">Your Consent</a></li> <li>• <a href="#">Scope of this Privacy Policy</a></li> <li>• <a href="#">Collection and Use of Your Personal Information</a></li> <li>• <a href="#">How the Company May Share Your Personal Information</a></li> <li>• <a href="#">Retention of Your Personal Information</a></li> <li>• <a href="#">International Transfer of Your Personal Information</a></li> <li>• <a href="#">Security for Your Personal Information</a></li> <li>• <a href="#">Your Rights with Respect to Your Personal Information</a></li> <li>• <a href="#">Additional Information for California Residents</a></li> <li>• <a href="#">Changes to this Policy</a></li> <li>• <a href="#">Contact us or our data protection officers</a></li> </ul>	<p>KLA Corporation הבאים לאתר הקריירה הגלובלי של KLA Corporation ("האתר"). KLA Corporation וחברות הבנות שלה נלהבות ליצור פתרונות המניעים קידמה ומשנים תעשיות. גיוס הכישרון הנכון הינו חיוני למטרתנו ליצירת התקדמות טכנולוגית.</p> <p>ברצוננו לסייע לכם להבין את הפרקטיקות שלנו לעניין האיסוף, השימוש והגילוי של המידע האישי שלכם (גם "מידע") שנצבר במהלך תהליך הגיוס. אנא בחרו באחד מהקישורים להלן לתרגום זמין:</p> <ul style="list-style-type: none"> <li>• סינית (Simplified)</li> <li>• עברית</li> <li>• יפנית</li> <li>• קוריאנית</li> </ul> <p>אם דרושה לך מדיניות פרטיות זו בשפה אחרת, אנא צור עימנו קשר ב- <a href="mailto:HRConnect@kla.com">HRConnect@kla.com</a>.</p> <p>מדיניות פרטיות זו עוסקת בנושאים הבאים:</p> <ul style="list-style-type: none"> <li>• <a href="#">הסכמתכם</a></li> <li>• <a href="#">היקף מדיניות פרטיות זו</a></li> <li>• <a href="#">איסוף ושימוש במידע האישי שלכם</a></li> <li>• <a href="#">כיצד החברה עשויה לשתף את המידע האישי שלכם</a></li> <li>• <a href="#">שמירת המידע האישי שלכם</a></li> <li>• <a href="#">העברה לחו"ל של המידע האישי שלכם</a></li> <li>• <a href="#">אבטחת המידע האישי שלכם</a></li> <li>• <a href="#">זכויותיכם ביחס למידע האישי שלכם</a></li> <li>• <a href="#">מידע נוסף עבור תושבי קליפורניה</a></li> <li>• <a href="#">שינויים למדיניות זו</a></li> <li>• <a href="#">צרו קשר עימנו או עם מממוני אבטחת המידע שלנו (DPO)</a></li> </ul>
<p><b>Your Consent</b></p> <p>You consent to the collection, use, disclosure, transfer across borders to Companies and other entities described herein, and other processing of your personal information as set forth herein for the</p>	<p><b>הסכמתכם</b></p> <p>הסכמתכם לאיסוף, שימוש, גילוי, העברה אל מחוץ לגבולות המדינה לחברות וגופים אחרים המתוארים להלן, ועיבוד אחר של המידע האישי שלכם כמפורט להלן, לצורך בחינתכם מועמדותכם לתפקיד אליו הגשתם בקשה או עבור משרות אחרות אם המועמדות</p>

<p>purposes of considering you for the position you applied or other positions if your initial candidacy is unsuccessful, as described below and for other purposes set forth herein. Before you consent, please read this privacy policy carefully.</p> <p>Once you consent, your consent will continue to apply unless you revoke your consent by contacting the Company at <a href="mailto:HRConnect@kla.com">HRConnect@kla.com</a>.</p>	<p>הראשונית לא צלחה, כמפורט להלן, וכן לצורך מטרות אחרות המתוארות כאן. לפני מתן הסכמתכם, אנא קראו מדיניות פרטיות זו בעיון.</p> <p>ככל שהסכמתך ניתנה, הסכמתך תמשיך להיות תקפה אלא אם כן תבטל / י את הסכמתך על ידי יצירת קשר עם החברה ב- <a href="mailto:HRConnect@kla.com">HRConnect@kla.com</a></p>
<p><b>Scope of This Policy</b></p> <p>The controller of information collected and used for recruitment purposes is the KLA company that is indicated as having posted the position ("KLA" or the "Company"). A list of KLA companies and their contact information is available <a href="#">here</a>. This Privacy Policy applies only to information collected and used for recruitment purposes through the Company's online system and from other sources. The other sources might include information that you provide other than through the online system as well as information obtained, for example, from prior employers, educational institutions, other references, pre-employment screening providers, and other sources. This Privacy Policy does not apply to any other site or page that the Company owns or operates. Other Company sites have privacy policies specific to each site.</p>	<p><b>היקף מדיניות זו</b></p> <p>בעל המידע שנאסף ונעשה בו שימוש למטרות גיוס, הוא חברת KLA שפרסמה את התפקיד ("KLA" או "החברה"). רשימת חברות KLA ופרטי הקשר שלהן זמינים כאן. מדיניות פרטיות זו חלה רק על מידע שנאסף ונעשה בו שימוש למטרות גיוס באמצעות המערכת המקוונת של החברה ומקורות אחרים. מקורות המידע האחרים עשויים לכלול מידע שסיפקתם שלא באמצעות המערכת המקוונת, כמו גם מידע שהושג, למשל, ממעסיקים קודמים, מוסדות חינוך, הפניות אחרות, מכוני מיון והשמה, ומקורות אחרים. מדיניות פרטיות זו אינה חלה על אתר או דף אחר כלשהו בבעלות החברה או שאותם היא מפעילה. לאתרי החברה האחרים קיימת מדיניות פרטיות שהינה ספציפית לאותו אתר.</p>
<p><b>Collection and Use of Your Personal Information</b></p> <p><u>The Personal Information KLA Collects</u></p> <p>If you are interested in a job with the Company and you choose to create an account through the Company's online system, you will have the opportunity to complete an online profile and to submit information to the Company. The personal information collected through the Site includes your (i) first and last name; (ii) contact information, including postal address, email address, and telephone number(s); (iii) work history; and (iv) educational history. You are responsible for providing information that is accurate, complete and up to date when you submit it through the online system. If you apply for a position, the Company may also collect personal information about you from third parties, namely work and educational history from prior employers, educational institutions and other references, and to the extent required or permitted under applicable law, credit reports and criminal checks from pre-</p>	<p><b>איסוף ושימוש במידע האישי שלכם</b></p> <p><u>המידע האישי אותו אוספת KLA</u></p> <p>אם אתם מעוניינים בתפקיד בחברה והנכם בוחרים ליצור חשבון באמצעות המערכת המקוונת של החברה, תהיה לכם האפשרות ליצור פרופיל מקוון ולמסור מידע לחברה. המידע האישי הנאסף באמצעות האתר כולל את הקטגוריות הבאות (1) שם פרטי ושם משפחה; (2) פרטי התקשרות, כולל כתובת דואר, כתובת דוא"ל, ומספר/י טלפון; (3) היסטוריה תעסוקתית; ו-(4) היסטוריית השכלה. כשאתם מגישים מידע באמצעות המערכת המקוונת, באחריותכם לספק מידע שהינו מדויק, מלא ומעודכן. אם אתם מגישים בקשה למשרה, החברה עשויה גם לאסוף מידע אישי עליכם מצדדים שלישיים, כגון היסטוריה תעסוקתית והשכלתית ממעסיקים קודמים, מוסדות חינוך והפניות אחרות, וכן ככל שהדבר נדרש או מותר על-פי הדין החל, נתוני אשראי ורקע פלילי מספקי שירותי מיון טרום-תעסוקתי.</p>

<p>employment screening providers.</p> <p>Please view the <a href="#">Cookie Policy</a> to understand what information the Company collects when you visit the Site.</p> <p><u>Sensitive Personal Information</u></p> <p>If you apply for a position in the United States and register your profile, you will have the opportunity to provide information about your gender, race and ethnic origin, disability, and veteran status in order for KLA to conduct equal employment opportunity monitoring and comply with federal contractor obligations.</p> <p>Whether you provide this information is entirely voluntary. If you decline to provide this information, your application(s) will not be affected in any way. If you choose to provide this information, you consent to the Company using it for equal employment opportunity monitoring and reporting purposes. This information will not be used to evaluate your application for employment.</p> <p>Except as described above, the Company will not request or otherwise collect information about your health, racial or ethnic origin, political opinions, religious or philosophical beliefs, trade-union membership, sexual orientation, your genetic information or biometric information through the online system during the application process unless applicable law, as an exception, requires doing so.</p> <p>The Company, or a third-party background check company under contract with the Company, may check criminal history records for information about convictions, but only to the extent required or permitted by law.</p> <p><u>Why the Company Uses Your Personal Information</u></p> <p>The Company will use the information collected about you through the recruitment process to verify eligibility for employment; evaluate your qualifications for employment, education and work history; conduct interviews, skills assessments and tests and assessing same; and for related recruiting administration, internal reporting and recordkeeping purposes, such as to check references or to conduct pre-employment screening or background checks. In addition, if you are hired, the Company will maintain the information</p>	<p>אנא עיינו <a href="#">במדיניות העוגיות (Cookie Policy)</a> כדי להבין איזה מידע אוספת החברה כשאתם מבקרים באתר.</p> <p><u>מידע אישי רגיש</u></p> <p>אם אתם מגישים בקשה למשרה בארצות הברית ונרשמים באמצעות הפרופיל המקוון שלכם, תינתן לכם האפשרות לספק מידע על המגדר שלכם, הגזע והמקור האתני, מוגבלות, וסטטוס ותק צבאי, כדי ש-KLA תוכל לבצע פיקוח לעניין שוויון הזדמנויות בעבודה, ולעמוד במחויבויות פדרליות.</p> <p>מסירת מידע כאמור היא וולונטרית לחלוטין. אם החליטו שלא למסור מידע זה, הבקשה/ות שלכם לא תושפע/יושפעו בכל דרך שהיא. אם תבחרו למסור מידע זה, אתם מסכימים כי החברה תשתמש בו לצורך פיקוח היבטים של שוויון הזדמנויות בעבודה ולמטרות דיווח. מידע זה לא ישמש להערכת בקשתכם להעסקה.</p> <p>מלבד האמור לעיל, החברה לא תבקש או תאסוף בדרך אחרת מידע על בריאותכם, גזע או אתניות, דעות פוליטיות, אמונות דתיות או פילוסופיות, חברות באיגוד מקצועי, נטייה מינית, מידע גנטי או ביומטרי באמצעות המערכת המקוונת במהלך תהליך הגשת הבקשה, אלא אם כן, באופן חריג, נדרש לעשות זאת בהתאם לדין החל.</p> <p>החברה, או חברת צד שלישי לבדיקות רקע עמה החברה התקשרה בחוזה, עשויה לבדוק רישומי עבר פלילי לצורך מידע אודות הרשעות, אך זאת רק במידה הנדרשת או המותרת על פי דין.</p> <p><u>מדוע משתמשת החברה במידע האישי שלכם</u></p> <p>החברה תשתמש במידע שנאסף עליכם במסגרת תהליך הגיוס לאימות הכשירות לתעסוקה; הערכת כישוריכם לתעסוקה, היסטוריית השכלה ועבודה; לביצוע ראיונות, בדיקת מיומנויות והערכתן; ולצורך עניינים הקשורים באדמיניסטרציית הגיוס, דיווח פנימי ושמירת רשומות, כגון בדיקת המלצות או עריכת מיון טרום-תעסוקתי או בדיקות רקע. בנוסף, אם אתם תקבלו לעבודה, החברה תשמור את המידע שנאסף אודותיכם במסגרת תהליך הגיוס לצורך ניהול העסקתכם ויחסי העבודה, כמתואר בהודעת הפרטיות הרלוונטית לעובדים. החברה לא תשתמש במידע האישי שלכם לצורכי קבלת החלטות אוטומטיות.</p>
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collected about you in the recruitment process for purposes of facilitating the employment relationship, as described in the relevant privacy notice for employees. The Company will not use your personal information to engage in automated decision-making.

If you are not hired for the position for which you initially apply, the Company may - with your consent, if consent is required - use the personal information to evaluate your suitability for future job openings. Based on that evaluation, the Company may contact you to find out whether you are interested in applying for new job openings.

The Company's employees involved in the evaluation of your application and, if you are hired, in the administration of your employment relationship with the Company will have access to your personal information on a need-to-know basis.

Candidates for Positions outside Europe.

Where applicable data protection law requires a lawful basis for collecting, using and otherwise processing your personal information, the Company relies on your consent to do so. The processing of your personal information is necessary for the Company to determine whether to enter into an employment agreement with you. If you do not provide requested information, the Company may not be able to consider you for employment. In addition, the processing of your personal information is necessary for the Company to pursue its legitimate interests in recruiting and hiring suitable personnel.

Candidates for Positions in Europe

We process your personal information for the purposes described above on the following legal bases:

- the processing is necessary for compliance with a legal obligation to which the Company is subject (verifying eligibility for employment, and conducting pre-employment screening or background checks where required by EEA or UK law); or
- the processing is necessary in order to take steps at your request prior to potentially entering into an employment contract with you (evaluating your qualifications for employment, education and work history, and related recruiting administration); or

אם לא תתקבלו למשרה הראשונה שאליה הגשתם מועמדות, החברה עשויה – בהסכמתכם, ככל שנדרשת – להשתמש במידע האישי להערכת התאמתכם למשרות שיתפנו בעתיד. בהתבסס על הערכה כאמור, החברה עשויה להתקשר אליכם לבירור האם הנכם מעוניינים להגיש מועמדות למשרות חדשות שהתפנו.

לעובדי החברה המעורבים בהערכת המועמדות שלכם, ובמידה שתתקבלו לעבודה, לניהול יחסי העבודה שלכם בחברה, תהיה גישה למידע האישי שלכם על בסיס הצורך-לדעת.

מועמדים למשרות מחוץ לאירופה

היכן שדיני הגנת הפרטיות דורשים בסיס חוקי לאיסוף, שימוש ועיבוד אחר של המידע האישי שלכם, החברה מסתמכת על הסכמתכם לעשות כן. עיבוד המידע האישי שלכם נדרש כדי שהחברה תוכל להחליט האם לחתום מולכם על הסכם העסקה. אם לא תספקו את המידע המבוקש, ייתכן שהחברה לא תוכל לשקול את העסקתכם. בנוסף, עיבוד המידע האישי שלכם דרוש לחברה לצרכי האינטרסים הלגיטימיים שלה לעניין גיוס וקבלה לעבודה של כוח אדם מתאים.

מועמדים למשרות באירופה

אנו מעבדים את המידע האישי שלכם למטרות המתוארות לעיל בהסתמך על הבסיס המשפטי שלהלן:

- העיבוד נחוץ לעמידה בהתחייבות משפטית לה כפופה החברה (אימות כשירות לעבודה, וביצוע מיון טרום-תעסוקתי או בדיקות רקע, היכן שהדבר נדרש על ידי חוקי האזור הכלכלי האירופי-EEA או חוקי בריטניה-UK); או
- העיבוד נחוץ לנקיטה בצעדים, על פי בקשתכם, לפני חתימה אפשרית על חוזה העסקה איתכם (להערכת כישוריכם להעסקה, השכלתכם והיסטורית העבודה שלכם, ולצורך עניינים הקשורים באדמיניסטרציה הגיוס); או



<ul style="list-style-type: none"> <li>the processing is necessary for the legitimate interests pursued by the Company in ensuring that it properly evaluates candidates so that it hires persons who are qualified and appropriate for the position (conducting interviews, skills assessments and tests and assessing same; preparing and sharing internal reporting and recordkeeping), except if in light of circumstances particular to you, the Company's interests are overridden by your interests or fundamental rights and freedoms that require protection of your personal data.</li> </ul> <p>You are required to provide information about your employment eligibility under applicable law. If you do not provide such information, the Company will not be able to enter into an employment contract with you and therefore will not consider you for employment. If you do not provide other requested information, the Company will not be able to assess your qualifications and suitability for the position and may not be able to assess your application or offer you a position.</p>	<ul style="list-style-type: none"> <li>העיבוד נחוץ לצורך האינטרסים הלגיטימיים של החברה, להבטיח שהיא מעריכה כיאות מועמדים, כך שהיא תעסיק אנשים שהינם מוכשרים ומתאימים למשרה (כולל ראיונות, הערכת יכולות ובדיקות להערכה כאמור; הכנה ושיתוף בדיווח פנימי ושמירה על רשומות), אלא אם לאור הנסיבות המיוחדות לכם, האינטרסים שלכם או זכויות היסוד והחירויות שלכם גוברים על האינטרסים של החברה, והדבר מצריך הגנה על המידע האישי שלכם.</li> </ul> <p>הנכם נדרשים לספק מידע אודות זכאות ההעסקה שלכם על פי הדין החל. אם לא תספקו מידע כאמור, החברה לא תוכל להתמוך על חוזה העסקה אתכם, ועל כן החברה לא תוכל לשקול אתכם לצורך העסקה. אם לא תספקו מידע נדרש אחר, החברה לא תוכל להעריך את כישוריכם והתאמתכם למשרה, וייתכן שלא תוכל להעריך את מועמדותכם או להציע לכם משרה.</p>
<p><b>How the Company May Share Your Personal Information</b></p> <p>The Company will not sell, lease, or license your personal information to any third party. There are limited circumstances in which the Company may share the information that you submit online with third parties (and you hereby consent to transfer and share of such information to such third parties), most notably:</p> <ul style="list-style-type: none"> <li>with third party service providers. The Company may, for example, retain a service provider to host all or portions of this Site, to help maintain and manage the Company's databases, to assist in the recruiting process, or to conduct pre-employment screening. Service providers will be permitted to use your personal information only for the purpose(s) for which it was disclosed to them and in accordance with the Company's instructions. Service providers generally will be located in the United States or in the country where you are applying for a position;</li> </ul>	<p><b>כיצד עשויה החברה לשתף את המידע האישי שלכם</b></p> <p>החברה לא תמכור, תשכיר או תעניק רישיון לגבי המידע האישי שלכם לכל צד שלישי שהוא. הנסיבות בהן עשויה החברה לשתף צדדים שלישיים במידע אותו הגשתם באופן מקוון, הינן מוגבלות (ואתם מסכימים בזאת להעברת ושיתוף המידע כאמור אל/עם צדדים שלישיים כאמור), והן בעיקר:</p> <ul style="list-style-type: none"> <li>עם ספקי שירותים צד שלישי. החברה עשויה, למשל, להתקשר עם ספק שירותים שנשכר עבור אחזקה של כל חלקי אתר זה, לסייע בתחזוקה וניהול של מאגרי המידע של החברה, לסייע בתהליך הגיוס, או לבצע סינון טרום-תעסוקתי. ספקי השירותים יורשו להשתמש במידע האישי שלכם רק למטרה/ות להן הוא ניתן להם, ובהתאם להוראות החברה. ספקי השירותים יהיו לרוב ממוקמים בארצות הברית או במדינה בה הגשתם בקשה למשרה;</li> </ul>

<ul style="list-style-type: none"> <li>• with affiliated companies, such as grandparent, parent and/or subsidiary corporations, for their recruitment, recordkeeping and/or reporting purposes;</li> <li>• when required by law, such as when responding to subpoenas, court orders, legal process, a discovery request in civil litigation, or a legitimate request by government or regulatory authorities;</li> <li>• if the Company believes that your actions violate applicable law, or threaten the rights, property, or safety of our Company or others;</li> <li>• if the Company sells some or all of its business, the Company may disclose all of the information that it has collected about you to a purchaser or, in due diligence, to a potential purchaser, but subject to a confidentiality agreement.</li> </ul> <p>The Company will make such disclosures in compliance with applicable data protection laws.</p>	<ul style="list-style-type: none"> <li>• עם חברות קשורות כמו, למשל, חברות אם של חברות אם, חברות אם ו/או חברות בנות, לצרכי גיוס, שמירת רשומות ו/או מטרות דיווח שלהן;</li> <li>• כשהדבר נדרש על פי דין כמו, למשל, בתגובה להזמנות לדין, צווי בית משפט, הליך משפטי, בקשת גילוי מסמכים במסגרת הליך אזרחי או בקשה לגיטימית של רשות ממשלתית או רגולטורית;</li> <li>• אם החברה מאמינה שפעולותיך מפירות את הדין החל, או מאיימות על זכויות, רכוש או בטיחות החברה שלנו או אחרים;</li> <li>• אם החברה תמכור חלק מעסקיה או את כל עסקיה, רשאית החברה לגלות את כל המידע שאספה עליכם למי שרכש אותה או, במסגרת בדיקת נאותות, לרוכש פוטנציאלי, אך זאת בכפוף להסכם שמירת סודיות.</li> </ul> <p>החברה תבצע גילויים כאמור בהתאם לדיני הגנת הפרטיות הרלוונטיים</p>
<p><b>Retention of Your Personal Information</b></p> <p>If the Company hires you, the information that you submitted through the online system and the information that is collected during the application process may become part of your personnel file and may be used to administer the employment relationship and for related reporting and recordkeeping purposes, as described in the Company's employee privacy policy. If you wish to withdraw your application, you can do so at any time by contacting the Company at <a href="mailto:HRConnect@kla.com">HRConnect@kla.com</a>.</p> <p>The Company will retain information of candidates who are not hired for the maximum retention period permitted under applicable law, in particular until there is no longer a legitimate business purpose for retention (in particular to consider you for positions in addition to the position(s) for which you initially applied). For candidates for positions in Europe, Japan and South Korea, information will be purged after one year unless you consent that the Company can keep your information for other positions.</p>	<p><b>שמירה המידע האישי שלכם</b></p> <p>במקרה בו החברה תעסיק אתכם, המידע אותו הגשתם דרך המערכת המקוונת והמידע שנאסף במהלך תהליך הגשת המועמדות, עשוי להפוך לחלק מתיק העובד שלכם ועשוי לשמש לניהול יחסי העבודה ולמטרות קשורות כדיווח ושמירת רשומות, כמתואר במדיניות פרטיות העובדים של החברה. אם ברצונכם למשוך את מועמדותכם, תוכלו לעשות כן בכל עת על ידי יצירת קשר עם החברה ב- <a href="mailto:HRConnect@kla.com">HRConnect@kla.com</a></p> <p>החברה תשמור את המידע של מועמדים שלא התקבלו לעבודה למשך תקופת השמירה המרבית המותרת על פי הדין החל, ובפרט עד שלא תהיה עוד מטרה עסקית לגיטימית לשמירת המידע (במיוחד כדי לשקול אתכם למשרות בנוסף למשרה/ות לגביה/ן הגשתם בקשה תחילה). בנוגע למועמדים למשרות באירופה, יפן ודרום קוריאה, המידע יימחק לאחר שנה אחת אלא אם כן תסכימו שהחברה תוכל לשמור את המידע שלכם לצורך משרות אחרות.</p>
<p><b>International Transfer of Your Personal Information</b></p>	<p><b>העברה לחו"ל של המידע האישי שלכם</b></p>

<p>The personal information that the Company collects about you in the recruitment process will be transferred to, and stored on, servers provided by Workday, our recruitment service provider, whose servers are located in the U.S. In addition, authorized employees of the Company and/or affiliated companies at locations outside the United States may have access to your personal information as part of the recruitment process. These countries may have data protection laws less stringent than the laws of your country. We protect your personal information using a combination of protections, including relying on laws and data transfer agreements.</p> <p>Under the laws of the EU, Japan and Israel, transfers between EU member states and Japan and transfers between EU member states and Israel are subject to adequate protection. Transfers to the United States or other countries where the Company entities are located are not subject to such protection but are protected by standard contractual clauses approved by the European Commission. You may obtain a copy of those clauses by contacting us at <a href="mailto:HRConnect@kla.com">HRConnect@kla.com</a>.</p>	<p>המידע האישי שהחברה אוספת עליכם בתהליך הגיוס יאוחסן ויועבר לשרתים המסופקים על ידי Workday, ספק שירותי הגיוס שלנו, אשר שרתיו ממוקמים בארצות הברית. בנוסף, לעובדים מורשים של החברה ו/או של חברות קשורות במקומות מחוץ לארצות הברית עשויה להיות גישה למידע האישי שלכם כחלק מתהליך הגיוס. למדינות כאמור עשויים להיות חוקי אבטחת מידע שהינם פחות נוקשים מחוקי מדינתך. אנו מגנים על המידע האישי שלכם תוך שימוש בשילוב של מספר הגנות, כולל הסתמכות על חוקים והסכמי העברת מידע.</p> <p>על פי חוקי האיחוד האירופי, יפן וישראל, העברות בין מדינות החברות באיחוד האירופי ויפן והעברות בין מדינות החברות באיחוד האירופי וישראל כפופות להגנה מתאימה. העברות לארצות הברית או מדינות אחרות בהן ממוקמים גופי החברה, אינן כפופות להגנה כאמור, אך הן מוגנות על ידי סעיפים חוזיים סטנדרטיים שאושרו על ידי הנציבות האירופית. אתם רשאים לקבל עותק מסעיפים אלה באמצעות יצירת קשר עמנו ב- <a href="mailto:HRConnect@kla.com">HRConnect@kla.com</a>.</p>
<p><b>Security for Your Personal Information</b></p> <p>KLA wants you to feel confident about providing your personal information through the online system. Your submissions of information to Workday's secure server are protected by Hypertext Transfer Protocol Secure ("HTTPS") and Transport Layer Security ("TLS") technologies, utilized by many popular browsers to help safeguard transmissions. These technologies allow the use of encryption tools to protect information transmitted between your computer and Workday's server. After Workday has received your information, access to it is limited to employees with a need to know.</p> <p>While KLA strives to protect your personal information, the Company cannot guarantee the security of any information that you submit through the online system, and you do so at your own risk. The Company urges you to keep your username, password and any other log-in credentials in a safe place as you share responsibility for maintaining the confidentiality of the information that you submit to the Company. It is a good practice to sign off your account and close your browser window when you have finished your visit to our online system.</p>	<p><b>אבטחת המידע האישי שלכם</b></p> <p>ב-KLA רוצים שתרגישו בטוחים לספק את המידע האישי שלכם באמצעות המערכת המקוונת. הגשת המידע שלכם לשרת המאובטח של Workday מאובטחת על ידי טכנולוגיות Hypertext Transfer Protocol Secure ("HTTPS") ו-Transport Layer Security ("TLS") Security, בהן עושים שימוש דפדפנים פופולריים רבים לסיוע בשמירה על שידורים. טכנולוגיות אלו מאפשרות שימוש בכלי הצפנה להגנה על מידע המועבר בין המחשב שלכם לשרת של Workday. לאחר ש-Workday קיבלו את המידע שלכם, הגישה אליו מוגבלת לעובדים בעלי צורך לדעת.</p> <p>בעוד ש-KLA עושה מאמץ להגן על המידע האישי שלכם, החברה אינה יכולה להבטיח את אבטחתו של כל מידע שאתם מגישים באמצעות המערכת המקוונת, ואתם עושים זאת על אחריותכם בלבד. החברה ממליצה לכם לשמור את שם המשתמש, הסיסמה וכל אישורי הכניסה האחרים שלכם במקום בטוח, היות ויש לכם אחריות משותפת לשמירה על סודיות המידע שאתם מגישים לחברה. מומלץ ורצוי לצאת מחשבונכם ולסגור את חלון הדפדפן כשאתם מסיימים את הביקור במערכת המקוונת שלנו.</p>

<b>Your Rights with Respect to Your Personal Information</b>	<b>זכויותיכם ביחס למידע האישי שלכם</b>
<p>You can access, update, or correct your profile information by visiting the online system. Log in to your "Candidate Homepage." From this page under My Account, you may update your contact information. In Edit Account Settings, you may change your email address. You may also make a request to delete your information by sending an email to HRConnect@kla.com. If you have any questions about this privacy policy, please contact HRConnect@kla.com.</p> <p><u>Candidates for Positions in Europe</u>. You have certain rights with respect to your personal information, subject to conditions set forth in applicable laws, including the right to:</p> <ul style="list-style-type: none"> <li>• access and receive a copy of your personal information;</li> <li>• require that the Company rectify inadequate, incomplete or incorrect personal information about you;</li> <li>• object to the processing of your personal information, on grounds relating to your particular situation, when the processing is based on the Company's legitimate interests. If you do object in these circumstances, the Company will stop processing your personal information unless there is an overriding, compelling reason to continue the processing or the processing is necessary to establish, pursue or defend legal claims;</li> <li>• request that the Company erase your personal information;</li> <li>• request that the Company restrict the processing of your personal information so that it is stored but not otherwise processed; and</li> <li>• obtain from the Company, or to ask the Company to send to a third party, a copy of your personal information in electronic form that you provided to the Company with your consent or to undertake pre-contractual measures.</li> </ul>	<p>תוכל לגשת, לעדכן, או לתקן את המידע שבפרופיל שלכם באמצעות המערכת המקוונת. התחברו ל"דף הבית של המועמד" ("Candidate Homepage") שלכם. מדף זה, תחת "החשבון שלי" (My Account) תוכלו לעדכן את פרטי הקשר שלכם. ב-"ערוך את הגדרות החשבון" ("Edit Account Settings"), תוכלו לשנות את כתובת הדוא"ל שלכם. תוכלו גם להגיש בקשה למחיקת המידע שלכם על ידי שליחת דוא"ל ל-<a href="mailto:HRConnect@kla.com">HRConnect@kla.com</a>. אם יש לכם שאלות כלשהן לגבי מדיניות פרטיות זו, אנא צרו קשר בדוא"ל <a href="mailto:HRConnect@kla.com">HRConnect@kla.com</a>.</p> <p><u>מועמדים למשרות באירופה</u>. יש לכם זכויות מסוימות ביחס למידע האישי שלכם, בכפוף לתנאים הקבועים בדין החל, כולל הזכות ל:</p> <ul style="list-style-type: none"> <li>• גישה למידע האישי שלכם וקבלת העתק ממנו;</li> <li>• דרישה שהחברה תתקן מידע אישי לקוי, לא שלם או לא נכון לגביכם;</li> <li>• להתנגד לעיבוד המידע האישי שלכם מטעמים הקשורים למצבכם הספציפי, כאשר העיבוד מבוסס על האינטרסים הלגיטימיים של החברה. אם אתם מתנגדים בנסיבות כאמור, החברה תפסיק את עיבוד המידע האישי שלכם, אלא אם כן קיימת סיבה מכרעת, המחייבת להמשיך בעיבוד, או שהעיבוד נחוץ כדי לבסס, להמשיך או להגן על טענות משפטיות;</li> <li>• לבקש שהחברה תמחק את המידע האישי שלכם;</li> <li>• לבקש שהחברה תגביל את עיבוד המידע האישי שלכם כך שהוא יאוחסן אך לא יעובד בכל אופן אחר; וכן</li> <li>• להשיג מהחברה, או לבקש מהחברה לשלוח לצד שלישי, העתק של המידע האישי שלכם בצורה אלקטרונית אותה סיפקתם לחברה בהסכמתכם או לנקוט באמצעים טרום-חוזיים.</li> </ul>

<p><b>Lodging a complaint:</b> You have the right to lodge a complaint concerning the Company's processing of your personal information with the supervisory authority where you live or work or where the alleged violation occurred.</p> <p><b>Withdrawing your consent:</b> You can contact the Company at <a href="mailto:HRConnect@kla.com">HRConnect@kla.com</a> if you would like to withdraw your consent to the Company's use of your information to consider you for future positions, disclosure, transfer, or other processing of your personal information as described in this Privacy Policy. Any withdrawal will not affect the lawfulness of processing based on consent before its withdrawal.</p>	<p><b>הגשת תלונה:</b> יש לכם זכות להגיש תלונה בנוגע לעיבוד המידע האישי שלכם על ידי החברה, אל הרשות המפקחת במקום מגוריכם או עבודתכם, היכן שההפרה הנטענת התרחשה.</p> <p><b>משיכת הסכמתכם:</b> תוכלו ליצור קשר עם החברה דרך <a href="mailto:HRConnect@kla.com">HRConnect@kla.com</a> אם ברצונכם למשוך את הסכמתכם לשימוש החברה במידע שלכם כדי לשקול אתכם עבור משרות עתידיות, לצורך גילוי, העברה או עיבוד אחר של המידע האישי שלכם, כמתואר במדיניות פרטיות זו. כל משיכה לא תשפיע על חוקיות העיבוד בהתבסס על הסכמתכם לפני משיכתה.</p>
<p><b>Additional information for California residents</b></p> <p>This section describes our collection and use of personal information about job candidates who are California residents, and is intended to satisfy our applicable notice requirements under the California Consumer Privacy Act of 2018 ("CCPA"). While the purposes for which we use personal information vary depending on the circumstances, generally, we collect, use and disclose the below categories of personal information as described above in this privacy policy.</p> <p><b>What is personal information?</b> In this section, "personal information" is any information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual or household.</p> <p><b>What isn't covered by this section?</b> This section does not address or apply to our collection of personal information, such as consumer credit reports and background checks, publicly available data lawfully made available from state or federal government records, or other information that is exempt under the CCPA. This section also does not apply to the personal information we collect from employees or contractors.</p> <p><b>Categories of personal information collected.</b> Generally, we collect the following categories of personal information about you:</p> <ul style="list-style-type: none"> <li>• <b>Name, contact information and other identifiers:</b> identifiers such as a real name, alias, postal address, phone number, unique</li> </ul>	<p><b>מידע נוסף עבור תושבי קליפורניה</b></p> <p>פרק זה מתאר את האיסוף והשימוש שלנו לגבי מידע אישי אודות מועמדים לעבודה שהינם תושבי קליפורניה, ומיועד לעמוד בדרישות ההודעה הרלוונטיות שלנו על פי חוק הגנת הצרכן של קליפורניה משנת 2018 ("CCPA"). בעוד שהמטרות לשמן אנו עושים שימוש במידע אישי משתנות בהתאם לנסיבות, לרוב אנו אוספים, משתמשים ומגלים את קטגוריות המידע האישי שלהלן כמתואר לעיל במדיניות פרטיות זו.</p> <p><b>מהו מידע אישי?</b> בפרק זה, "מידע אישי" הינו כל מידע המזהה, מתייחס, מתאר, מסוגל באופן סביר להיות מקושר, או עשוי באופן סביר להיות קשור, באופן ישיר או עקיף, לאדם מסוים או משק בית מסוים.</p> <p><b>מה פרק זה אינו מכסה?</b> פרק זה אינו מתייחס או חל על האיסוף שלנו של מידע אישי כמו, למשל, דוחות אשראי צרכניות ובדיקות רקע, מידע זמין לציבור הרחב שהפך לזמין באופן חוקי מתוך רשומות מדינתיות או ממשלתיות פדרליות, או מידע אחר שהינו מוחרג מתחולת ה-CCPA. פרק זה גם אינו חל על המידע האישי שאנו אוספים מעובדינו או קבלנינו.</p> <p><b>קטגוריות המידע האישי שנאסף.</b> ככלל, אנו אוספים את הקטגוריות הבאות של מידע אישי אודותיכם:</p> <ul style="list-style-type: none"> <li>• <b>שם, פרטי קשר ונתונים מזהים אחרים:</b> נתונים מזהים כגון שם אמיתי, שם נוסף (כינוי), כתובת דואר, מספר טלפון, מזהים אישיים ייחודיים, מזהה מקוון, כתובת פרוטוקול אינטרנט, כתובת דוא"ל, או נתונים</li> </ul>

<p>personal identifier, online identifier, Internet Protocol address, email address, or other similar identifiers;</p> <ul style="list-style-type: none"> <li>• <b>Characteristics of protected classifications:</b> such as race, sex, gender or gender identity, national origin, disability, military/veteran status, and other characteristics of protected classifications under California or federal law;</li> <li>• <b>Internet or other electronic network activity information:</b> including browsing history and information regarding your interaction with an internet website or application;</li> <li>• <b>Geolocation data:</b> precise geographic location information about a particular individual or device.;</li> <li>• <b>Education information:</b> information about education history or background; and.</li> <li>• <b>Employment history:</b> professional or employment-related information.</li> </ul>	<p>מזהים דומים אחרים;</p> <ul style="list-style-type: none"> <li>• <b>מאפיינים של סיווגים מוגנים:</b> כגון גזע, מין, מגדר או זהות מגדרית, מוצא לאומי, מוגבלות, סטטוס צבאי/יוצא צבא, ומאפיינים אחרים של סיווגים מוגנים על פי חוקי קליפורניה או חוקים פדרליים;</li> <li>• <b>מידע על פעילות באינטרנט או רשתות אלקטרוניות אחרות:</b> כולל היסטוריית גלישה ומידע בנוגע לאינטראקציה שלכם עם אתר אינטרנט או אפליקציה;</li> <li>• <b>נתוני מיקום גיאוגרפי:</b> מיקום גיאוגרפי מדויק על אדם או מכשיר מסוים;</li> <li>• <b>מידע אודות השכלה:</b> מידע על היסטוריה השכלתית או רקע השכלתי; וכן</li> </ul> <p><b>היסטוריה תעסוקתית:</b> ניסיון מקצועי או מידע הקשור להעסקה</p>
<p><b>Changes to This Policy</b></p> <p>The Company may change this Privacy Policy from time to time in its sole discretion. If the Company makes a material change to this Privacy Policy, the Company will inform you by posting a notice on this Site. Those changes will go into effect on the effective date posted in the revised notice. The new policy will apply to all current and past users of the online system and to all information collected before the date of the change, unless your consent is first required. The new policy will replace any prior policies that are inconsistent. Please check periodically for changes to this Privacy Policy, and especially before you provide any personal information to the Company. If the Company will materially change how it uses, discloses or otherwise processes your personal information, the Company will contact you before doing so and obtain your consent before using, disclosing or otherwise processing your personal information other than as described in this Privacy Policy.</p>	<p><b>שינויים במדיניות זו</b></p> <p>החברה רשאית לשנות את מדיניות פרטיות זו מעת לעת על פי שיקול דעתה הבלעדי. אם החברה תבצע שינוי מהותי במדיניות פרטיות זו, החברה תודיע לכם על כך באמצעות פרסום הודעה באתר שלה. שינויים כאמור ייכנסו לתוקף ביום הכניסה לתוקף המתפרסם בהודעה המתוקנת. המדיניות החדשה תחול על כל המשתמשים בהווה ובעבר של המערכת המקוונת ועל כל המידע שנאסף לפני מועד השינוי, אלא אם כן נדרשת הסכמתכם המוקדמת לכך. המדיניות החדשה תחליף כל מדיניות קודמת שאינה עולה איתה בקנה אחד. אנא בדקו מעת לעת שינויים במדיניות פרטיות זו, ובפרט לפני שאתם מספקים מידע אישי כלשהו לחברה. במקרה בו תשנה החברה באופן מהותי את האופן בו היא עושה שימוש, מגלה או מעבדת באופן אחר את המידע האישי שלכם, תיצור החברה עמכם קשר לפני עשותה כן ותקבל את הסכמתכם לפני שימוש, גילוי או עיבוד באופן אחר של המידע האישי שלכם, מלבד כמתואר במדיניות הגנה על פרטיות זו.</p>
<p><b>Contact us or our data protection officers</b></p> <p>Please direct any questions, request for removal of personal information, and comments or complaints</p>	<p><b>צרו קשר עמנו או עם ממוני אבטחת המידע שלנו</b></p> <p>אנא הפנו כל שאלה, בקשה להסרת מידע אישי, והערות או תלונות העשויות להיות לכם על מדיניות פרטיות זו אל <a href="mailto:HRConnect@kla.com">HRConnect@kla.com</a>.</p>



you may have about this privacy policy to HRConnect@kla.com.

You can also contact our Data Protection Officer ("DPO") or, in India, our grievance officer (where available): [please see above](#)

תוכלו גם ליצור קשר עם ממונה אבטחת המידע שלנו ("DPO") או, בהודו, עם קצין התלונות שלנו (אם קיים): [נא ראו לעיל](#)



## KLA Corporation Global Career Site Privacy Policy

### KLA Corporation グローバルキャリアサイト、プライバシーポリシー

<p>Welcome to the KLA Corporation Global Career Site (the "Site"). KLA Corporation and its subsidiaries are passionate about creating solutions that drive progress and transform industries. Recruiting the right talent is crucial to our goal of making technology advancements.</p> <p>We want to help you understand our practices surrounding the collection, use and disclosure of your personal information (also "information") that is gathered during the recruitment process. Please select one of the links below for available translations:</p> <ul style="list-style-type: none"> <li>• Chinese (Simplified)</li> <li>• Hebrew</li> <li>• Japanese</li> <li>• Korean</li> </ul> <p>If you require this privacy policy in a different language, please contact us at HRConnect@kla.com.</p> <p>This privacy policy addresses the following topics:</p> <ul style="list-style-type: none"> <li>• <a href="#">Your Consent</a></li> <li>• <a href="#">Scope of this Privacy Policy</a></li> <li>• <a href="#">Collection and Use of Your Personal Information</a></li> <li>• <a href="#">How the Company May Share Your Personal Information</a></li> <li>• <a href="#">Retention of Your Personal Information</a></li> <li>• <a href="#">International Transfer of Your Personal Information</a></li> <li>• <a href="#">Security for Your Personal Information</a></li> <li>• <a href="#">Your Rights with Respect to Your Personal Information</a></li> <li>• <a href="#">Additional Information for California Residents</a></li> <li>• <a href="#">Changes to this Policy</a></li> <li>• <a href="#">Contact us or our data protection officers</a></li> </ul>	<p>KLA Corporation グローバルキャリアサイト（以下、「当サイト」といいます。）へようこそ。KLA Corporation 及びその子会社は、業界の発展と変革を促進するソリューションの創生に尽力しています。適切な人材の採用は、テクノロジーを進歩させるという当社の目標にとり、極めて重要です。</p> <p>当社の採用プロセスにおいて収集される個人情報（以下、「情報」と記載する場合もあります。）の収集、使用及び開示が当社においてどのように行われているかについてご理解いただけるようご説明いたします。この情報は以下の言語でもお読みいただけます。リンクをクリックなさってください：</p> <ul style="list-style-type: none"> <li>• 中国語（簡体字）</li> <li>• ヘブライ語</li> <li>• 日本語</li> <li>• 韓国語</li> </ul> <p>別の言語で書かれたプライバシーポリシーが必要な場合は、当社（HRConnect@kla.com）までお問い合わせください。</p> <p>このプライバシーポリシーは以下の内容について記載しています：</p> <ul style="list-style-type: none"> <li>• <a href="#">あなたの同意</a></li> <li>• <a href="#">このプライバシーポリシーの適用範囲</a></li> <li>• <a href="#">あなたの個人情報の収集と使用</a></li> <li>• <a href="#">当社における個人情報の共有方法</a></li> <li>• <a href="#">個人情報の保管</a></li> <li>• <a href="#">個人情報の移転</a></li> <li>• <a href="#">個人情報のセキュリティ</a></li> <li>• <a href="#">個人情報に関するあなたの権利</a></li> <li>• <a href="#">カリフォルニア州居住者向けの追加情報</a></li> <li>• <a href="#">このポリシーの変更</a></li> <li>• <a href="#">当社またはデータ保護オフィサーへの問い合わせ</a></li> </ul>
<p><b>Your Consent</b></p> <p>You consent to the collection, use, disclosure, transfer across borders to Companies and other entities described herein, and other processing of your</p>	<p><b>あなたの同意</b></p> <p>あなたは、あなたが応募した職務、又はあなたの当初の応募が成就しなかった場合は他の職務、に関してあなたの採用を検討するために、またはこ</p>



<p>personal information as set forth herein for the purposes of considering you for the position you applied or other positions if your initial candidacy is unsuccessful, as described below and for other purposes set forth herein. Before you consent, please read this privacy policy carefully.</p> <p>Once you consent, your consent will continue to apply unless you revoke your consent by contacting the Company at HRConnect@kla.com.</p>	<p>ここに記載されている他の目的のために、ここに記載されているあなたの個人情報の収集、使用、開示、当社及びここに記載される他の法人への国外への移転、その他の処理をここに記載されている方法で行うことに同意します。同意する前に、このプライバシーポリシーをよくお読みください。</p> <p>いったん同意すると、当社（HRConnect@kla.com）にご連絡いただき同意を取り消さない限り、あなたは継続的に同意しているものとして扱われます。</p>
<p><b>Scope of This Policy</b></p> <p>The controller of information collected and used for recruitment purposes is the KLA company that is indicated as having posted the position (“KLA” or the “Company”). A list of KLA companies and their contact information is available <a href="#">here</a>. This Privacy Policy applies only to information collected and used for recruitment purposes through the Company’s online system and from other sources. The other sources might include information that you provide other than through the online system as well as information obtained, for example, from prior employers, educational institutions, other references, pre-employment screening providers, and other sources. This Privacy Policy does not apply to any other site or page that the Company owns or operates. Other Company sites have privacy policies specific to each site.</p>	<p><b>ポリシーの適用範囲</b></p> <p>採用のために収集・使用される情報のコントローラーは、職務の採用募集を掲示した KLA の会社（以下、「KLA」または「当社」といいます。）です。KLA 社のリスト及びそれらの連絡先情報は <a href="#">こちら</a> で確認できます。このプライバシーポリシーは、当社のオンラインシステムおよびその他のソースから求人目的で収集・使用される情報にのみ適用されます。その他の情報源として、当社のオンラインシステム以外を通じてあなたが提供する情報、並びに、例えば、従前の雇用主、教育機関、その他の推薦先、雇用調査会社、及びその他の情報源、から取得される情報が含まれる可能性もあります。このプライバシーポリシーは、当社が所有または運営している他のサイトまたはページには適用されません。当社の他のサイトには、それぞれに固有のプライバシーポリシーが存在します。</p>
<p><b>Collection and Use of Your Personal Information</b></p> <p><u>The Personal Information KLA Collects</u></p> <p>If you are interested in a job with the Company and you choose to create an account through the Company’s online system, you will have the opportunity to complete an online profile and to submit information to the Company. The personal information collected through the Site includes your (i) first and last name; (ii) contact information, including postal address, email address, and telephone number(s); (iii) work history; and (iv) educational history. You are responsible for providing information that is accurate, complete and up to date when you submit it through the online system. If you apply for a position, the Company may also collect personal information about you from third parties, namely work and educational history from prior employers,</p>	<p><b>あなたの個人情報の収集と使用</b></p> <p><u>KLA が収集する個人情報</u></p> <p>当社への入社にご関心があり、当社のオンラインシステムでアカウントを作成されることとした場合、オンラインプロフィールを完成させて当社に情報を送信することができます。本サイトを介して収集される個人情報には、(i) 氏名；(ii) 連絡先情報（住所、メールアドレス、電話番号を含みます）；(iii) 職歴；及び(iv) 学歴が含まれます。当社のオンラインシステムを介して送信する際、必須事項をすべて記載した、正確な最新情報を提供する必要があります。職務に応募する場合、当社は第三者（以前の雇用者、教育機関及びその他の照会先）からも職歴や学歴などあなたに関する個人情報を収集する場合があります。このほか、適用法上要求され、または許可される範囲で、採用調</p>

educational institutions and other references, and to the extent required or permitted under applicable law, credit reports and criminal checks from pre-employment screening providers.

Please view the [Cookie Policy](#) to understand what information the Company collects when you visit the Site.

#### Sensitive Personal Information

If you apply for a position in the United States and register your profile, you will have the opportunity to provide information about your gender, race and ethnic origin, disability, and veteran status in order for KLA to conduct equal employment opportunity monitoring and comply with federal contractor obligations.

Whether you provide this information is entirely voluntary. If you decline to provide this information, your application(s) will not be affected in any way. If you choose to provide this information, you consent to the Company using it for equal employment opportunity monitoring and reporting purposes. This information will not be used to evaluate your application for employment.

Except as described above, the Company will not request or otherwise collect information about your health, racial or ethnic origin, political opinions, religious or philosophical beliefs, trade-union membership, sexual orientation, your genetic information or biometric information through the online system during the application process unless applicable law, as an exception, requires doing so.

The Company, or a third-party background check company under contract with the Company, may check criminal history records for information about convictions, but only to the extent required or permitted by law.

#### Why the Company Uses Your Personal Information

The Company will use the information collected about you through the recruitment process to verify eligibility for employment; evaluate your qualifications for employment, education and work history; conduct interviews, skills assessments and tests and assessing same; and for related recruiting administration, internal reporting and recordkeeping purposes, such

査会社を通じて信用報告書及び犯罪歴調査書を収集する場合があります。

当サイトにアクセスした場合に当社によりどのような情報が収集されるかについては、「[クッキーポリシー](#)」でご確認ください。

#### 機微な個人情報

米国内の職務に応募しプロフィールを登録する場合、KLA が雇用機会均等のモニタリングを実施し、連邦事業請負業者としての義務を順守できるように、自己の性別、人種、民族、障害、退役軍人ステータスの情報を提供できる機会があります。

この情報を提供するかどうかは完全に任意です。この情報の提供を拒否しても、あなたの応募に影響が及ぶことはありません。この情報を提供した場合、雇用機会均等のモニタリングと報告を行うために当社がこの情報を使用することに同意したとみなされます。この情報は、求人に対するあなたの応募の審査には使用されません。

前述の場合を除き、適用法上例外的に義務付けられていない限り、応募プロセスで当社がオンラインシステムを通じてあなたの健康、人種・民族、政治的意見、宗教的・哲学的信念、労働組合への加入、性的指向、遺伝・生体情報を要求し又はその他収集することはありません。

当社または当社と契約している第三者である信用調査会社が犯罪歴記録を調べ、有罪判決情報を入手することがありますが、法律上要求され、または認められている範囲でのみ行います。

#### 当社があなたの個人情報を使用する目的

当社は、求人プロセスを通じて収集した個人情報を、就労資格並びに学歴及び職歴の評価；面接、技能の評価、試験及びその評価の実施；関連する求人事務、内部報告、記録の保管（例えば、推薦状の確認または雇用前のスクリーニング/身元調査）の目的に使用します。あなたが雇用された場合、当社は採用のプロセスで収集されたあなたに関する情報を、従業員向けの関連するプライバシー通知に記載されている方法で雇用関係を円滑化する目的で保管します。あなたの個人情報を当社が自動化された意思決定に使用することはありません。

as to check references or to conduct pre-employment screening or background checks. In addition, if you are hired, the Company will maintain the information collected about you in the recruitment process for purposes of facilitating the employment relationship, as described in the relevant privacy notice for employees. The Company will not use your personal information to engage in automated decision-making.

If you are not hired for the position for which you initially apply, the Company may - with your consent, if consent is required - use the personal information to evaluate your suitability for future job openings. Based on that evaluation, the Company may contact you to find out whether you are interested in applying for new job openings.

The Company's employees involved in the evaluation of your application and, if you are hired, in the administration of your employment relationship with the Company will have access to your personal information on a need-to-know basis.

#### Candidates for Positions outside Europe.

Where applicable data protection law requires a lawful basis for collecting, using and otherwise processing your personal information, the Company relies on your consent to do so. The processing of your personal information is necessary for the Company to determine whether to enter into an employment agreement with you. If you do not provide requested information, the Company may not be able to consider you for employment. In addition, the processing of your personal information is necessary for the Company to pursue its legitimate interests in recruiting and hiring suitable personnel.

#### Candidates for Positions in Europe

We process your personal information for the purposes described above on the following legal bases:

- the processing is necessary for compliance with a legal obligation to which the Company is subject (verifying eligibility for employment, and conducting pre-employment screening or background checks where required by EEA or UK law); or
- the processing is necessary in order to take steps at your request prior to potentially entering into an employment contract with

あなたが当初応募した職務に関して雇用されなかった場合、当社は（同意が義務付けられている場合にはあなたの同意の下）収集された個人情報を、将来、欠員が出た職務に対するあなたの適性を評価する目的で使用する可能性があります。その評価に基づき、当社は新たな求人に応募する意思があるかを確認するため、あなたに連絡することがあります。

あなたの応募の評価に従事する当社従業員と、あなたの当社との雇用関係の管理に従事する当社従業員（後者はあなたが雇用された場合）は、必要がある場合に、あなたの個人情報にアクセスいたします。

#### ヨーロッパ以外の職務の候補者

適用データ保護法上、個人情報の収集、使用その他の処理に法律上の根拠が求められる場合、当社はあなたのそれら処理への同意に依拠します。当社があなたと雇用契約を結ぶかどうかを決定するためには、あなたの個人情報の処理が必要です。当社が求める情報をあなたが提供されない場合があります。適切な人材の募集と雇用に関する正当な利益を追求するうえでも、当社はあなたの個人情報の処理を必要とします。

#### ヨーロッパ内の職務の候補者

当社は、上記の目的のために、以下に示す法的根拠に基づいてあなたの個人情報を処理します：

- 当社が負う法的義務を遵守するために必要であること（EEA または英国の法律上要求される就労資格の検証及び雇用前のスクリーニングまたは身元調査の実施）；または
- あなたと雇用契約を締結する前にあなたの要請に従い措置を講じるために処理が必要であること（就労資格、学歴及び職歴の評価及び関連する求人事務）；または
- 職務の資格要件を充たした適切な人材を雇用するため、候補者を適正に評価し、当社において正当な利益を追求するために処理が必要であること（面接、技能の評価、試験及びその評価の実施； 内部報告の準備と共有、記録の保管）。ただ

<p>you (evaluating your qualifications for employment, education and work history, and related recruiting administration); or</p> <ul style="list-style-type: none"> <li>the processing is necessary for the legitimate interests pursued by the Company in ensuring that it properly evaluates candidates so that it hires persons who are qualified and appropriate for the position (conducting interviews, skills assessments and tests and assessing same; preparing and sharing internal reporting and recordkeeping), except if in light of circumstances particular to you, the Company's interests are overridden by your interests or fundamental rights and freedoms that require protection of your personal data.</li> </ul> <p>You are required to provide information about your employment eligibility under applicable law. If you do not provide such information, the Company will not be able to enter into an employment contract with you and therefore will not consider you for employment. If you do not provide other requested information, the Company will not be able to assess your qualifications and suitability for the position and may not be able to assess your application or offer you a position.</p>	<p>し、あなたの状況に照らして、当社の利益よりもあなたの利益またはあなたの個人データの保護を必要とする基本的な権利と自由が優先される場合はこの限りではありません。</p> <p>あなたは、適用法に従い、あなたの就労資格情報を提供する必要があります。この情報が提供されない場合、当社はあなたと雇用契約を締結できず、その結果、採用を検討することができません。当社が求めるその他の情報をあなたが提供しない場合、当社はその職務に関してあなたの資格や適格性を評価することができず、応募について評価し、あなたに職務を提供できない可能性があります。</p>
<p><b>How the Company May Share Your Personal Information</b></p> <p>The Company will not sell, lease, or license your personal information to any third party. There are limited circumstances in which the Company may share the information that you submit online with third parties (and you hereby consent to transfer and share of such information to such third parties), most notably:</p> <ul style="list-style-type: none"> <li>with third party service providers. The Company may, for example, retain a service provider to host all or portions of this Site, to help maintain and manage the Company's databases, to assist in the recruiting process, or to conduct pre-employment screening. Service providers will be permitted to use your personal information only for the purpose(s) for which it was disclosed to them and in accordance with the Company's instructions. Service providers generally will</li> </ul>	<p><b>当社における個人情報の共有方法</b></p> <p>当社は、あなたの個人情報をいかなる第三者に対しても、販売し、貸出し、ライセンス供与することはありません。特に下記の場合に、あなたがオンラインで提供した情報を当社が特定の状況で第三者と共有する場合があります（あなたは、その様な第三者に当社がかかる情報を移転及び共有することにつきここに同意するものとします）；</p> <ul style="list-style-type: none"> <li>第三者であるサービスプロバイダーへの情報移転及び共有について。当社は、例えば、本サイトの全部または一部のホスティング、当社のデータベースの維持と管理の支援、採用手続の支援、雇用前のスクリーニングの実施等のためにサービスプロバイダーを利用する場合があります。サービスプロバイダーは、開示された目的に従い、かつ当社の指示に従ってのみ、あなたの個人情報を使用することを許可されます。サービスプロバイダーは、通常、米国または応募の対象となる</li> </ul>

<p>be located in the United States or in the country where you are applying for a position;</p> <ul style="list-style-type: none"> <li>with affiliated companies, such as grandparent, parent and/or subsidiary corporations, for their recruitment, recordkeeping and/or reporting purposes;</li> <li>when required by law, such as when responding to subpoenas, court orders, legal process, a discovery request in civil litigation, or a legitimate request by government or regulatory authorities;</li> <li>if the Company believes that your actions violate applicable law, or threaten the rights, property, or safety of our Company or others;</li> <li>if the Company sells some or all of its business, the Company may disclose all of the information that it has collected about you to a purchaser or, in due diligence, to a potential purchaser, but subject to a confidentiality agreement.</li> </ul> <p>The Company will make such disclosures in compliance with applicable data protection laws.</p>	<p>以下の会社が存在する国に所在しています；</p> <ul style="list-style-type: none"> <li>親会社の親会社、親会社、子会社などの関連会社とともに、それらの採用、記録の保管及び/または報告の目的のために；</li> <li>法律で義務付けられている場合（例えば、召喚状、裁判所命令、法的手続き、民事訴訟におけるディスカバリー要求、あるいは政府または規制当局の合法的な要請に対応する場合等）；</li> <li>あなたの行動が適用法に違反し、あるいは、当社または他者の権利、財産、または安全を脅かしていると当社が考える場合；</li> <li>当社が事業の一部またはすべてを売却する場合、当社はあなたに関して収集したすべての情報を買主に（またはデュー・ディリジェンスにおいて潜在的な買主に）、秘密保持契約の締結を条件として開示する場合があります。</li> </ul> <p>当社は、適用されるデータ保護法に従ってかかる開示を行います。</p>
<p><b>Retention of Your Personal Information</b></p> <p>If the Company hires you, the information that you submitted through the online system and the information that is collected during the application process may become part of your personnel file and may be used to administer the employment relationship and for related reporting and recordkeeping purposes, as described in the Company's employee privacy policy. If you wish to withdraw your application, you can do so at any time by contacting the Company at HRConnect@kla.com.</p> <p>The Company will retain information of candidates who are not hired for the maximum retention period permitted under applicable law, in particular until there is no longer a legitimate business purpose for retention (in particular to consider you for positions in addition to the position(s) for which you initially applied). For candidates for positions in Europe, Japan and South Korea, information will be purged after one year unless you consent that the Company can keep</p>	<p><b>個人情報の保持</b></p> <p>当社の従業員プライバシーポリシーに記載されているように、当社があなたを雇用する場合、当社のオンラインシステムを通じてあなたが提出した情報及び応募プロセスで収集された情報は、あなたの人事ファイルの一部となり、雇用関係の管理、関連する報告、及び記録保管の目的で使用される場合があります。応募を撤回したい場合は、当社（HRConnect@kla.com）に連絡していつでも撤回することができます。</p> <p>当社は、適用法上認められている最長の雇用期間（具体的には雇用する正当な事業目的がなくなるまで）雇用されなかった志願者の情報を保持します。（具体的には、あなたが当初応募された職務以外であなたを採用することを検討するために）。ヨーロッパ、日本、および韓国内の職務の候補については、他の職務のために当社が情報を保持することにつきあなたが同意する場合を除</p>

<p>your information for other positions.</p>	<p>き、情報は1年後に消去されます。</p>
<p><b>International Transfer of Your Personal Information</b></p> <p>The personal information that the Company collects about you in the recruitment process will be transferred to, and stored on, servers provided by Workday, our recruitment service provider, whose servers are located in the U.S. In addition, authorized employees of the Company and/or affiliated companies at locations outside the United States may have access to your personal information as part of the recruitment process. These countries may have data protection laws less stringent than the laws of your country. We protect your personal information using a combination of protections, including relying on laws and data transfer agreements.</p> <p>Under the laws of the EU, Japan and Israel, transfers between EU member states and Japan and transfers between EU member states and Israel are subject to adequate protection. Transfers to the United States or other countries where the Company entities are located are not subject to such protection but are protected by standard contractual clauses approved by the European Commission. You may obtain a copy of those clauses by contacting us at HRConnect@kla.com.</p>	<p><b>個人情報の国際的な移転</b></p> <p>当社が採用プロセスで収集したあなたに関する個人情報は、当社の採用サービスプロバイダーである Workday が提供する米国内のサーバーに移転され、保存されます。このほか、米国外の場所に所在する当社または関連会社の権限を付与された従業員が、採用プロセスの一環としてあなたの個人情報にアクセスすることがあります。これらの国のデータ保護法は、あなたの国のデータ保護法よりも緩やかなものである可能性があります。当社は、法律及びデータ移転契約への依拠を含め、保護を組み合わせる方法によりあなたの個人情報を保護しています。</p> <p>EU、日本、およびイスラエルの法律では、EU 加盟国と日本との間の移転、及び、EU 加盟国とイスラエルの間の移転については、十分制認定の対象となっています。米国、または当社の事業所が所在するその他の国への移転は、そのような保護の対象ではありませんが、欧州委員会によって承認された標準契約条項によって保護されます。これら条項のコピーは、当社 (HRConnect@kla.com) にお問合わせいただければ入手できます。</p>
<p><b>Security for Your Personal Information</b></p> <p>KLA wants you to feel confident about providing your personal information through the online system. Your submissions of information to Workday’s secure server are protected by Hypertext Transfer Protocol Secure (“HTTPS”) and Transport Layer Security (“TLS”) technologies, utilized by many popular browsers to help safeguard transmissions. These technologies allow the use of encryption tools to protect information transmitted between your computer and Workday’s server. After Workday has received your information, access to it is limited to employees with a need to know.</p> <p>While KLA strives to protect your personal information, the Company cannot guarantee the security of any information that you submit through the online system, and you do so at your own risk. The Company urges you to keep your username, password and any other log-in credentials in a safe place as you share responsibility for maintaining the confidentiality of the information that you submit to the Company. It</p>	<p><b>個人情報のセキュリティ</b></p> <p>当社は、あなたに安心してオンラインシステムを通じ個人情報をご提供いただきたいと考えております。Workday のセキュア・サーバーにあなたが提出する情報は、人気の高い多くのブラウザで利用されている HTTPS (Hypertext Transfer Protocol Secure) 技術及び TLS (Transport Layer Security) 技術により保護されています。これらのテクノロジーは、あなたのコンピューター及び Workday のサーバー間で送信される情報を保護するため暗号化ツールの使用を許可しています。Workday があなたの情報を受領した後、その情報にアクセスできるのは内容を把握する必要のある従業員に限られます。</p> <p>KLA はあなたの個人情報の保護に努めますが、当社はあなたがオンラインシステムを通じて送信する全ての情報のセキュリティについて保証できるわけではありません。ご自身のリスクにて送信してください。あなたは、当社に提出する情報の機密性を維持する責任をともに負っています。</p>

<p>is a good practice to sign off your account and close your browser window when you have finished your visit to our online system.</p>	<p>ユーザー名、パスワードその他のログイン資格情報を安全な場所に保管してください。当社のオンラインシステムの利用を終了したら、アカウントからログアウトし、ブラウザのウィンドウを閉じるようにしてください。</p>
<p><b>Your Rights with Respect to Your Personal Information</b></p> <p>You can access, update, or correct your profile information by visiting the online system. Log in to your “Candidate Homepage.” From this page under My Account, you may update your contact information. In Edit Account Settings, you may change your email address. You may also make a request to delete your information by sending an email to HRConnect@kla.com. If you have any questions about this privacy policy, please contact HRConnect@kla.com.</p> <p><u>Candidates for Positions in Europe.</u> You have certain rights with respect to your personal information, subject to conditions set forth in applicable laws, including the right to:</p> <ul style="list-style-type: none"> <li>• access and receive a copy of your personal information;</li> <li>• require that the Company rectify inadequate, incomplete or incorrect personal information about you;</li> <li>• object to the processing of your personal information, on grounds relating to your particular situation, when the processing is based on the Company’s legitimate interests. If you do object in these circumstances, the Company will stop processing your personal information unless there is an overriding, compelling reason to continue the processing or the processing is necessary to establish, pursue or defend legal claims;</li> <li>• request that the Company erase your personal information;</li> <li>• request that the Company restrict the processing of your personal information so that it is stored but not otherwise processed; and</li> </ul>	<p><b>あなたの個人情報についてのあなたの権利</b></p> <p>当社のオンラインシステムにアクセスして、プロフィール情報にアクセスし、更新、修正することができます。「Candidate Homepage（候補者のホームページ）」にログインしてください。[My Account（マイアカウント）]のページで、連絡先情報を更新できます。[Edit Account Settings（アカウント設定を編集）]で、メールアドレスを変更できます。このほか、HRConnect@kla.com にメールを送信してあなたの情報を削除するよう要求することもできます。このプライバシーポリシーについて何か質問がある場合は、HRConnect@kla.com にお問い合わせください。</p> <p><u>ヨーロッパ内の職務の候補者。</u> あなたは、下記の権利を含め、適用法に定められた諸条件に従い、自己の個人情報に関して一定の権利を有します：</p> <ul style="list-style-type: none"> <li>• あなたの個人情報にアクセスし、その写しを受け取る権利；</li> <li>• あなたに関する不適切、不完全、または、不正確な個人情報を修正するように当社に要求する権利；</li> <li>• 処理が当社の正当な権利に基づいている場合に、あなたの特定の状況を理由にあなたの個人情報の処理について異議を述べる権利。このような状況であなたが異議を述べた場合、当社は、処理の継続を必要とするより優先的、決定的な理由がある場合、または法的な請求を立証、追求、または弁護するために処理が必要である場合を除き、あなたの個人情報の処理を停止します；</li> <li>• 当社があなたの個人情報を削除するように求めます；</li> <li>• 保存以外の処理が行われないように、あなたの個人情報の処理を制限することを当社に求めます；また、</li> </ul>

<ul style="list-style-type: none"> <li>• obtain from the Company, or to ask the Company to send to a third party, a copy of your personal information in electronic form that you provided to the Company with your consent or to undertake pre-contractual measures.</li> </ul> <p><b>Lodging a complaint:</b> You have the right to lodge a complaint concerning the Company's processing of your personal information with the supervisory authority where you live or work or where the alleged violation occurred.</p> <p><b>Withdrawing your consent:</b> You can contact the Company at HRConnect@kla.com if you would like to withdraw your consent to the Company's use of your information to consider you for future positions, disclosure, transfer, or other processing of your personal information as described in this Privacy Policy. Any withdrawal will not affect the lawfulness of processing based on consent before its withdrawal.</p>	<ul style="list-style-type: none"> <li>• あなたがあなたの同意とともに電磁的方法により当社に提供したあなたの個人情報（写真）の写しを、当社から取得し又は当社から第三者に送付することを要請し、あるいは、事前の契約上の措置を講じます。</li> </ul> <p><b>苦情の申し立て：</b>あなたには、当社によるあなたの個人情報の処理に関しあなた住所の居住地、勤務先、または違反の苦情が申し立てられた場所の監督当局に苦情を申し立てる権利があります。</p> <p><b>同意の撤回：</b> あなたの情報を当社があなたの将来の職務につき検討するために使用すること、その開示、移転、その他本プライバシーポリシーに記載される処理を行うことにつきあなたの同意を撤回される場合、当社（HRConnect@kla.com）に連絡ください。いかなる撤回も、その撤回前の同意に基づいた処理の合法性に影響を及ぼしません。</p>
<p><b>Additional information for California residents</b></p> <p>This section describes our collection and use of personal information about job candidates who are California residents, and is intended to satisfy our applicable notice requirements under the California Consumer Privacy Act of 2018 ("CCPA"). While the purposes for which we use personal information vary depending on the circumstances, generally, we collect, use and disclose the below categories of personal information as described above in this privacy policy.</p> <p><b>What is personal information?</b> In this section, "personal information" is any information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual or household.</p> <p><b>What isn't covered by this section?</b> This section does not address or apply to our collection of personal information, such as consumer credit reports and background checks, publicly available data lawfully made available from state or federal government records, or other information that is exempt under the CCPA. This section also does not apply to the personal information we collect from employees or contractors.</p>	<p><b>カリフォルニア州居住者向けのその他の情報</b></p> <p>このセクションでは、カリフォルニア州に居住する職務候補者に関する当社による個人情報の収集と使用について説明しています（このセクションは、2018年に成立したカリフォルニア州消費者プライバシー法（「CCPA」）の該当する通知要件を充たすことを目的としています）。当社が個人情報を利用する目的は状況によって異なりますが、このプライバシーポリシーで前述されているように、一般的に、当社は以下のカテゴリーの個人情報の収集、利用、開示を行います。</p> <p><b>個人情報とは何ですか？</b>このセクションにおいて、「個人情報」とは、直接的または間接的に、特定の個人または世帯を特定し、に関連し、を記載し、またはそれらに合理的に関連付けられ得るすべての情報を意味します。</p> <p><b>このセクションにより規定されないものは何ですか？</b>本セクションは、消費者の信用調査報告書や身元調査、州または連邦政府の記録から合法的に公開されたデータ、その他 CCPA で適用除外とされているその他の情報等の個人情報の当社による収集については規定せず、また適用されません。本セクションは、従業員や請負業者から当社が収集する個人情報にも適用されません。</p>



<p><b>Categories of personal information collected.</b> Generally, we collect the following categories of personal information about you:</p> <ul style="list-style-type: none"> <li>• <b>Name, contact information and other identifiers:</b> identifiers such as a real name, alias, postal address, phone number, unique personal identifier, online identifier, Internet Protocol address, email address, or other similar identifiers;</li> <li>• <b>Characteristics of protected classifications:</b> such as race, sex, gender or gender identity, national origin, disability, military/veteran status, and other characteristics of protected classifications under California or federal law;</li> <li>• <b>Internet or other electronic network activity information:</b> including browsing history and information regarding your interaction with an internet website or application;</li> <li>• <b>Geolocation data:</b> precise geographic location information about a particular individual or device.;</li> <li>• <b>Education information:</b> information about education history or background; and.</li> <li>• <b>Employment history:</b> professional or employment-related information.</li> </ul>	<p><b>収集される個人情報のカテゴリー。</b>一般的に、当社はあなたに関する以下のカテゴリーの個人情報を収集します：</p> <ul style="list-style-type: none"> <li>• <b>名前、連絡先情報及びその他の識別情報：</b>本名、別名、住所、電話番号、特徴的な個人識別情報、オンライン識別情報、IP アドレス、電子メールアドレス、その他の類似する識別情報等の識別情報</li> <li>• <b>保護区分の特性：</b>人種、性別、性又は性的同一性、国籍、障害、軍人/退役軍人ステータス及びその他のカリフォルニア州または連邦法上の要保護区分の特性</li> <li>• <b>インターネットまたはその他の電子ネットワーク活動情報：</b>（閲覧履歴及びインターネットの Web サイト及びアプリケーションのやり取りに関する情報を含む）</li> <li>• <b>位置データ：</b>特定の個人またはデバイスについての正確な位置情報</li> <li>• <b>教育情報：</b>学歴またはバックグラウンドに関する情報</li> </ul> <p><b>職歴：</b>仕事又は雇用に関連する情報</p>
<p><b>Changes to This Policy</b></p> <p>The Company may change this Privacy Policy from time to time in its sole discretion. If the Company makes a material change to this Privacy Policy, the Company will inform you by posting a notice on this Site. Those changes will go into effect on the effective date posted in the revised notice. The new policy will apply to all current and past users of the online system and to all information collected before the date of the change, unless your consent is first required. The new policy will replace any prior policies that are inconsistent. Please check periodically for changes to this Privacy Policy, and especially before you provide any personal information to the Company. If the Company will materially change how it uses, discloses or otherwise processes your personal information, the Company will contact you before doing so and obtain your consent before using, disclosing or otherwise</p>	<p><b>本ポリシーの変更</b></p> <p>当社は、その自由裁量により、このプライバシーポリシーを随時変更する場合があります。このプライバシーポリシーに重要な変更を加える場合、当社は本サイトに掲載することによりあなたに通知いたします。それらの変更は、改訂通知に記載された発効日に発効します。新しいポリシーは、あなたの同意がまず必要な場合を除き、オンラインシステムの現在および過去のすべてのユーザー並びに変更日より前に収集されたすべての情報に適用されます。新しいポリシーはすべての整合しない従前のポリシーを置き換えます。本プライバシーポリシーに変更がないかを定期的に、当社に何らかの個人情報を提供する場合には特に、事前にご確認ください。個人情報の使用方法、開示方法またはその他の処理方法について当社が重要な変更を行う場合、当社は事前あなたに連絡</p>



<p>processing your personal information other than as described in this Privacy Policy.</p>	<p>し、本プライバシーポリシー記載以外の方法であな たの個人情報を使用、開示、処理する場合、あ なたから事前に同意を取得いたします。</p>
<p><b>Contact us or our data protection officers</b></p> <p>Please direct any questions, request for removal of personal information, and comments or complaints you may have about this privacy policy to HRConnect@kla.com.</p> <p>You can also contact our Data Protection Officer (“DPO”) or, in India, our grievance officer (where available): <a href="#">please see above</a></p>	<p>当社またはデータ保護オフィサーへのお問い合 わせ</p> <p>本プライバシーポリシーについてご質問、個人情 報削除のご依頼、コメント、苦情がある場合、 HRConnect@kla.com にご連絡ください。</p> <p>この他、当社のデータ保護オフィサー（DPO） （または、インドでは苦情処理オフィサー（可能 な場合））に、ご連絡いただくことも可能です： <a href="#">上記をご参照ください。</a></p>



**KLA Corporation Global Career Site Privacy Policy**  
**KLA Corporation 글로벌 경력 사이트 개인정보 처리방침**

<p>Welcome to the KLA Corporation Global Career Site (the "Site"). KLA Corporation and its subsidiaries are passionate about creating solutions that drive progress and transform industries. Recruiting the right talent is crucial to our goal of making technology advancements.</p> <p>We want to help you understand our practices surrounding the collection, use and disclosure of your personal information (also "information") that is gathered during the recruitment process. Please select one of the links below for available translations:</p> <ul style="list-style-type: none"> <li>• Chinese (Simplified)</li> <li>• Hebrew</li> <li>• Japanese</li> <li>• Korean</li> </ul> <p>If you require this privacy policy in a different language, please contact us at HRConnect@kla.com.</p> <p>This privacy policy addresses the following topics:</p> <ul style="list-style-type: none"> <li>• <a href="#">Your Consent</a></li> <li>• <a href="#">Scope of this Privacy Policy</a></li> <li>• <a href="#">Collection and Use of Your Personal Information</a></li> <li>• <a href="#">How the Company May Share Your Personal Information</a></li> <li>• <a href="#">Retention of Your Personal Information</a></li> <li>• <a href="#">International Transfer of Your Personal Information</a></li> <li>• <a href="#">Security for Your Personal Information</a></li> <li>• <a href="#">Your Rights with Respect to Your Personal Information</a></li> <li>• <a href="#">Additional Information for California Residents</a></li> <li>• <a href="#">Changes to this Policy</a></li> <li>• <a href="#">Contact us or our data protection officers</a></li> </ul>	<p>KLA Corporation 글로벌 경력 사이트(이하 "사이트")에 오신 것을 환영합니다. KLA Corporation 과 자회사는 진보를 촉진하고 산업을 변화시키는 솔루션을 창조하는 데 열정을 가지고 있습니다. 적절한 인재를 채용하는 것은 기술 발전이라는 우리의 목표에 매우 중요합니다.</p> <p>채용 과정에서 수집되는 개인정보(또는 "정보"), 이용 및 공개와 관련하여 당사의 처리현황을 이해하는 데 도움을 드리고자 합니다. 사용 가능한 번역을 보려면 아래 링크 중 하나를 선택하십시오.</p> <ul style="list-style-type: none"> <li>• 중국어(간체)</li> <li>• 히브리어</li> <li>• 일본어</li> <li>• 한국어</li> </ul> <p>다른 언어로 번역된 개인정보 처리방침이 필요한 경우 HRConnect@kla.com 에 문의하십시오.</p> <p>본 개인정보 처리방침은 다음 주제를 다룹니다.</p> <ul style="list-style-type: none"> <li>• <a href="#">귀하의 동의</a></li> <li>• <a href="#">본 개인정보 처리방침의 범위</a></li> <li>• <a href="#">개인정보의 수집 및 이용</a></li> <li>• <a href="#">당사의 개인정보 공유 방법</a></li> <li>• <a href="#">개인정보의 보존</a></li> <li>• <a href="#">개인정보의 국외 이전</a></li> <li>• <a href="#">개인정보에 대한 보안</a></li> <li>• <a href="#">개인정보에 대한 귀하의 권리</a></li> <li>• <a href="#">캘리포니아 거주자를 위한 추가 정보</a></li> <li>• <a href="#">본 개인정보 처리방침의 개정</a></li> <li>• <a href="#">당사 또는 당사의 개인정보보호책임자에 대한 문의</a></li> </ul>
<p><b>Your Consent</b></p> <p>You consent to the collection, use, disclosure, transfer across borders to Companies and other entities described herein, and other processing of your personal information as set forth herein for the</p>	<p><b>귀하의 동의</b></p> <p>귀하는 아래에 기술된 내용과 본 처리방침에 명시된 기타 다른 목적을 위하여, 개인정보의 수집, 이용, 공개, 계열사 및 본 처리방침에 기재된 기타 기관으로의 국외 이전, 그리고 귀하가 지원한 직책 또</p>



<p>purposes of considering you for the position you applied or other positions if your initial candidacy is unsuccessful, as described below and for other purposes set forth herein. Before you consent, please read this privacy policy carefully.</p> <p>Once you consent, your consent will continue to apply unless you revoke your consent by contacting the Company at HRConnect@kla.com.</p>	<p>는 최초 입사 지원이 실패한 경우 지원했던 직책이나 기타 다른 직책에 대한 고려를 목적으로 본 처리방침에 명시된 개인정보의 기타 다른 처리에 동의합니다. 동의하기 전에 본 개인정보 처리방침을 주의 깊게 읽어보시기 바랍니다.</p> <p>귀하가 동의한 후에는 HRConnect@kla.com 으로 당사에 연락하여 동의를 철회하지 않는 한 귀하의 동의가 계속 적용되는 것으로 간주됩니다.</p>
<p><b>Scope of This Policy</b></p> <p>The controller of information collected and used for recruitment purposes is the KLA company that is indicated as having posted the position (“KLA” or the “Company”). A list of KLA companies and their contact information is available <a href="#">here</a>. This Privacy Policy applies only to information collected and used for recruitment purposes through the Company’s online system and from other sources. The other sources might include information that you provide other than through the online system as well as information obtained, for example, from prior employers, educational institutions, other references, pre-employment screening providers, and other sources. This Privacy Policy does not apply to any other site or page that the Company owns or operates. Other Company sites have privacy policies specific to each site.</p>	<p><b>개인정보 처리방침의 범위</b></p> <p>채용 목적으로 수집 및 이용되는 정보의 처리자는 KLA 회사이며, 처리자로 표시됩니다(이하 "KLA" 또는 "당사"). KLA 계열사 및 이들의 연락처 목록은 <a href="#">여기</a>에서 확인할 수 있습니다. 본 개인정보 처리방침은 당사의 온라인 시스템과 다른 출처에서 채용 목적으로 수집되고 이용되는 정보에만 적용됩니다. 다른 출처에는 온라인 시스템을 통해 제공하지 않는 정보뿐만 아니라, 예를 들어 이전 고용주, 교육 기관, 기타 참고 자료, 사전 고용 심사 제공자 및 기타 출처로부터 얻은 정보도 포함될 수 있습니다. 본 개인정보 처리방침은 당사가 소유하거나 운영하는 다른 사이트나 페이지에는 적용되지 않습니다. 다른 회사 사이트에는 각 사이트별 개인정보 처리방침이 있습니다.</p>
<p><b>Collection and Use of Your Personal Information</b></p> <p><u>The Personal Information KLA Collects</u></p> <p>If you are interested in a job with the Company and you choose to create an account through the Company’s online system, you will have the opportunity to complete an online profile and to submit information to the Company. The personal information collected through the Site includes your (i) first and last name; (ii) contact information, including postal address, email address, and telephone number(s); (iii) work history; and (iv) educational history. You are responsible for providing information that is accurate, complete and up to date when you submit it through the online system. If you apply for a position, the Company may also collect personal information about you from third parties, namely work and educational history from prior employers, educational institutions and other references, and to the extent required or permitted under applicable law, credit reports and criminal checks from pre-employment screening providers.</p>	<p><b>개인정보 수집 및 이용</b></p> <p><u>KLA 에서 수집하는 개인정보</u></p> <p>만약 귀하가 당사와 함께 일하는 것에 관심을 가지고 당사의 온라인 시스템을 통해 계정을 만들었다면 온라인 프로필을 완성하고 당사에 정보를 제출할 기회를 갖게 될 것입니다. 사이트를 통해 수집된 개인정보는 (i) 이름과 성, (ii) 우편 주소, 이메일 주소 및 전화 번호를 포함한 연락처 정보, (iii) 근무 이력, (iv) 학력을 포함합니다. 귀하는 온라인 시스템을 통해 정보를 제출할 때 정확하고 완전하며 최신 정보를 제공해야 합니다. 귀하가 직무에 지원하는 경우 당사는 제 3 자로부터 귀하에 대한 개인정보를 수집할 수 있으며(주로 이전 고용주, 교육 기관 및 기타 참고 자료로부터의 근무 이력 및 학력), 해당 법률에서 요구하거나 허용하는 범위 내에서 사전 고용 심사 제공자로부터 신용 보고서 및 범죄 경력 확인을 받을 수 있습니다.</p> <p>귀하가 사이트를 방문할 때 당사에서 수집하는 정</p>

Please view the [Cookie Policy](#) to understand what information the Company collects when you visit the Site.

**Sensitive Personal Information**

If you apply for a position in the United States and register your profile, you will have the opportunity to provide information about your gender, race and ethnic origin, disability, and veteran status in order for KLA to conduct equal employment opportunity monitoring and comply with federal contractor obligations.

Whether you provide this information is entirely voluntary. If you decline to provide this information, your application(s) will not be affected in any way. If you choose to provide this information, you consent to the Company using it for equal employment opportunity monitoring and reporting purposes. This information will not be used to evaluate your application for employment.

Except as described above, the Company will not request or otherwise collect information about your health, racial or ethnic origin, political opinions, religious or philosophical beliefs, trade-union membership, sexual orientation, your genetic information or biometric information through the online system during the application process unless applicable law, as an exception, requires doing so.

The Company, or a third-party background check company under contract with the Company, may check criminal history records for information about convictions, but only to the extent required or permitted by law.

**Why the Company Uses Your Personal Information**

The Company will use the information collected about you through the recruitment process to verify eligibility for employment; evaluate your qualifications for employment, education and work history; conduct interviews, skills assessments and tests and assessing same; and for related recruiting administration, internal reporting and recordkeeping purposes, such as to check references or to conduct pre-employment screening or background checks. In addition, if you are hired, the Company will maintain the information collected about you in the recruitment process for purposes of facilitating the employment relationship, as described in the relevant privacy notice for employees. The Company will not use your personal information to engage in automated decision-making.

보는 [쿠키 정책](#)을 참조하십시오.

**민감한 개인정보**

만약 귀하가 미국에서 직무에 지원하고 귀하의 프로필을 등록한다면, 귀하는 KLA가 동등한 고용 기회 모니터링을 실시하고 연방법에 따른 계약자의 의무를 준수하도록 귀하의 성별, 인종, 민족, 장애 유무, 그리고 병역 여부에 대한 정보를 제공할 수 있는 기회를 갖게 될 것입니다.

귀하가 이 정보를 제공하는 것은 전적으로 자발적으로 이루어집니다. 귀하가 이 정보를 제공하는 것을 거부하더라도 귀하의 지원에 어떠한 영향도 미치지 않습니다. 귀하가 이 정보를 제공하기로 선택한 경우, 귀하는 당사에서 동등한 고용 기회 모니터링 및 보고 목적으로 이 정보를 사용하는 데 동의하는 것입니다. 이 정보는 입사 지원서를 평가하는 데 사용되지 않습니다.

당사는 위에서 설명한 경우를 제외하고 예외적으로 해당 법률이 요구하지 않는 한, 지원 과정 중에 온라인 시스템을 통해 귀하의 건강, 인종 또는 민족, 정치적 견해, 종교적 또는 철학적 신념, 노동조합 가입, 성적 지향, 유전적 정보 또는 생체 정보에 대한 정보를 요청하거나 수집하지 않습니다.

당사 또는 당사와 계약 중인 제 3자 신원 조회 회사는 범죄경력자료에 대한 정보를 확인할 수 있지만, 법률에 의해 요구되거나 허용된 범위에서만 가능합니다.

**개인정보 이용 목적**

당사는 채용 과정을 통해 수집된 정보를 활용하여 채용 자격을 검증하고, 채용, 학력 및 근무 이력에 대한 자격 평가를 수행하며, 면접, 기술 평가, 시험을 수행하고 이를 평가하며, 추천서 점검 수행, 사전 고용 심사 또는 신원 조회 수행과 같은 채용 관련 관리, 내부 보고 및 기록 보관을 위해 개인정보를 사용합니다. 또한, 귀하를 채용할 경우 당사는 직원 개인 정보 보호 관련 고지서에 설명된 대로 고용 관계 개선을 위한 목적으로 채용 과정에서 귀하에 대해 수집한 정보를 보유합니다. 당사는 귀하의 개인정보를 자동화된 의사결정에 이용하지 않습니다.

귀하가 처음에 지원한 직무에 채용되지 않은 경우, 당사는 동의를 필요한 경우 귀하의 동의를 받은 후 향후 채용에 대한 귀하의 적합성을 평가하기 위하여 귀하의 개인정보를 이용할 수 있습니다. 이러한

If you are not hired for the position for which you initially apply, the Company may - with your consent, if consent is required - use the personal information to evaluate your suitability for future job openings. Based on that evaluation, the Company may contact you to find out whether you are interested in applying for new job openings.

The Company's employees involved in the evaluation of your application and, if you are hired, in the administration of your employment relationship with the Company will have access to your personal information on a need-to-know basis.

Candidates for Positions outside Europe.

Where applicable data protection law requires a lawful basis for collecting, using and otherwise processing your personal information, the Company relies on your consent to do so. The processing of your personal information is necessary for the Company to determine whether to enter into an employment agreement with you. If you do not provide requested information, the Company may not be able to consider you for employment. In addition, the processing of your personal information is necessary for the Company to pursue its legitimate interests in recruiting and hiring suitable personnel.

Candidates for Positions in Europe

We process your personal information for the purposes described above on the following legal bases:

- the processing is necessary for compliance with a legal obligation to which the Company is subject (verifying eligibility for employment, and conducting pre-employment screening or background checks where required by EEA or UK law); or
- the processing is necessary in order to take steps at your request prior to potentially entering into an employment contract with you (evaluating your qualifications for employment, education and work history, and related recruiting administration); or
- the processing is necessary for the legitimate interests pursued by the Company in ensuring that it properly evaluates candidates so that it hires persons who are qualified and appropriate for the position (conducting interviews, skills assessments and tests and assessing same; preparing and sharing internal reporting and

평가를 바탕으로 당사는 귀하가 신규 채용에 지원할 의향이 있는지 여부를 문의할 수 있습니다.

지원서의 평가에 관여하거나, 귀하가 고용된 경우 당사와 고용 관계를 관리하는 데 관여한 당사의 직원들은 필요한 때 귀하의 개인정보에 접근할 수 있습니다.

유럽 이외의 지역의 직무에 지원한 지원자.

해당 지역에 적용되는 개인정보 보호법에 따라 귀하의 개인정보를 수집, 이용 및 기타 처리를 위한 법적 근거가 필요한 경우 당사는 귀하의 동의에 따릅니다. 당사는 귀하와 고용 계약을 체결할지 여부를 결정하기 위해 귀하의 개인정보를 처리해야 합니다. 귀하가 요청한 정보를 제공하지 않을 경우 당사는 귀하를 채용 대상으로 고려하지 않을 수도 있습니다. 또한 당사가 적절한 직원을 채용하고 고용하는 데 있어 정당한 이익을 추구하기 위해서는 귀하의 개인정보 처리가 필요합니다.

유럽 내 직무에 지원한 지원자

당사는 다음 법적 근거에 따라 위에서 설명한 목적을 위해 귀하의 개인정보를 처리합니다.

- 당사에 적용되는 법적 의무를 준수하기 위해 처리가 필요한 경우(EEA 또는 영국 법률이 요구하는 경우 고용 자격 검증 및 사전 고용 심사 또는 신원 조회 실시) 또는
- 잠재적으로 귀하와 고용 계약을 맺기 전에 귀하의 요청에 따라 조치를 취하기 위해 처리가 필요한 경우(고용, 학력 및 근무 이력, 관련 채용 행정에 대한 자격 증명) 또는
- 당사가 해당 직무에 적합한 자격을 갖춘 사람을 고용하도록 지원자를 적절하게 평가하도록 하기 위해 당사가 추구하는 정당한 이익을 위해 필요한 경우(면접, 기술 평가, 시험을 실시 및 평가, 내부 보고서 작성 및 공유, 기록 보관). 귀하의 특별한 상황에 따라 당사의 이익보다 귀하의 이익이나 개인정보의 보호가 필요한 귀하의 기본적 권리와 자유가 우선시되는 경우는 제외됨.

귀하는 해당 법률에 따라 고용 자격에 대한 정보를 제공해야 합니다. 귀하가 이러한 정보를 제공하지 않는 경우, 당사는 귀하와 고용 계약을 체결할 수 없

<p>recordkeeping), except if in light of circumstances particular to you, the Company's interests are overridden by your interests or fundamental rights and freedoms that require protection of your personal data.</p> <p>You are required to provide information about your employment eligibility under applicable law. If you do not provide such information, the Company will not be able to enter into an employment contract with you and therefore will not consider you for employment. If you do not provide other requested information, the Company will not be able to assess your qualifications and suitability for the position and may not be able to assess your application or offer you a position.</p>	<p>으므로 귀하를 고용 대상으로 고려하지 않게 됩니다. 귀하가 요청한 다른 정보를 제공하지 않을 경우 당사는 귀하의 직무에 대한 자격과 적합성을 평가할 수 없으며 귀하의 지원서를 평가하거나 귀하에게 직무를 제공하지 못할 수도 있습니다.</p>
<p><b>How the Company May Share Your Personal Information</b></p> <p>The Company will not sell, lease, or license your personal information to any third party. There are limited circumstances in which the Company may share the information that you submit online with third parties (and you hereby consent to transfer and share of such information to such third parties), most notably:</p> <ul style="list-style-type: none"> <li>• with third party service providers. The Company may, for example, retain a service provider to host all or portions of this Site, to help maintain and manage the Company's databases, to assist in the recruiting process, or to conduct pre-employment screening. Service providers will be permitted to use your personal information only for the purpose(s) for which it was disclosed to them and in accordance with the Company's instructions. Service providers generally will be located in the United States or in the country where you are applying for a position;</li> <li>• with affiliated companies, such as grandparent, parent and/or subsidiary corporations, for their recruitment, recordkeeping and/or reporting purposes;</li> <li>• when required by law, such as when responding to subpoenas, court orders, legal process, a discovery request in civil litigation, or a legitimate request by government or regulatory authorities;</li> </ul>	<p><b>당사의 개인정보 공유 방법</b></p> <p>당사는 귀하의 개인정보를 제 3 자에게 판매, 임대 또는 라이선스를 부여하지 않습니다. 제한적인 상황에서 당사는 귀하가 온라인으로 제출하는 정보를 제 3 자와 공유할 수 있습니다(귀하는 본 처리방침에 따라 이러한 정보를 제 3 자에게 전송하고 공유하는 데 동의함). 가장 주목할 만한 사항은 다음과 같습니다.</p> <ul style="list-style-type: none"> <li>• 제 3 자 서비스 제공자에게 제공하는 경우. 당사는 예를 들어 본 사이트의 전체 또는 일부를 호스팅하거나, 당사의 데이터베이스를 유지 및 관리하며, 채용 프로세스를 지원하거나, 사전 고용 심사를 수행하기 위한 서비스 제공자들을 이용할 수 있습니다. 서비스 제공자는 오직 당사의 지침에 따라 공개된 목적으로만 귀하의 개인정보를 사용할 수 있습니다. 서비스 제공자는 일반적으로 미국 또는 귀하가 입사를 지원하고자 하는 국가에 위치합니다.</li> <li>• 채용, 기록 보관 및/또는 보고 목적을 위해 모회사 및/또는 자회사와 같은 계열사에게 제공하는 경우.</li> <li>• 소환장, 법원 명령, 법적 절차, 민사 소송에서의 증거개시 요청 또는 정부 또는 규제 당국의 적법한 요청에 응답하는 경우와 같이 법률에 의해 요구되는 경우.</li> <li>• 당사가 귀하의 행위가 해당 법률을 위반하거나 또는 기타 회사의 권리, 재산 또는</li> </ul>

<ul style="list-style-type: none"> <li>• if the Company believes that your actions violate applicable law, or threaten the rights, property, or safety of our Company or others;</li> <li>• if the Company sells some or all of its business, the Company may disclose all of the information that it has collected about you to a purchaser or, in due diligence, to a potential purchaser, but subject to a confidentiality agreement.</li> </ul> <p>The Company will make such disclosures in compliance with applicable data protection laws.</p>	<p>안전을 위협한다고 판단하는 경우.</p> <ul style="list-style-type: none"> <li>• 당사가 사업의 일부 또는 전부를 양도하는 경우, 당사는 귀하로부터 수집한 모든 정보를 양수인에게 공개하거나, 실사 과정에서 잠재적 양수인에게 공개할 수 있습니다. 단, 기밀 유지 계약에 따릅니다.</li> </ul> <p>당사는 해당 개인정보보호 법률을 준수하여 이러한 공시를 할 것입니다.</p>
<p><b>Retention of Your Personal Information</b></p> <p>If the Company hires you, the information that you submitted through the online system and the information that is collected during the application process may become part of your personnel file and may be used to administer the employment relationship and for related reporting and recordkeeping purposes, as described in the Company’s employee privacy policy. If you wish to withdraw your application , you can do so at any time by contacting the Company at HRConnect@kla.com.</p> <p>The Company will retain information of candidates who are not hired for the maximum retention period permitted under applicable law, in particular until there is no longer a legitimate business purpose for retention (in particular to consider you for positions in addition to the position(s) for which you initially applied). For candidates for positions in Europe, Japan and South Korea, information will be purged after one year unless you consent that the Company can keep your information for other positions.</p>	<p><b>개인정보의 보존</b></p> <p>당사가 귀하를 고용하는 경우, 귀하가 온라인 시스템을 통해 제출한 정보와 지원 과정 중에 수집된 정보는 귀하의 인사 기록 파일의 일부가 될 수 있으며 당사의 직원 개인정보 처리방침에 설명된 대로 고용 관계 관리, 관련 보고 및 기록 보관 목적으로 사용될 수 있습니다. 지원서를 철회하려면 언제든지 HRConnect@kla.com 으로 연락하시기 바랍니다.</p> <p>당사는 해당 법률에 따라 허용된 범위 내에서 개인정보 보유를 위한 적법한 업무상의 목적이 달성될 때까지 (특히 처음에 지원했던 직무 외에 다른 직무에 대해서도 귀하를 고려하기 위해), 고용되지 않은 지원자의 정보를 보유합니다. 유럽, 일본, 한국 내 직무에 지원한 지원자의 경우, 당사에서 다른 직무 지원을 위해 귀하의 정보를 보관할 수 있다는 데 동의하지 않았다면, 1년 후에 정보가 삭제됩니다.</p>
<p><b>International Transfer of Your Personal Information</b></p> <p>The personal information that the Company collects about you in the recruitment process will be transferred to, and stored on, servers provided by Workday, our recruitment service provider, whose servers are located in the U.S. In addition, authorized employees of the Company and/or affiliated companies at locations outside the United States may have access to your personal information as part of the recruitment process. These countries may have data protection laws less stringent than the laws of your country. We protect your personal information using a combination of protections, including relying on laws and data transfer</p>	<p><b>개인정보의 국외이전</b></p> <p>당사가 채용 과정에서 귀하에 대해 수집하는 개인 정보는 당사의 채용 서비스 제공자인 Workday 가 제공하는 서버로 이전되고 저장될 것이며, 이 서버는 미국에 위치해 있습니다. 당사 및/또는 미국 이외의 지역에 있는 계열사의 권한이 부여된 직원은 채용 과정의 일부로 귀하의 개인정보에 접근할 수 있습니다. 이러한 국가에서는 귀하의 국내 개인정보 보호법보다 덜 엄격할 수 있습니다. 당사는 법률 및 국외 이전 계약을 포함하여 여러 가지 보호 기능을 결합하여 개인정보를 보호합니다.</p>





<p>agreements.</p> <p>Under the laws of the EU, Japan and Israel, transfers between EU member states and Japan and transfers between EU member states and Israel are subject to adequate protection. Transfers to the United States or other countries where the Company entities are located are not subject to such protection but are protected by standard contractual clauses approved by the European Commission. You may obtain a copy of those clauses by contacting us at HRConnect@kla.com.</p>	<p>EU, 일본 및 이스라엘의 법에 따라, EU 회원국과 일본 사이의 개인정보 이전과 EU 회원국과 이스라엘 간의 이전은 적절한 보호를 받습니다. 미국 또는 당사 사업체가 위치한 다른 국가로의 이전은 이러한 보호의 대상이 아니지만 유럽 위원회가 승인한 표준 계약 조항에 의해 보호됩니다. HRConnect@kla.com 으로 연락하시면 이 조항들의 사본을 얻을 수 있습니다.</p>
<p><b>Security for Your Personal Information</b></p> <p>KLA wants you to feel confident about providing your personal information through the online system. Your submissions of information to Workday’s secure server are protected by Hypertext Transfer Protocol Secure (“HTTPS”) and Transport Layer Security (“TLS”) technologies, utilized by many popular browsers to help safeguard transmissions. These technologies allow the use of encryption tools to protect information transmitted between your computer and Workday’s server. After Workday has received your information, access to it is limited to employees with a need to know.</p> <p>While KLA strives to protect your personal information, the Company cannot guarantee the security of any information that you submit through the online system, and you do so at your own risk. The Company urges you to keep your username, password and any other log-in credentials in a safe place as you share responsibility for maintaining the confidentiality of the information that you submit to the Company. It is a good practice to sign off your account and close your browser window when you have finished your visit to our online system.</p>	<p><b>개인정보 보안</b></p> <p>KLA 는 귀하가 온라인 시스템을 통해 귀하의 개인정보를 제공하는 것에 대해 신뢰하기를 원합니다. 귀하의 Workday 의 보안 서버에 대한 정보 제출은 하이퍼텍스트 전송 프로토콜 보안("HTTPS") 및 전송 계층 보안("TLS") 기술에 의해 보호되며, 이는 전송 보호를 위해 많은 인기 있는 브라우저에서 사용됩니다. 이러한 기술은 암호화 도구를 사용하여 컴퓨터와 Workday 서버 간에 전송되는 정보를 보호하는데 사용됩니다. Workday 가 귀하의 정보를 수신한 후, 해당 정보에 대한 접근은 정보를 알아야 할 필요가 있는 직원으로 제한됩니다.</p> <p>KLA 는 귀하의 개인정보를 보호하기 위해 노력하고 있지만, 당사는 귀하가 온라인 시스템을 통해 제출하는 정보의 보안을 보장할 수 없으며, 귀하는 귀하의 위험을 감수해야 합니다. 귀하에게도 당사에 제출하는 정보의 기밀성을 유지하기 위한 책임이 있으므로 당사는 귀하의 사용자 이름, 비밀번호 및 기타 로그인 자격 증명을 안전한 장소에 보관해 둘 것을 권장합니다. 온라인 시스템 방문을 마치면 계정을 종료하고 브라우저 창을 닫는 것이 좋습니다.</p>
<p><b>Your Rights with Respect to Your Personal Information</b></p> <p>You can access, update, or correct your profile information by visiting the online system. Log in to your “Candidate Homepage.” From this page under My Account, you may update your contact information. In Edit Account Settings, you may change your email address. You may also make a request to delete your information by sending an email to HRConnect@kla.com. If you have any questions about this privacy policy, please contact HRConnect@kla.com.</p> <p><u>Candidates for Positions in Europe.</u> You have certain rights with respect to your personal information, subject to conditions set forth in applicable laws,</p>	<p><b>개인정보에 대한 귀하의 권리</b></p> <p>귀하는 온라인 시스템을 방문하여 프로필 정보에 접근하거나, 업데이트 또는 수정할 수 있습니다. "지원자 홈페이지"에 로그인하십시오. 내 계정 아래의 이 페이지에서 귀하의 연락처 정보를 업데이트할 수 있습니다. 계정 설정 편집에서 이메일 주소를 변경할 수 있습니다. HRConnect@kla.com 으로 이메일을 보내 귀하의 정보 삭제 요청을 할 수도 있습니다.</p> <p>본 개인정보 처리방침에 대해 궁금한 점이 있으면 HRConnect@kla.com 으로 문의하십시오.</p> <p><u>유럽 내의 직무에 지원한 지원자.</u> 귀하는 개인정보와 관련하여 다음 권한을 포함하여 해당 법률에 명</p>

<p>including the right to:</p> <ul style="list-style-type: none"> <li>• access and receive a copy of your personal information;</li> <li>• require that the Company rectify inadequate, incomplete or incorrect personal information about you;</li> <li>• object to the processing of your personal information, on grounds relating to your particular situation, when the processing is based on the Company's legitimate interests. If you do object in these circumstances, the Company will stop processing your personal information unless there is an overriding, compelling reason to continue the processing or the processing is necessary to establish, pursue or defend legal claims;</li> <li>• request that the Company erase your personal information;</li> <li>• request that the Company restrict the processing of your personal information so that it is stored but not otherwise processed; and</li> <li>• obtain from the Company, or to ask the Company to send to a third party, a copy of your personal information in electronic form that you provided to the Company with your consent or to undertake pre-contractual measures.</li> </ul> <p><u>Lodging a complaint:</u> You have the right to lodge a complaint concerning the Company's processing of your personal information with the supervisory authority where you live or work or where the alleged violation occurred.</p> <p><u>Withdrawing your consent:</u> You can contact the Company at <a href="mailto:HRConnect@kla.com">HRConnect@kla.com</a> if you would like to withdraw your consent to the Company's use of your information to consider you for future positions, disclosure, transfer, or other processing of your personal information as described in this Privacy Policy. Any withdrawal will not affect the lawfulness of processing based on consent before its withdrawal.</p>	<p>시된 조건에 따라 특정한 권리를 보유하고 있습니다.</p> <ul style="list-style-type: none"> <li>• 개인정보의 사본을 접근하고 수신</li> <li>• 당사에 귀하에 대한 부적절하고 불완전하거나 부정확한 개인정보를 시정할 것을 요구</li> <li>• 처리가 당사의 정당한 이익에 기초하는 경우, 귀하의 특정 상황과 관련된 근거로 귀하의 개인정보 처리에 반대 이러한 상황에서 귀하가 개인정보 처리를 반대하는 이의권을 행사하는 경우 당사는 귀하의 개인정보 처리를 중단합니다. 단, 법적 청구를 제기, 추구 또는 방어하기 위해 해당 처리를 계속해야 하거나 해당 처리가 필요한 중요한 이유가 있는 경우는 예외입니다.</li> <li>• 당사에 귀하의 개인정보를 삭제하도록 요청</li> <li>• 귀하의 개인정보가 저장되거나 다른 방법으로 처리되지 않도록 당사에 정보 처리를 제한해 줄 것을 요청</li> <li>• 귀하의 동의에 따라 또는 사전 계약 조치를 이행하기 위하여 당사에 제공한 귀하의 개인정보 사본을 전자적 양식으로 당사로부터 제공받거나, 제 3 자에게 전자 형태로 보내도록 요청</li> </ul> <p><u>불만 사항 접수:</u> 귀하는 당사의 개인정보 처리에 관한 불만 사항을 귀하가 거주하거나 근무하거나 위반 혐의가 제기된 장소와 관련된 감독 당국에 제기할 권리가 있습니다.</p> <p><u>동의 철회:</u> 본 개인정보 처리방침에 설명된 귀하의 향후 직무 지원, 공개, 이전 또는 기타 귀하의 개인정보 처리를 위한 당사의 정보 이용에 대한 동의를 철회하려면 <a href="mailto:HRConnect@kla.com">HRConnect@kla.com</a> 으로 당사에 연락하시기 바랍니다. 어떤 철회도 철회하기 전에 동의를 바탕으로 한 처리의 적법성에 영향을 미치지 않습니다.</p>
<p><b>Additional information for California residents</b></p>	<p><b>캘리포니아 거주자를 위한 추가 정보</b></p>

This section describes our collection and use of personal information about job candidates who are California residents, and is intended to satisfy our applicable notice requirements under the California Consumer Privacy Act of 2018 (“CCPA”). While the purposes for which we use personal information vary depending on the circumstances, generally, we collect, use and disclose the below categories of personal information as described above in this privacy policy.

**What is personal information?** In this section, “personal information” is any information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual or household.

**What isn’t covered by this section?** This section does not address or apply to our collection of personal information, such as consumer credit reports and background checks, publicly available data lawfully made available from state or federal government records, or other information that is exempt under the CCPA. This section also does not apply to the personal information we collect from employees or contractors.

**Categories of personal information collected.** Generally, we collect the following categories of personal information about you:

- **Name, contact information and other identifiers:** identifiers such as a real name, alias, postal address, phone number, unique personal identifier, online identifier, Internet Protocol address, email address, or other similar identifiers;
- **Characteristics of protected classifications:** such as race, sex, gender or gender identity, national origin, disability, military/veteran status, and other characteristics of protected classifications under California or federal law;
- **Internet or other electronic network activity information:** including browsing history and information regarding your interaction with an internet website or application;
- **Geolocation data:** precise geographic location information about a particular individual or device.;

본 조에서는 캘리포니아 거주자인 입사 지원자에 대한 개인정보를 수집하고 이용하는 방법을 설명하며, 2018년 캘리포니아 소비자 개인정보 보호법(이하 "CCPA")에 따라 통지 요건을 충족시키기 위한 목적으로 작성되었습니다. 당사가 개인정보를 이용하는 목적은 상황에 따라 다르지만 일반적으로 본 개인정보 처리방침 중 위에 설명된 개인정보 범주를 수집, 이용 및 공개합니다.

**개인정보란 무엇입니까?** 본 조에서 "개인정보"는 특정 개인 또는 가구를 식별하거나, 이와 연관되거나, 설명하거나, 직접적으로 또는 간접적으로 관련될 수 있거나 합리적으로 연관될 수 있는 모든 정보를 의미합니다.

**본 조에서 다루지 않는 것은 무엇입니까?** 본 조는 소비자 신용 보고서 및 신용 조회와 같은 개인정보 수집, 주 또는 연방 정부기록에서 합법적으로 제공되는 공개 데이터 또는 CCPA에 따라 면제되는 기타 정보에 대해 다루거나 적용하지 않습니다. 본 조는 직원 또는 계약업체로부터 당사가 수집한 개인정보에는 적용되지 않습니다.

**수집되는 개인정보의 범주.** 일반적으로 당사는 귀하에 대한 다음과 같은 개인정보를 수집합니다.

- **이름, 연락처 정보 및 기타 식별자:** 실명, 별명, 우편 주소, 전화 번호, 고유식별정보, 온라인 식별자, 인터넷 프로토콜 주소, 이메일 주소 또는 기타 유사한 식별자와 같은 식별자
- **보호되는 범주의 특성:** 인종, 생물학적 성별, 사회적 성별 또는 성 정체성, 국적, 장애 유무, 병역 여부 및 캘리포니아 또는 연방법에 따른 보호 범주의 기타 특성 등
- **인터넷 또는 기타 전자적 네트워크 활동 정보:** 검색 기록 및 인터넷 웹 사이트 또는 어플리케이션과의 상호 작용에 대한 정보를 포함
- **지리적 위치 데이터:** 특정 개인 또는 장치에 대한 정확한 지리적 위치 정보
- **교육 정보:** 학력 또는 배경에 대한 정보

**채용 기록:** 전문 또는 채용 관련 정보

<ul style="list-style-type: none"> <li>• <b>Education information:</b> information about education history or background; and.</li> <li>• <b>Employment history:</b> professional or employment-related information.</li> </ul>	
<p><b>Changes to This Policy</b></p> <p>The Company may change this Privacy Policy from time to time in its sole discretion. If the Company makes a material change to this Privacy Policy, the Company will inform you by posting a notice on this Site. Those changes will go into effect on the effective date posted in the revised notice. The new policy will apply to all current and past users of the online system and to all information collected before the date of the change, unless your consent is first required. The new policy will replace any prior policies that are inconsistent. Please check periodically for changes to this Privacy Policy, and especially before you provide any personal information to the Company. If the Company will materially change how it uses, discloses or otherwise processes your personal information, the Company will contact you before doing so and obtain your consent before using, disclosing or otherwise processing your personal information other than as described in this Privacy Policy.</p>	<p><b>본 개인정보 처리방침의 개정</b></p> <p>당사는 독자적인 재량으로 본 개인정보 처리방침을 수시로 변경할 수 있습니다. 당사가 본 개인정보 처리방침에 중대한 변경을 하고자 할 경우 당사는 본 사이트에 공지사항을 게시하여 귀하에게 통지합니다. 이러한 변경 사항은 개정 통지에 게시된 발효일 부터 적용됩니다. 새로운 개인정보 처리방침은 사용자에게 사전 동의를 구할 필요가 없는 한 온라인 시스템의 모든 현재 및 과거의 사용자와 개인정보 처리방침 변경 날짜 이전에 수집된 모든 정보에 적용됩니다. 새로운 개인정보 처리방침과 이전 개인정보 처리방침 간 일치하지 않는 부분은 새로운 개인정보 처리방침에 따릅니다. 당사에 개인정보를 제공하기 전에 정기적으로 본 개인정보 처리방침의 변경 사항을 확인하시기 바랍니다. 당사가 귀하의 개인정보를 이용, 공개 또는 처리하는 방법을 중대하게 변경할 경우, 당사는 개인정보 처리방침에 명시된 경우를 제외하고 귀하의 개인정보를 이용, 공개 또는 기타의 방법으로 처리하기 전에 귀하에게 연락하여 귀하의 동의를 얻을 것입니다.</p>
<p><b>Contact us or our data protection officers</b></p> <p>Please direct any questions, request for removal of personal information, and comments or complaints you may have about this privacy policy to <a href="mailto:HRConnect@kla.com">HRConnect@kla.com</a>.</p> <p>You can also contact our Data Protection Officer (“DPO”) or, in India, our grievance officer (where available): <a href="#">please see above</a></p>	<p><b>당사 또는 당사의 개인정보 보호책임자에 대한 문의</b></p> <p>본 개인정보 처리방침에 대해 궁금한 사항, 개인정보 삭제 요구, 의견 또는 불만 사항이 있을 경우, <a href="mailto:HRConnect@kla.com">HRConnect@kla.com</a> 으로 보내 주시기 바랍니다.</p> <p>또한 당사의 개인정보보호책임자(DPO) 또는 (가능한 경우) 인도의 고충 처리 담당자에게 연락할 수 있습니다. <a href="#">위 내용을 참조하시기 바랍니다.</a></p>