



RIVERBED CALIFORNIA APPLICANT NOTICE

Effective: January 1, 2020

This notice describes the rights of California residents under the California Consumer Privacy Act of 2018 (“**CCPA**”). Riverbed Technology, Inc. and its affiliates (“**Riverbed**”, “**we**”, “**us**”, or “**our**”) adopt this notice to comply with the CCPA.

As part of any recruitment process, Riverbed collects and processes personal information relating to job applicants and candidates (“**Job Applicants**”). This California Applicant Notice sets out the categories of personal information we collect from Job Applicants and the purposes for which the categories of personal information shall be used; it applies solely to Job Applicants applying to Riverbed who are residents of California.

Riverbed may collect information about you that is unrelated to your application to our company, i.e., if you are a business customer of Riverbed products and services. More information about our privacy practices can be found in our [General Privacy Policy](#).

1 CCPA Definitions

The CCPA grants California residents rights and control over their “personal information” as defined in the [CCPA](#). Riverbed uses the CCPA’s definition of personal information in this notice; any other terms defined in the CCPA, such as “consumer”, “business”, “service provider”, “business purpose” or “commercial purpose” have the same meaning when used in this notice as well.

2 The CCPA Categories and Sources of Personal Information Riverbed Collects

Riverbed collects the following categories of personal information about our Job Applicants who are California residents:

- Identifiers (e.g., real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name or other similar identifiers)
- Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)) (which defines “personal information” as “any information that identifies, relates to, describes, or is capable of being associated with, a particular individual” – with examples including name, address, credit card or debit card number – and excludes publicly available information)
- Characteristics of protected classifications under California or Federal law (e.g., your gender or age)
- Internet or other similar network activity (e.g., browsing history, search history)
- Geolocation data (e.g., IP address)
- Audio, electronic, visual and similar information (e.g., call and video recordings)
- Professional or employment related information
- Education information, defined as information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. section 1232g, 34 C.F.R. Part 99)



- Inferences drawn from any of the information identified in this subdivision to create a profile about a consumer reflecting the consumer's preferences, characteristics, psychological trends, preferences, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes

Riverbed collects the categories of personal information outlined above from:

- Job Applicants directly
- Third party background check providers and employment screening agencies (as permitted by local law)
- References and former employers
- Riverbed employees who interview you
- Publicly available information from websites or social media

3 How Riverbed Uses the Personal Information We Collect

Riverbed uses the personal information we collect for the purposes of carrying out its application, recruitment and hiring process which includes:

- Assessing your skills, qualifications and interests against our career opportunities;
- Verifying your information and carrying out reference checks and/or conducting background checks (where applicable) if you are offered a job;
- Communications with you about the recruitment process and/or your application(s), including, in appropriate cases, informing you of other potential career opportunities at Riverbed;
- Creating and/or submitting reports as required under any local laws and/or regulations, where applicable;
- Obtaining an immigration visa or work permit, if applicable
- Complying with applicable laws, regulations, legal processes or enforceable governmental requests.

We will also use your personal data to protect the rights and property of Riverbed, our users, applicants, candidates, employees or the public as required or permitted by law.

4 How Riverbed Shares Personal Information

While we do not sell or market your personal information, we may share your personal information with third parties in limited situations, including with:

- Your personal information may be shared with our affiliates or subsidiaries in the U.S. and in other jurisdictions. If you have been referred for a job at Riverbed by a current Riverbed employee, with your consent, we may inform that employee about the progress of your application and let the Riverbed employee know the outcome of the process.
- Riverbed may also use service providers acting on Riverbed's behalf to perform some of the services described above (including for the purposes of the verification / background checks if your application is successful and we make you an offer of employment).



- Riverbed may sometimes be required to disclose your personal information to external third parties such as to local labor authorities, courts and tribunals, regulatory bodies and/or law enforcement agencies for the purpose of complying with applicable laws and regulations, or in response to legal process.
- We will also share your personal data with third parties if we have your consent, or to detect, prevent or otherwise address fraud, security or technical issues, or to protect against harm to the rights, property or safety of Riverbed, our customers, applicants, candidates, employees or the public or as otherwise required by law.
- It is your responsibility to obtain consent from your references before providing their personal information to Riverbed.

5 Your Rights Under the CCPA

The CCPA provides California residents with certain rights related to their personal information.

5.1 Right to Notice

This notice describes what personal information Riverbed has collected, its source and the purpose for which such personal information is being used.

5.2 Right to request

California residents can request disclosure of the categories and specific pieces of personal information collected from them in the preceding 12 months, the categories of sources for that information, the business purpose for collecting such personal information, and the categories of third parties with whom we share such personal information.

If you request that a business disclose categories and specific pieces of personal information collected about you, you have the right to receive that information, free of charge, twice a year. The information may be delivered by mail or electronically and, if provided electronically, shall be in a portable and, to the extent technically feasible, readily usable format that allows the California resident to relatively easily transmit this information to another entity.

You can submit your request [here](#).

5.3 Right to Opt-Out

The CCPA requires businesses that sell personal information to allow California residents the ability to opt out of the selling of their information. As explained above, Riverbed does not sell personal information and therefore we do not have an opt out.

5.4 Right to Equal Services and Prices

The CCPA prohibits businesses from discriminating against California residents for exercising rights under the CCPA. Such discrimination may include denying services, charging different prices or rates for services, providing a different level or quality of services, or suggesting that you will receive a different level or quality of goods or services as a result of exercising your rights.



5.5 Right to Delete

California residents have the right to request that a business delete any of their personal information that the business collected from them, subject to the exceptions in CCPA §1798.105. You can submit your request [here](#).