

CCPA Recruitment Personal Information Privacy Notice

The purpose of this personal information privacy notice is to inform you about how your personal information (i.e., information that identifies, relates to, describes, or is reasonably capable of being associated with you) is processed by the D. E. Shaw group when you apply for employment with us. We have certain notice obligations under the California Consumer Privacy Act (“**CCPA**”) and we use this privacy notice to fulfill those CCPA obligations.

For purposes of this privacy notice, references to “**the D. E. Shaw group**”, “**we**”, “**us**”, or “**our**” refers collectively to D. E. Shaw & Co., L.P., D. E. Shaw & Co., L.L.C., and each of (a) their wholly owned subsidiaries, and (b) the funds they directly or indirectly control, advise, or manage. The words “**you**” and “**your**” mean only California residents who apply for employment with us.

What personal information do we collect?

We may collect some or all of the following categories of personal information:

- **identifiers** such as your name, address, and contact details, including email address and telephone number;
- **professional and employment related information** such as details of your qualifications, skills, experience, and employment history, as well as any sample work product provided by you;
- **characteristics of protected classifications** such as race, gender, and ethnicity;
- **education information**; and
- any other personal information that you voluntarily provide to us.

We may also collect personal data about you from third parties, such as references supplied by former employers and information from employment and criminal background check providers.

What is your personal information used for?

We may use your personal information in order to:

- fulfill our legal obligations (e.g., verification of an employee’s eligibility to work in the U.S.);
- review and manage employment applications and supporting materials including performing background checks;
- administer and manage offers and communications with candidates;
- meet our obligations with respect to recruiting agencies acting on your behalf;
- administer, manage, and improve our recruiting operations; and
- any other purposes relating to the above.

When we perform background checks, this may involve the processing of criminal record data; such data will only be processed with your consent and where specifically authorized or required by law.

We will not use your personal information for purposes materially unrelated to the foregoing, such as direct marketing of third-party products to you, without providing you notice of such use and obtaining your consent.

Changes to this privacy notice

We periodically review and may modify this privacy notice. If we make modifications, we will continue our commitment to keeping your personal information secure.

Contact us

All questions, requests, or concerns regarding this privacy notice or relating to the collection and use of your personal information should be sent to privacy@deshaw.com. If you would like to learn more about our privacy practices in general, please read our privacy statement found [here](#).