

# Keysight Careers Privacy Statement

Thank you for your interest in Keysight. When you create a profile, any personal data you provide will be processed for the purposes of Keysight’s legitimate business interests in recruiting and hiring candidates for open job positions worldwide. Once you submit your resume/CV or apply for a Keysight job, your personal data may be used and accessed by Keysight recruiters, hiring managers, and other participants in the job application process. We will use your contact information to communicate with you about any jobs for which you are a candidate. In addition, with your consent, we will use your contact information to send you promotional emails about job opportunities or other recruiting initiatives that Keysight may offer. You may withdraw this consent at any time in your candidate profile, under “Contact Preferences” – “Email Subscription Management.”

Keysight's global organizational structure requires the global transfer of personal data within the Keysight group of companies. As a result, we may transfer personal data to, and store or process personal data in, countries other than the country in which the personal data originally was collected. Keysight has executed data processing agreements between and among Keysight entities operating in different countries that contain Standard Contractual Clauses (“SCCs”) as defined in the E.U. Data Protection Directive (95/46/EC) and as further authorized in the E.U. General Data Protection Regulation (“GDPR”) Article 46(5), to ensure that adequate safeguards are in place for the protection of personal data.

Keysight will not share your personal data with third parties outside of Keysight, other than vendors we engage to assist with recruiting and hiring process. Such vendors provide services pursuant to contracts requiring safeguards for the protection of your personal data, including SCCs where applicable.

Keysight will retain your personal data for the following periods of time, after which the data will be deleted in accordance with regularly scheduled data purges. However, Keysight reserves the right to retain your personal data for a longer period as necessary to comply with legal obligations or resolve disputes.

<b>Country</b>	<b>Candidate Profile Data</b>	<b>Job Application Data</b>
Germany, Korea, Switzerland, United Kingdom	183 days	183 days
Austria	214 days	214 days
Netherlands	366 days	366 days
Finland, France, Hong Kong	731 days	731 days
Others	1279 days	1279 days

\*For Candidate Profile Data, the retention period runs from the date of the last candidate login. For Job Application Data, the retention period runs from the date the application is last modified.

Note that you may edit your candidate profile at any time on this website. You may also delete your candidate profile data by clicking “Options” then selecting “Settings” and selecting “Delete Profile.”

You have certain rights with respect to your personal data, including: the right to information about the personal data we store about you, the right to have your personal data corrected if it is inaccurate, and the right to object, on grounds relating your particular situation, at any time to processing of your personal

data. You also have the right, under certain circumstances, to erasure, restriction of processing, and portability of your personal data.

To exercise your rights please contact Keysight's [Privacy Advocate](#). We will respond to your request as soon as is reasonably practicable and in any event within 30 days. To protect your privacy and security, we will also take reasonable steps to verify your identity before granting you access or enabling you to make corrections.

If you believe that the collection or processing of your personal data by Keysight is not compliant with applicable data protection laws, or have a privacy or data use concern you may contact Keysight's [Privacy Advocate](#), and you also have the right to contact the data protection authority in your country of residence. In Germany, you may also contact: Data Protection Officer Germany, Keysight Technologies Germany GmbH, Email: [data-protection\\_germany@keysight.com](mailto:data-protection_germany@keysight.com).