Red Hat Academy Talent Network Privacy Statement

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PRIVACY STATEMENT TABLE OF CONTENTS

SCOPE OF THIS PRIVACY STATEMENT

Red Hat, LLC and its affiliated companies and subsidiaries (collectively, "Red Hat", "we", "our", and "us") respect your privacy. This Red Hat Academy Talent Network Privacy Statement applies to personal data collected by Red Hat through the Red Hat Academy Talent Network (the "Service"). This Red Hat Academy Talent Network Privacy Statement supplements the Red Hat Privacy Statement which includes more information on Red Hat's privacy practices. Where appropriate we will direct you to the relevant section of the Red Hat Privacy Statement for more information.

Please read this Privacy Statement carefully. By continuing to access or use this Service, you are acknowledging that you have read and understand this Red Hat Academy Talent Network Privacy Statement, as well as the Red Hat Privacy Statement.

As used in our privacy statements, "personal data" means any information that relates to, is capable of being associated with, describes, or could be linked to, an identified or identifiable natural person ('data subject'). "Employers" refers to participating organizations and their representatives, such as Red Hat customers or Red Hat partners or members from the Red Hat talent acquisition team. "Students" refers to

students and alumni of Red Hat Academy or other Red Hat training, certification or other programs, as applicable.

THE CATEGORIES OF PERSONAL DATA WE COLLECT

The categories and types of personal data collected directly from you may include, without limitation:

- *Contact information, including identifiers*: Information used to communicate with you and set up and use your account, such as your first and last name, username, email address, telephone number and postal address, and company information (such as company name and your title).
- *Account and commercial information*: Information that Red Hat maintains in association with your account, such as your account number, username/user ID, password, information about your use of the Service, your preferences, messages and support inquiries. Please note that use of this Service requires creation of a Red Hat account. If you already have a Red Hat account, you will use the same account for this Service and information tied to that Red Hat account may be available as part of this Service and added to your profile (such as your user ID or information about your Red Hat certifications or courses).
- *Professional or employment-related information*: Information you provide when you create a Student or Employer profile. The information you provide will vary for a Student profile and an Employer profile. For Students, this may include information such as your educational background (including your Red Hat Academy institution, and Red Hat courses, exam and certification information), employment information, photo, resume, cover letter, and other information you choose to submit through the Service, such as when you send or respond to messages. For Employers, this may include information such as your business contact information and any other information or communication posted by Employer users through the Service.
- *Internet or other similar network activity:* Information collected when you visit a website, such as IP address, browsing history, information on your interaction with the website, browser type and language, operating system, location, date and time.
- *Location information:* Information about your physical location, such as if you provide your postal address or based on your IP address if you visit a website.

- *Inferences:* Information drawn from the personal data collected above, such as what topics you may be interested in based on the areas of the website you visit or your use of the Service.

We do not require the submission of sensitive personal data and ask that you not include sensitive personal data within your resume or to other parts of the Service. Sensitive personal data includes data such as your religious, philosophical or political beliefs, trade union membership, racial or ethnic origin, health or medical information, genetic or biometric data, bank account information or other similar sensitive personal data as such term is defined under applicable law. For more information about how Red Hat treats sensitive personal information, please see the [Red Hat Privacy Statement](#).

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HOW WE COLLECT PERSONAL DATA (SOURCES OF DATA)

Red Hat collects personal data directly from you and from other categories of sources as described in more detail below. The categories of personal data collected directly from you by Red Hat include all of the categories identified above in "[The Categories of Personal Data We Collect](#)" section. Red Hat collects personal data directly from you when you interact with us through our Service, including, without limitation, when you:

- Create a user account (Red Hat account);
- Create your profile, whether a Student or Employer profile;
- Request support;
- Register for or participate in a class, exam, certification, training, webcast or other events;
- Request information or materials;
- Submit, post or upload content to our Services, including messages; or
- Participate in surveys or evaluations.

Personal data we collect online may also be combined with personal data you provide to us through offline channels such as through a call center or through a Red Hat event or course.

We may also collect information indirectly from you relating to your use of our websites and response to our emails through the use of various technology. The categories of personal data collected in this manner are what we refer to above as "Internet or other

similar network activity". Collecting information in this manner allows us to analyze the effectiveness of our websites and our marketing efforts, personalize your experience and improve our interactions with you. For more information about the technology we employ for these purposes, see the "Cookies and Other Technology" section in the Red Hat Privacy Statement.

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HOW WE USE (PROCESS) YOUR PERSONAL DATA

Red Hat may use personal data we collect about you to:

- *Identify and Authenticate You.* Red Hat will use the personal data collected above to identify and authenticate you when you access and use our Service and to help ensure the security of your personal data. This includes your creation of an account or profile that is associated with your personal data.
  - The personal data that may be collected and processed for this purpose includes: name, title, company name, email address, telephone number, postal address, account number, username/user ID, password, preferred language and preferences. We process this information in order to comply with our contractual obligations to you. In other cases, it is in our legitimate business interests to be able to identify and authenticate you.
- *Fulfill Your Requests and Provide You with Information About Our Service and Events.* Red Hat may use your personal data to notify you about the Service and events that we believe may be of interest to you. Red Hat also may use your personal data to respond directly to your requests for information, including registrations for webinars, events or other specific requests.
  - The personal data that may be collected and processed for this purpose includes: name, title, company name, email address, telephone number, postal address, account number, username/user ID, information about your use of the Service, information about your registration or participation in an event, your language and other preferences, and support inquiries and location information and inferences. It is in our legitimate business interests to be able to provide You with information about our Service, and events.
- *Provide the Service, Support and Customer Service.* We use your personal data to provide the Service, support for the Service, to respond to your requests and answer other questions.

- The personal data that may be collected and processed for this purpose includes: name, title, company name, email address, telephone number, postal address, account number, username/user ID, information about your use of the Service, information about your registration or participation in an event, your language and other preferences, and support inquiries. We process this information in order to comply with our contractual obligations to you.
- *To Enhance Your Experience.* When you use the Service and/or respond to our emails, we use the personal data you provide for the purpose of enhancing and customizing your experience and to deliver content and offerings relevant to your interests, including targeted offers through the Service or email (with your consent, where required by applicable law). We may also use this information to help us improve and further develop our Service.
  - The personal data that may be collected, disclosed and/or processed for this purpose includes: name, title, company name, email address, telephone number, postal address, information about your use of the product or service, information about your registration or participation in an event, your preferred language and other preferences, location information, inferences, information collected when you visit a website, such as IP address, browsing history, information on your interaction with the website, browser type and language, operating system, location, date and time. It is in our legitimate business interests to improve the Service and to enhance our users' experience with the Service.
- *To Facilitate Communications through the Service.* Red Hat may use your profile information to provide you with access to the Service's Message Center, to enable communication between Students and Employers through the Service's Message Center and to notify you of Message Center communications.
  - The personal data that may be collected and processed for this purpose includes: name, title, company name, email address, account number, username/user ID, information about your use of the Service, your language and other preferences, and support inquiries. We process this information in order to comply with our contractual obligations to you.

We will not use your personal data in a manner that is inconsistent with the purpose of its original collection, unless we have provided you additional notice and you have consented.

Red Hat will retain your personal data for only as long as is required to fulfill the purposes for which the information is processed or for other valid reasons to retain your

personal information (for example to comply with our legal and regulatory obligations, resolve disputes, enforce our agreements and for the establishment, exercise or defense of legal claims).

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HOW WE DISCLOSE YOUR PERSONAL DATA

For information on how Red Hat discloses your personal data, please see How We Disclose Your Personal Data in the Red Hat Privacy Statement.

Please note that as a Student, any personal data you include in your profile and any content you post in your messages when communicating with Employers in the Service's Message Center will be visible to Employers. Additionally, by completing your profile and maintaining your profile's visibility, your profile would be visible for Employers using the Service's search functionality. Employers may also be able to download a copy of your resume and cover letter uploaded by you on your profile.

As an Employer, any data you include in your organization's profile and any content you post in your messages when communicating with Students in the Service's Message Center will be visible to Students. Additionally, by completing your organization's profile, your organization's profile will be visible to Students using the Service's search functionality.

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YOUR RIGHTS AND CHOICES AND VERIFICATION

Information regarding your rights and choices can be found in the section Your Rights and Choices in the Red Hat Privacy Statement. You can also find information on our verification of data subject requests in the section Verification of the Red Hat Privacy Statement.

It is your choice whether to include certain personal data on your profile and to make that personal data publicly accessible or viewable. Please do not post or add personal data to your profile that you would not want to be visible. Within the Service, we give you choices to access and correct certain personal data associated with your account.

You can edit your Red Hat account information by updating your "Account Details" within your Red Hat account or submitting a request to Red Hat Customer Service. You can also submit a Personal Data Request Form.

If you do not wish to receive email notifications of the messages you receive in the Service's Message Center, you have the option to disable such email notifications under your profile settings. Please note that Red Hat has no direct control over the privacy practices of individual Message Center users and would like you to be aware that any additional personal data you choose to add to the communications within the Message Center will be shared with the Employer or Student you are communicating with.

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OTHER INFORMATION

More information on how Red Hat handles your privacy, such as Security, Social Media, Public Forums and Links to Other Websites, Children's Online Privacy, Data Transfers and Privacy Shield Frameworks, Changes to This Privacy Statement, EEA Data Protection Authority and How to Contact Us, can be found by following the links provided in this section or visiting the Red Hat Privacy Statement.

For a PDF version of this Red Hat Talent Network Privacy Statement, please click here.

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