



## LinkedIn Global Data Privacy Notice for the LinkedIn Talent Community

January 2023

This Global Data Privacy Notice for the LinkedIn Talent Community (“Notice”) provides a summary of our practices regarding the collection, use and disclosure of your personal data when you register for the LinkedIn Talent Community. Please keep in mind this Notice covers the handling of your personal data as a member of the LinkedIn Talent Community. It does not cover your use of LinkedIn products or services as a member or visitor. To learn more about our data collection practices in our products, please see the specific privacy policies linked in those products and services.

If you have a question about this notice, please contact: [LinkedIn-HR-Privacy@linkedin.com](mailto:LinkedIn-HR-Privacy@linkedin.com).

### 1. What is the LinkedIn Talent Community?

The LinkedIn Talent Community is a place where individuals can stay engaged with the LinkedIn Talent Acquisition (TA) team. As a member of the LinkedIn Talent Community, you will receive information about new roles, LinkedIn’s culture and values, and events that may be relevant to you based on your settings.

### 2. Consent

Your participation in the LinkedIn Talent community is entirely voluntary. By registering, you are choosing to opt in to receive communications and more details about employment opportunities at LinkedIn. You may opt out of receiving communications at any time by updating your communication preferences in your profile or by following the directions to opt out that can be found in the communications that we send to you. You can also opt out of the LinkedIn Talent Community by deleting your profile.

### 3. What kind of personal data do we collect?

For the purposes of administering the LinkedIn Talent Community, we collect personal data, including your name, title/job duties, contact information (e.g., email, address and phone number) and location. In addition, we collect information about your career goals and affinity group interests via your responses to the LinkedIn Talent Community registration form.

Certain kinds of personal data require a higher level of protection. This type of personal data is known as “sensitive personal data,” and it includes characteristics that are protected by law. If we have a reason to collect sensitive personal data from you, we will specifically ask you for it and tell you how it will be used. LinkedIn’s use of sensitive personal data varies by region and country. Please be assured that in all cases, we will handle your sensitive personal data with care and in line with the laws that govern it just as we do all personal data.

### 4. Why do we collect your personal data?

We collect your personal data to be able to administer the LinkedIn Talent Community program. This means we will use your data to contact you about information that you may find relevant. We will also use this data to invite you to events that you may be interested in.

### 5. Who will see your information?

Protecting your privacy is important to us. Your responses to the questionnaire are treated as confidential. Access to your profile is restricted to members of LinkedIn’s TA team, but

information such as your work history and career goals may be shared with potential hiring managers within LinkedIn.

#### 6. **Who do we share your personal data with?**

We may make your personal data available to third-party service providers who provide services to us. We only do so on a "need-to-know" basis, and in line with our contractual provisions and applicable data privacy laws.

We also may share your personal data with other members of the LinkedIn Group around the world in connection with our recruitment process, or as otherwise outlined above. This includes our affiliates, our parent company Microsoft, and any of our subsidiary companies.

We may also disclose your personal data to other third parties, in an effort to:

- Comply with our legal obligations, regulations or contracts, or other lawful requests by public authorities (such as law enforcement)
- Respond to a court order, administrative or judicial process, such as a subpoena or search warrant
- Establish, exercise or defend against potential, threatened or actual litigation, as needed
- Protect LinkedIn, your vital interests, or those of another person
- Sell, assign, or transfer of all or part of our business
- Fulfill other legitimate business purposes with your consent.

Please note that California's Consumer Privacy Act (CCPA) requires us to disclose whether we sell or share your personal data. We do not sell or share your personal data as defined under the CCPA.

#### 7. **How long will my data be stored?**

We retain your LinkedIn Talent Community profile data for 5 years. We will seek consent prior to retaining your information beyond this period. You can also delete your data at any time by deleting your profile.

#### 8. **Who is the data controller?**

LinkedIn is the data controller. If you have any questions or want to exercise any of your rights, please contact [LinkedIn-HR-Privacy@linkedin.com](mailto:LinkedIn-HR-Privacy@linkedin.com).

#### 9. **What rights do I have?**

In some regions you have certain rights under applicable data protection laws. These include the right to:

- Request access and obtain a copy of your personal data
- Request that your personal data be corrected, amended, or erased if it's inaccurate, has been processed in violation of data protection laws or for a number of other reasons specified by applicable law
- Restrict processing of your personal data
- Data portability, where applicable
- In certain circumstances, you may also have the right to object to having your personal data processed.

You have the right to withdraw your consent at any time (see section 2). However, this will not affect the lawfulness of any processing before the withdrawal of your consent. You will not be discriminated against for exercising any of your rights.

To exercise any of your data protection rights, please use the contact details listed at the end of this Notice. We will consider and act upon any requests in accordance with applicable data protection laws.

You also have the right to refer any complaints to your local data protection authority.

#### 10. **Transfer of Data**

Your personal data will be processed by LinkedIn in the United States. LinkedIn relies on legally-provided mechanisms to transfer data across borders. LinkedIn relies on European Commission-approved Standard Contractual Clauses as a legal mechanism for data transfers from the EU.

#### 11. **Is there any automated decision-making?**

No, our LinkedIn Talent Community does not use any automated decision-making. "Automated decision-making" is the process of making a decision by automated means without any human involvement. In a situation where we use automated decision-making, we will tell you how to contact us to request human review of the decision. You also can contact us using the details provided in this Notice.

#### 12. **How does LinkedIn keep my personal data safe?**

At LinkedIn, we have a responsibility to keep your personal data safe and secure, and we take that responsibility very seriously. First, we limit those who have access to your information to those who have a legitimate business reason for using it. Then depending upon the type and form of personal data, we manage it according to our data handling policies and procedures to help ensure it's transferred, processed, and stored with the proper safeguards in place.

#### 13. **Communication Preferences**

Annually, you will be prompted to update your communication preferences, however, you can update these preferences at any time via your profile settings. If you do not wish to be contacted to be a member of the LinkedIn Talent Community, please reach out to [TalentServices@linkedin.com](mailto:TalentServices@linkedin.com). Please note, we will be required to retain your email address for the purpose of blocking future registration in the portal.

#### 14. **Questions?**

If you have any questions, concerns or want to exercise any of your data subject rights, please contact [LinkedIn-HR-Privacy@linkedin.com](mailto:LinkedIn-HR-Privacy@linkedin.com).

Alternatively, you can also reach out to our local Data Protection Officers (DPO), as applicable, listed below.

If you have concerns and have not been able to resolve them through the above routes, you also have the right to refer any complaints to your data protection authority. For EU-resident candidates, the contact details are as follows:

Data Protection Commission  
Postal address: 21 Fitzwilliam Square South, Dublin 2, D02 RD28, Ireland  
Phone: +353 578 684 800; +353 761 104 800  
e-mail: [info@dataprotection.ie](mailto:info@dataprotection.ie)  
Website: <http://www.dataprotection.ie/>

**LinkedIn Corporation: Data Protection Officers (DPOs)**

As required by applicable law, LinkedIn Corporation has engaged the following DPOs.

**For Europe, Brazil, Mexico, Quebec or Singapore:**

Data Protection Officer

Please submit queries to: <https://www.linkedin.com/help/linkedin/ask/TSO-DPO>

If you have a question about another LinkedIn location, please contact [LinkedIn-HR-Privacy@linkedin.com](mailto:LinkedIn-HR-Privacy@linkedin.com).