



## **Data Privacy Notice** ***Candidate for Employment***

[Overview](#)

[Global Privacy Notice](#)

[European Union & United Kingdom](#)

[Japan](#)

### **Overview**

Thank you for your interest in employment at Flatiron Health, Inc. This Data Privacy Notice (this "Notice") applies to the handling of your personal information as a candidate for employment at Flatiron Health, Inc. ("Flatiron US"), Flatiron Health UK Limited ("Flatiron UK"), Flatiron Health K.K. ("Flatiron Japan"), or Flatiron Health GmbH ("Flatiron Germany") (collectively, "Flatiron").

Your privacy is important to us. We respect the privacy rights of all individuals and we are committed to handling your personal information responsibly and in accordance with applicable law. This Notice describes what personal information Flatiron collects about you, how we use this data, and your rights to this data in the context of your application for employment.

This notice is not intended and shall not be read to create any express or implied promise or contract for employment. To the extent this Notice conflicts with local law in your jurisdiction, local law controls. Further, to the extent the Global Privacy Notice conflicts with any applicable local privacy notice in your jurisdiction, the local privacy notice controls.

### **Global Privacy Notice**

#### **Categories of personal information we collect**

When evaluating your candidacy for employment at Flatiron, we will collect direct identifiers such as your name and contact information; work experience and professional affiliations; educational information; and information regarding any professional licensure. Flatiron may collect, use, and maintain certain information about you which is classified as "sensitive personal information," but only as is necessary to assess or otherwise process your application. Sensitive personal information may include information about health and any information relative to criminal proceedings in which you are or have been involved. We may also give you the opportunity to disclose demographic information on a voluntary basis.

#### **Sources of personal information**

We will collect personal information directly from you during your application process; from publicly available sources such as LinkedIn if you have included this information in your



application materials; from professional references you have provided as part of your application materials; and from recruiting agencies.

You are not legally obligated to provide your personal information to us. However, we cannot consider your application if you do not disclose the personal information request in the course of the application process.

### **Use and disclosure of personal information**

The personal information we collect from you during your application process is used to assess your candidacy for employment at Flatiron; to contact you to discuss the position; to make an offer of employment; and, if an offer of employment is made, to conduct certain background and reference checks, to the extent permissible in your jurisdiction.

We may disclose your personal information to third parties for the purposes of processing your application and for evaluating your candidacy. This may include disclosures to talent-relationship-management vendors; background check providers; and recruitment or employment agencies that are directly involved in your candidacy, to the extent permissible in your jurisdiction. These third parties process personal information provided by us solely for the purposes described under this Notice and according to our instructions. Flatiron may disclose your personal information as is required by law or pursuant to your request.

### **Retention of personal information**

In the event that your application has not been successful, we will store your application data in our internal talent relationship management system as follows:

- United States - 3 years
- Japan - 3 years
- United Kingdom - 12 months
- Germany - 6 months

If you are offered employment at Flatiron, the personal information collected during your application process will be stored in accordance with our standard data and record retention policies, which will be provided to you in your employment agreement.

### **Flatiron Contact Information**

Except as otherwise stated in the jurisdiction specific sections below, you can contact us with questions about this Notice, your privacy rights, and our privacy practices more generally at:

Flatiron Health  
233 Spring Street  
NY, New York 10013  
[privacy@flatiron.com](mailto:privacy@flatiron.com)



## United Kingdom and European Union

*For candidates for employment with Flatiron UK or Flatiron Germany*

### Identity and contact details of the data controller

United Kingdom: Flatiron UK and Flatiron US are joint controllers of personal information processed for candidates for employment at Flatiron UK.

Flatiron Health UK Limited  
Ivy House, 107 St. Peter's Street,  
St. Albans, Hertfordshire  
AL1 3EW

Flatiron Health, Inc.  
233 Spring Street  
5th Floor  
New York, NY 10012

Data Protection Officer  
Joe Stock (dpo.flatiron@kdpc.uk)  
East Side, Kings Cross  
London N1C 4AX  
United Kingdom

Germany: Flatiron Germany and Flatiron US are joint controllers of personal information processed for candidates for employment at Flatiron Germany

Flatiron Health GmbH  
Richmodstrasse 6  
50667 Cologne  
Germany

Flatiron Health, Inc.  
233 Spring Street  
5th Floor  
New York, NY 10012

Data Protection Officer  
Felix Bonstein  
ISICO Datenschutz GmbH  
Am Hamburger Bahnhof 4  
10557 Berlin  
Germany

### Legal basis for processing

We collect and process your personal information on the basis of our legitimate interest to attract and engage the best talents in order to achieve Flatiron's vision "to improve lives by learning from the experiences of every cancer patient." We also collect and process your personal information as is necessary for the performance of a contract to which you are a party or in order to take steps at your request prior to entering into such a contract (i.e., your employment agreement with Flatiron).



## **Transfer of data outside the European Economic Area (EEA)**

In order to conduct the recruitment and application process, Flatiron UK and Flatiron Germany will transfer to, and store your personal information to Flatiron US and the third party data processors described in the Global Privacy Notice above within and outside the EEA.

Countries outside the EEA may not provide for a level of data protection comparable to European data protection law. We take precautions in order to ensure adequate protection of your personal information in these countries. For this purpose, Flatiron US, Flatiron Germany and Flatiron UK have entered into a contract containing the EU Standard Contractual Clauses to ensure an adequate level of data protection. Flatiron US enters into contracts containing the EU Standard Contractual Clauses with all third party data processors that process personal information in order to conduct the recruitment and application process.

## **Information about your rights**

Candidates from the EU and UK may have certain rights under applicable data protection laws including GDPR and its local legal implementation. Subject to the statutory requirements, the fulfillment of which must be assessed on a case-by-case basis, you have the following rights with regard to the processing of your personal information:

1. Request access to and obtain a copy of your personal information;
2. Request rectification or correction of your personal information you have provided that is inaccurate;
3. Request erasure (deletion) of personal information that is no longer necessary to fulfill the purpose for which it was collected, or does not need to be retained by Flatiron for other legitimate purposes;
4. Restrict or object to the processing of your personal information and;
5. If applicable, request your personal information be transferred to another company.

Application of these rights may vary depending on the type of data involved and Flatiron's basis for processing the personal information. We will consider and act upon any requests in accordance with applicable data protection laws. We may request specific information from you to enable us to confirm your identity and right to access, as well as to locate the personal information that we hold about you.

To make a request to exercise one of the above rights, please contact us at [privacy@flatiron.com](mailto:privacy@flatiron.com) or reach out to the Data Protection Officer in your jurisdiction, as listed above in the section entitled "Identity and contact details of the data controller."

In the event you have a concern regarding our compliance with GDPR, you have the right to lodge a complaint with the relevant supervisory authority in the EU and/or UK.



## Japan

In processing your personal information, Flatiron may transfer your personal information outside Japan including to countries where the standards of data protection imposed by law may not be the same as Japan. By signing this Notice below, you explicitly consent to the processing and export of such data.

By signing this Notice, you acknowledge and agree that you have received a copy of the Notice, have read it thoroughly, have had the opportunity to ask questions, and understand and agree to the processing of your personal information in accordance with this Notice.