

DATA PROTECTION AGREEMENT

PLEASE READ THIS DATA PROTECTION AGREEMENT (THE “**DPA**”) CAREFULLY. THIS DPA APPLIES TO ALL APPLICANTS. BY CLICKING ON THE “I ACCEPT” BUTTON, COMPLETING THE REGISTRATION PROCESS, AND/OR SUBMITTING AN APPLICATION FOR EMPLOYMENT, YOU REPRESENT THAT YOU HAVE READ, UNDERSTAND, AND AGREE TO BE BOUND BY THE DPA.

Your privacy is important to us. This DPA covers the data collected during the recruitment process for internships at certain companies hosting interns (the “**Host Companies**”) through the Hack.Diversity program, a division of the New England Venture Capital Association (“**NEVCA**”, “we” or “us”, and together with the Host Companies, the “**Recruiters**”) and then the progression of your application through the process to the point of hire.

This statement explains what personal data NEVCA and the Host Companies (together, the “**Recruiters**”) collect from you during the recruitment process and how the Recruiters use that data.

The Recruiters expect to collect information about you during the process in order to communicate, make recruitment decisions, and complete a contract of employment with Host Companies. We may ask for other optional information to help us deliver a better recruitment experience.

PERSONAL DATA WE COLLECT

During the recruitment process, the Recruiters may ask you to provide information, may record other sources of information about you , and may infer or derive other data (e.g. determine your location from your postal code or count up the number of languages you speak). The types of collated information include:

Personal Contact Information

Names, e-mails, address, phone numbers, etc.

Screening/Selection Information

Your CV / Resume, education results, work experience, significant achievements, etc.

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Evaluation Data

Information provided by other people involved in the recruitment process about your suitability for employment with Host Companies and your status within the recruitment process.

Your feedback on the recruitment process

Optional information provided by you about your views on the recruitment process.

Special Employment Requirements

Optional information provided by you relating to special employment requirements.

Candidate Contractual Information

Information provided by you which is required for to create a contract for employment with a Host Company.

Other Contractual Information

Information provided by the Recruiters in order to create a contract for employment with a Host Company.

On-Boarding Information

Additional information supplied by you in order to complete the hiring process with Host Companies and may include bank details, proof of right to work, next of kin, etc.

Equal Employment Opportunity (EEO) Information

Gender, Race, Religion, Veteran, Disability, or other diversity information.

How We Use Personal Data

Personal Contact Information is used to communicate with you during the recruitment process.

Screening/Selection Data is used to decide on your suitability for positions with Host Companies that you apply to or to identify positions with Host Companies for which we think you may be more suitable.

Evaluation Data is used to record the Recruiters' assessment of your suitability for positions with Host Companies that you are being considered for and your status within the recruitment process.

Your Feedback Data is used by the Recruiters to improve the recruitment process for future candidates.

Special Employment Requirements Data is used by us to make accommodation in the recruitment process for any needs you may have.

Candidate Contractual Information and Other Contractual Information is used to compile contractual documentation (e.g. internship offer and contract) and to record the contract. If you accept an offer of employment then some of this data may be transferred to other systems that Host Companies control (e.g. payroll systems).

On-Boarding Information is used by Host Companies to prepare for you starting work with that Host Company, including setting up payroll information, benefits, and proof of right to work. If you accept an offer of employment then some of this data may be transferred to other systems that the Host Company controls (e.g. payroll systems).

EEO Information is used to monitor the recruitment process to ensure the Recruiters' recruitment practices are fair.

The Recruiters may aggregate data with other candidates' data in reports to help us monitor, improve, and plan recruitment activities.

Reasons We Share Personal Data

The Recruiters may share your data with Host Companies, our or their controlled affiliates and subsidiaries and other vendors working on our or their behalf. For example, companies the Recruiters have hired to provide the recruitment technology and to support this recruitment process, or companies to assist in protecting and securing the Recruiters' systems. In such cases, such third parties are not allowed to use personal data they receive from us for any other purpose. We may disclose personal data when required by applicable law or to respond to legal process.

NEVCA does not sell, rent, and trade your personal data.

Your rights: How to Access and Control Your Personal Data

You have the right of access and the right to rectify the data concerning you. You can view much of your personal data through this website.

You may be able to correct personal data, depending on the timing of a submitted application, if

you find it is inaccurate or incomplete. Much of the information can be updated by you using this website.

YOU ACKNOWLEDGE AND AGREE THAT NEVCA, ITS OFFICERS, EMPLOYEES AND AGENTS ARE NOT LIABLE, AND YOU AGREE NOT TO SEEK TO HOLD NEVCA, ITS OFFICERS, EMPLOYEES AND AGENTS LIABLE, FOR THE CONDUCT OF THIRD PARTIES, INCLUDING HOST COMPANIES, AND THAT THE RISK OF INJURY FROM SUCH THIRD PARTIES RESTS ENTIRELY WITH YOU

We use appropriate technical and organizational measures to protect personal data we process about you. However, no transmission of information via the internet or wireless network can be guaranteed to be 100% secure. As a result, while we strive to protect your personal data, you acknowledge that there are security and privacy limitations of the internet which are beyond our control and accordingly, the security, integrity and privacy of data exchanged between you and us cannot be guaranteed.

