

# DARROW.AI

## PRIVACY NOTICE FOR CALIFORNIA RESIDENTS

Last updated: October 28, 2020

This Privacy Notice applies to Consumers residing in California (hereinafter the “**California Privacy Notice**” or “**Notice**”), under the California law, including the California Consumer Privacy Act (“**CCPA**”), Cal. Civ. Code 1798.100, et seq. This notice supplements our Privacy Policy (the “**Privacy Policy**”) by explaining your rights under the CCPA and it provides certain mandated disclosures about treatment of California residents’ information, both online and offline.

Capitalized terms used but not defined in this California Privacy Notice will have the meanings set out in Darrow’s Privacy Policy and/or our Terms of Use (“**TOU**”). If there is any conflict or inconsistency between the terms of this Notice and the Privacy Policy and/or the TOU, the terms of this Notice will govern.

The terms “**personal information**”, “**business purpose**”, “**commercial purpose**”, “**sale**”, “**service provider**” and “**third parties**” as used in this Notice have the meanings ascribed to them in the CCPA.

### 1. CATEGORIES OF PERSONAL INFORMATION WE COLLECT

In the preceding 12 months, we have collected the following categories and types of personal information:

- Contact information provided by our users.
- Contents of users’ interaction with our customer support.
- Technical Identifies, such as IP address and cookie history.
- Activity on our Website, such as clickstream and engagement with our Website properties.
- Users’ browsing journey from and to our Website.
- Inferences, which are drawn from the above information to enhance the Services and customize content and functionality.
- Characteristics of job applicants, such as gender, age, education and employment history, and LinkedIn profile or employment preferences only if provided by Candidates and pursuant to Section 14 of our Privacy Policy.

### 2. THE SOURCES OF PERSONAL INFORMATION

The sources from which we obtain personal information are:

- Directly from our users (either actively or through monitoring of use of the Website).
- Social networks such as LinkedIn with whom Candidates hold an account.
- Third parties who assured us that they have obtained the users’ consent for provision of such information.

### 3. THE PURPOSE FOR COLLECTING, SHARING AND SELLING INFORMATION

We collect and share personal information for the following purposes: registering users to our Website and services, administering the provision of our Website, authenticating users access requests when they log-in or access our properties, providing customer support as required, detecting and preventing security incidents, debugging and fixing errors, maintaining and enhancing our Website and services, allowing users to receive our commercial communications when they have agreed to receive them, marketing our services and attributing registration to and engagement with our Website and services to the applicable marketing campaigns.

We do not put your data on the open market, act as data brokers or otherwise trade in your data. However, certain standard generally accepted business practices maybe deemed as “sale” of data under the CCPA, such

as when we utilize third party service providers that provide us with services, while they retain certain ability to use your data for their own business needs (e.g. Hubspot).

If you are a California customer, you have a right under the new definition of “sale”, to request to opt-out of certain data transfers and sharing of personal activities which we operate. Please refer to section 4, “Your California Consumer Rights”, below for information on how you can exercise your rights.

For more details on how and to whom we share your data please refer to Section 7 of our Privacy Policy.

## 4. YOUR CALIFORNIA CONSUMER RIGHTS

### 4.1. RIGHT TO ACCESS

California consumers have the right to request access to the specific pieces of personal information we have collected about them in the last 12 months. You may make this request up to two times in a 12-month period.

### 4.2. RIGHT TO REQUEST ADDITIONAL INFORMATION

If you are a California consumer, you may also request additional details about our information practices, including the categories of personal information we have collected about you, the categories of sources of such collection, the business or commercial purpose for collecting or selling personal information, the categories of third parties with whom we share and sell your personal information, the categories of personal information we have disclosed and “sold” about you in the preceding 12 months, and the categories of third parties to whom we sold personal information in the preceding 12 months

### 4.3. RIGHT TO DELETE

If you are a California consumer, you also have the right to request deletion of your personal information, subject to certain applicable legal exceptions.

### 4.4. RIGHT TO OPT OUT OF SALE OF PERSONAL INFORMATION

If you are a California consumer, you have the right to opt-out of sales of personal information and to receive equal service and price and not be discriminated against even if you exercise any of your CCPA rights (unless permitted by applicable law, such as if the differences are reasonably related to your information). Our Privacy Policy describes the limited circumstances in which we may share your information with third parties.

### 4.5. HOW TO MAKE A CCPA REQUESTS?

To make an access request, a deletion request or an “opt-out” of the “sale” request (as described above), please email [info@darrow.ai](mailto:info@darrow.ai). Before completing your request, we may need to verify your identity or the identity of your authorized representative. We will send you a link to verify your email address and may request additional documentation or information solely for the purpose of verifying your identity. You have the right not to receive discriminatory treatment for the exercise of your privacy rights conferred by the CCPA.

## 5. CONTACT US

If you wish to exercise any of the aforementioned rights, or receive more information, please contact us using the details provided below:

Email: [info@darrow.ai](mailto:info@darrow.ai)

Address: 30 Ha'arbaa Street, Tel Aviv, Israel