

Parametrix Applicant Privacy Notice

Last updated August 27, 2026

This Applicant Privacy Notice (“**Privacy Notice**”) describes the collection, use, retention, and sharing of your personal information when you apply for a position at Parametrix, Inc. (“**Parametrix**”, “**we**”, “**us**”, “**our**”). For additional information, please see our general [Privacy Policy](#).

As used in this Privacy Notice, “**personal information**” means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular person.

PERSONAL INFORMATION WE COLLECT, WHY AND FOR HOW LONG

When you apply for a position at Parametrix, we collect personal information when you:

- **Complete an application.** When you apply for a position at Parametrix, we collect, from you, your *personal identifiers* (name, email address, telephone number, and physical address), your *professional or employment information* (resume/CV, cover letter, certifications or licenses, qualifications, and employment history), and any other information you choose to include with your application. We use this information to review your background and skills, to determine your qualifications for the role you are applying to, and to confirm information related to your employment and education. For equal employment and affirmative action purposes, you also have the option (when it is clearly and specifically requested) to provide us with your *protected classifications* (gender, age, veteran status, and disabilities) and *sensitive protected classifications* (race and ethnicity). We use this protected classification and sensitive protected classification information for government reporting purposes, to comply with legal requirements, to analyze requested disability accommodations as applicable, and to document any accommodations we have provided to accommodate your needs. We use this information, in the aggregate, to conduct internal analytics and benchmarking.
- **Information from references.** When you provide references with your application and provide your consent, we will obtain from your references, your *professional or employment information* (companies you worked at, job titles you held, and your work skills), and will draw *inferences* from your references, such as their thoughts on how your skills might enable you to succeed in the position you have applied for. We use this personal information to assess your suitability for the position for which you have applied.
- **Monitor work-related licenses and credentials.** When you first join Parametrix and throughout your tenure, we collect from you, as well as from educational institutions, personal and professional references, your *personal identifiers* (name), and your *professional information* (licenses, credentials, employment history, educational history, and resume/CV). We use this information to manage work-related licenses and credentials.
- **Verify your education.** When you first join Parametrix and throughout your tenure with us, we collect from you, as well as from background check providers, and education institutions, your *non-public education information* (verification of education level completed, verification of dates enrolled in educational institutions, certifications obtained, report cards, and transcripts). We use this information to verify your education for employment purposes.

- **Conduct a background check.** When a background check is requested as part of the candidate review process, we will collect, from you, your *personal identifiers* (name, date of birth, and physical address) and *sensitive identifiers* (Social Security number). Social Security numbers are considered sensitive under the California Consumer Privacy Act, as amended (“CCPA”). We share this information with a background check provider to conduct a background check to verify your identity, credentials, and criminal history, and to facilitate the background check.
- **Interact with our Website.** In addition to the personal information you provide directly to us, we also collect information from you automatically as you use our Website via cookies, pixels, web beacons, and similar tracking technologies.

We use essential, performance, marketing, and analytics cookies to automatically collect certain internet and other electronic network activity information when you interact with the Website. This includes data like Internet Protocol address (e.g. IP address), location, device type, browser type, browser version, the pages of our Website that you visit, the time and date of your visit, the time spent on those pages, unique device identifiers and other diagnostic data. We use this information to: (i) track you within the Website; (ii) enhance user experience; (iii) conduct analytics to improve the Website; (iv) prevent fraudulent use of the Website; (v) diagnose and repair Website errors, and, in cases of abuse, track and mitigate the abuse; and (vi) market to you more effectively across different web pages and social media platforms based on your browsing habits and history.

Third party marketing and analytics cookies may be considered sale or sharing (i.e., disclosure for targeted advertising purposes) under state data privacy laws. To opt out, please view our [privacy policy](#). In general, you can also disable cookies by setting your browser to refuse cookies or indicate when a cookie is being sent. Please note, if you opt out of these targeted advertising cookies, your opt-out will be specific to the web browser, app, or device from which you accessed the opt-out. However, if we can associate your opt-out choices across different devices or browsers, we will honor your opt-out signal to your account. If you use multiple devices or web browsers and we cannot associate them with you, you will need to opt out of each browser or device that you use.

Third party cookies to note include:

- **Google Analytics.** We use Google Analytics to collect information on your use of the Website for its improvement. To collect this information, Google Analytics installs cookies on your browser or reads cookies that are already there (for more information about how Google collects and uses the information see [here](#)). Google Analytics also receives information about you from applications you have downloaded or services that you use that partner with Google. Google’s ability to use and share information collected by Google Analytics about your visits to our Website or to another application which partners with Google is described by the Google Analytics [Terms of Use](#) and [Privacy Policy](#). To prevent your data from being used by Google Analytics, you can download the Google Analytics opt-out browser add-on, which can be accessed [here](#). You can also adjust your [Ad Settings](#) or change settings in your Google [My Activity](#) if you are signed into your Google Account. To opt out, please view our [privacy policy](#).
- **Aggregate and anonymous data.** We deidentify and/or aggregate the data we collect and use and share it, in deidentified and/or aggregated form, for benchmarking purposes, advertising, and internal analytics. We maintain and use this data in deidentified form. We will not attempt to reidentify the data unless it is necessary to determine whether our deidentification processes satisfy applicable data protection laws.

DATA RETENTION

Unless otherwise stated in this Privacy Notice, we retain your personal information (i) for as long as you are employed with us, (ii) until we receive a valid request to delete the information, in which case we will delete or anonymize the information, (iii) until we no longer need the information to fulfill the purposes for which we collected it, or (iv) until the information is no longer needed for a service provider or contractor's operational purpose(s). California law requires us to maintain a California resident's application information for a minimum of four (4) years since the date of your last employment action. We retain the application information for non-California residents for a minimum of two (2) years since the last employment action.

We use the following criteria to determine whether it remains reasonably necessary to retain your personal information for such purposes or a service provider or contractor's operational purpose(s): (i) whether there is a retention period required by statute or regulations; (ii) the existence of actual or threatened litigation for which we are required to preserve the information; (iii) the statutes of limitations for potential legal claims; and (iv) generally accepted best practices in our industry, including in relation to the safety and security of our properties and assets. When we determine that it is no longer reasonably necessary to retain your personal information for one or more disclosed operational purposes based on the above criteria, we will delete or anonymize your personal information.

HOW WE SHARE YOUR PERSONAL INFORMATION

A. General Sharing

Parametrix shares personal information in the following instances:

- **Within Parametrix.** We share applicant personal information within Parametrix among our hiring decision-makers (i.e., human resources department, senior management, and hiring managers) to assess applications and make hiring decisions. Access to applicant personal information is limited to those on a need-to-know basis.
- **In the event of a corporate reorganization.** In the event that we enter into, or intend to enter into, a transaction that alters the structure of our business, such as a reorganization, merger, acquisition, sale, joint venture, assignment, consolidation, transfer, change of control, or other disposition of all or any portion of our business, assets or stock, including without limitation bankruptcy or liquidation, we would share personal information with third parties, including the buyer or target (and their agents and advisors) for the purpose of facilitating and completing the transaction.
- **For legal purposes.** We share personal information where we are legally required to do so, such as in response to court orders, subpoenas, governmental/regulatory bodies, law enforcement, or legal process, including for national security purposes. We may share your information with our legal advisors or auditors to establish, protect, or exercise our legal rights or as required to enforce our terms of service or other contracts or to defend against legal claims or demands. We also share this information with third parties as necessary to: detect, investigate, prevent, or act against illegal activities, fraud, or situations involving potential threats to the rights, property, or personal safety of any person; to comply with the requirements of any applicable law; or to comply with our legal obligations.
- **With your consent.** Apart from the reasons identified above, we may request your permission to share your personal information for a specific purpose. We will notify you and request consent before you provide the personal information or before the personal information you have already provided is shared

for such purpose. You may revoke your consent at any time with effect moving forward and may do so by contacting us via email at careeropportunities@parametrix.com.

B. Sharing in the Preceding Twelve (12) Months

For Business Purposes. In the preceding twelve (12) months, Parametrix has disclosed the following categories of personal information for a business purpose to the following categories of third parties:

- We have disclosed your *personal identifiers* to service providers that assist us in providing the Services, including to: information technology (“IT”) support; website hosting; cloud storage; data analysis; customer service; email delivery; marketing; external auditors; payment processing; distribution; shipping providers; and similar services.
- We have disclosed your *internet or other electronic network activity information* collected by cookies to our IT support to detect security incidents, protect against malicious, deceptive, fraudulent, or illegal activity, and to identify and repair our website, and platform errors. We have disclosed your *internet or other electronic network activity information* collected by cookies to our IT support to update, improve, and maintain the Website.

C. Sale of Personal Information

- Parametrix has shared your *internet or other electronic network activity information* collected via cookies and other tracking technologies with our data analytics providers and ad networks as described in **PERSONAL INFORMATION WE COLLECT, WHY AND FOR HOW LONG** to provide targeted advertising. Parametrix does not sell or share applicant personal information for monetary consideration. Such sharing may be deemed a sale or sharing (i.e., disclosure for targeted advertising purposes). To opt out of the sale/sharing through cookies and targeted advertising, please view our [privacy policy](#).

YOUR INFORMATION CHOICES

You have the following choices with respect to your personal information:

- **Correct or View Your Information.** You may access your account to correct or view certain personal information you have provided to us, and which is associated with you.
- **Opt Out of Google Analytics.** To prevent your personal information from being used by Google Analytics, you can download the Google Analytics opt-out browser, which can be accessed [here](#).
- **Opt Out of Advertising Cookies.** All session cookies are temporary and expire after you close your web browser. In addition to opting out of certain trackers in our [privacy policy](#), persistent cookies can be removed by following your web browser’s directions. To find out how to see what cookies have been set on your computer or device, and how to reject and delete the cookies, please visit: <https://www.aboutcookies.org/>. Please note that each web browser is different. To find information relating to your browser, visit the browser developer’s website and mobile application. If you reset your web browser to refuse all cookies or to indicate when a cookie is being sent, some features of our website may not function properly. If you choose to opt out, we will place an "opt-out cookie" on your device. The "opt-out cookie" is browser specific and device specific and only lasts until cookies are cleared from your browser or device. The opt-out cookie will not work for essential cookies. If the cookie is removed or deleted, if you upgrade your browser or if you visit us from a different computer, you will need to return and update your preferences. By clicking on the “Opt-Out” links

below, you will be directed to the respective third-party website where your computer will be scanned to determine who maintains cookies on you. At that time, you can either choose to opt out of all targeted advertising, or you can choose to opt out of targeted advertising by selecting individual companies who maintain a cookie on your machine. Our use of third-party marketing and analytics cookies is considered a sale/sharing under certain state privacy laws and is also considered to be what is known as interest-based advertising (IBA). To opt out of the sale/sharing through cookies and IBA across various platforms, please visit the Digital Advertising Alliance's YourAdChoices program tools ([Your Ad Choices](#)) or visit one of the links below.

- Network Advertising Initiative (NAI) Opt-Out: https://www.networkadvertising.org/managing/opt_out.asp
- Digital Advertising Alliance (DAA) Opt-Out: <https://optout.aboutads.info>
- European Union (EU) /European Economic Area (EEA) Opt-Out: <http://www.youronlinechoices.eu>
- In general, you can also disable cookies by setting your browser to refuse cookies or indicate when a cookie is being sent.

RIGHTS OF CALIFORNIA APPLICANTS

The California Consumer Privacy Act, as amended ("CCPA") entitles California residents to certain rights. If our processing of your personal information is subject to the CCPA, you are entitled to the following rights:

- **Right to Access/Know.** You have the right to request what personal information we have collected, used, disclosed, and sold about you, unless doing so proves impossible or would involve disproportionate effort. You may make a request for access twice within a 12-month period without any charges.
- **Right to Deletion.** You have the right to request the deletion of your personal information that we collect or maintain, subject to certain exceptions. For example, if we are required by law to retain the information that you are asking to be deleted, we will not be able to delete the information until we are legally permitted to delete it.
- **Right to Correct.** You have the right to correct inaccurate personal information that we collect or maintain.
- **Right to Opt Out of Sale/Sharing.** You have the right to opt-out of the sale or sharing of your personal information to third parties. Parametrix does not have actual knowledge that it sells or shares personal information of minors under the age of sixteen (16) years. We only sell or share personal information under CCPA via cookies. Our use of third-party cookies may be deemed a sale or sharing under the CCPA.
- **Right to Non-Discrimination (Non-Retaliation in California).** You have the right to not receive discriminatory treatment if and when you exercise your rights to access, delete, opt out, correct, or limit use of sensitive personal information under the CCPA.
- **Right to Limit Use of Sensitive Personal Information.** You have the right to limit the use of your sensitive personal information when such use goes beyond that which is necessary for the application process or certain other permissible purposes like fraud, customer service, or quality control. Sensitive personal information includes Social Security number, driver's license number, biometric information, precise geolocation, and racial and ethnic origin. However, Parametrix does not process sensitive personal information in a manner which gives rise to this right.

To exercise your privacy rights, you may submit a request via email at careeropportunities@parametrix.com, and via telephone at 253-604-6600 and ask for Human Resources Recruiting.

For requests submitted via telephone, you must provide us with sufficient information that allows us to reasonably verify you are the person about whom we collected the personal information and describe your request in sufficient detail to allow us to properly evaluate and respond to it. In doing so, we will take steps to verify your request by matching information provided by you with the information we have in our records. If we are unable to verify your identity for access and deletion requests with the information provided, we may ask you for additional pieces of information.

Only you, or a person that you authorize to act on your behalf may make a request related to your personal information. If you are an authorized agent making a request on behalf of another individual, you must provide us with signed documentation that you are authorized to act on behalf of that individual.

RIGHTS OF ALL APPLICANTS

Regardless of your state of residence, you may be entitled to certain rights under applicable labor laws. For more information, please see email us at careeropportunities@parametrix.com and include “Labor Law Inquiry” in the subject line.

INFORMATION SECURITY

We implement appropriate technical and organizational security measures, such as access controls and encryption, to protect the personal information that we collect and maintain from unauthorized access, destruction, use, modification, or disclosure. However, no security measure or modality of data transmission is 100% secure, and we are unable to guarantee the absolute security of the personal information we have collected from you.

CHANGES TO THIS PRIVACY NOTICE

We may amend this Privacy Notice in our sole discretion at any time. If we do, we will post the changes to this page and indicate the date the changes go into effect. We encourage you to review our Privacy Notice to stay informed. If we make changes that materially affect your privacy rights, we will notify you by prominent posting on the Website, and/or via email, and obtain your opt-in consent if required.

CONTACT US

If you have any questions about this Privacy Notice or need to access this Privacy Notice in an alternative format due to having a disability, please contact us via email at careeropportunities@parametrix.com or via telephone at 253-604-6600 and ask for Human Resources Recruiting.