



TechTarget Recruitment and Applicant Privacy Notice

Effective Date: February 8, 2024

Introduction

This Privacy Notice (the “**Notice**”) is for individuals applying for a job with TechTarget, Inc (“**We**”, “**Us**” or “**TechTarget**”). This Notice is specifically for you and explains how TechTarget handles your Personal Information (as defined below) during the recruitment and onboarding process. It does not cover TechTarget employees or Priority Engine Client Users. For residents in California, you may have different rights as set forth in this Notice and linked below.

Types of Personal Information We Collect From You:

For the purposes of this Notice, Personal Information means any information relating to an identified or identifiable individual. When you apply for a position at TechTarget, We need some information to get to know you better. Here is what We collect:

Types of Personal Information	Example(s)
Identifiers	This is your basic information like your name, address, phone number, email address, city, state, zip code, and country.
Personal Details	We may ask for your DOB, gender, and sometimes your signature, as well as demographic information and/or protected classifications (as required by applicable law).
Work and Education History	We collect information about your job history, salary history (to the extent permitted by applicable local laws), education, and any relevant training or certifications. This will include your resume/cv, past work experiences, and academic qualifications.



Online Activity	When you use our website, We may collect information like your login details, IP address, and browser information to make your experience smoother.
Location Data	We might need to know your approximate location based on your IP address.
Media and Content	We collect facial images and photos if you provide them during the application process.
Communication Records	Anything you send Us during the application process, such as emails, chat conversations, and documents you share.
Preferences	Your preferences for the job, willingness to relocate, travel details, and salary.
Pre-Employment Testing	As permitted by applicable law, We may conduct credit history, background checks, or other screening.
Sensitive Personal Information	Racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, criminal convictions, genetic data, health-related data, sexual orientation, or biometric data may be collected during the recruitment and onboarding process to the minimum extent possible and as permitted by applicable law.

Legal Basis For Processing Personal Information

If you are from a jurisdiction that requires a legal basis for processing Personal Information (such as the EEA, UK, or Brazil), TechTarget’s legal basis will depend on the Personal Information concerned and the context in which We collect it. We will normally collect Personal Information from you only when We need the Personal Information to comply with our legal obligations or exercise rights in the field of you providing your application.

- **Legitimate Interests** - We process your Personal Information for application purposes based on our legitimate interests. This means that We use your



Personal Information because it's necessary for our day-to-day business operations and helps Us in the recruitment process.

- **Consent** - In compliance with the law, We may seek your consent for collecting and using your Personal Information. You can withdraw your consent anytime. In regions where legitimate interest isn't acknowledged by the law, We'll rely on your consent or other legal basis for the processing activities mentioned.
- **Contractual Necessity** - We take essential steps before entering into an employment contract with you, including when you are being considered for employment.
- **Legal Obligations** – when TechTarget is required to process Personal Information in order to comply with a legal obligation, such as keeping records for tax purposes.

Personal Information Collected From Other Sources

We might also get some Personal Information from other places.

- **Online Platforms**
 - If you connect with Us on platforms like LinkedIn or social media, We might get information from there.
- **Service Providers**
 - We may get information from companies that help Us find you or companies that do background checks.
- **References**
 - Information from people you list as references or recruiters We work with
- **Public Data**
 - Information that may already be public

Purposes for Processing Personal Information

TechTarget, in response to your application, will use your information as necessary to conduct the activities in this section. We may collect and use this Personal Information for recruitment and onboarding purposes. Personal Information is used to determine your qualifications for employment and reaching hiring decisions. This also includes assessing your relevant skills, qualifications, and background for a particular role, verifying your information and qualifications, and conducting reference and background checks. Other purposes may include:

- Enabling you to apply for positions with TechTarget.
- Verifying your Personal Information to conduct appropriate pre-employment and eligibility requirement checks.



- Assessing your skills, qualifications, and experiences.
- Complying with local, national, or international laws, obligations, and legal requirements.
- Communicating with you about new jobs and the recruitment process to schedule interviews.
- Analyzing our client pool.

Who We Share Personal Information With

TechTarget does not sell your Personal Information. We may share Personal Information with the following entities following a need-to-know basis and in accordance with applicable law. Following this, your Personal Information may be shared with:

- TechTarget affiliates or subsidiaries, to the extent the subsidiaries or affiliates are involved in the recruitment or hiring processes.
- Third Parties to the extent necessary for the recruitment or hiring processes:
 - HR Hosting services
 - Candidate relationship management services
 - Recruitment agencies
 - Pre-employment testing vendors
- Personal Information may also be disclosed to third parties on other lawful grounds, including:
 - Where you have provided consent
 - To comply with TechTarget's legal obligations
 - In response to lawful request by public authorities
 - Where necessary to protect your vital interests or those of another person
- Parties to a corporate transaction such as a merger, bankruptcy, dissolution, transfer, divestiture, or sale of all or a portion of our business or assets.

Data Retention

TechTarget takes reasonable measures to delete your Personal Information or de-identifies your Personal Information when the Personal Information is no longer necessary unless We are required to keep this information for a longer period. If you are given and accept a position, Personal Information collected during your pre-employment period may become part of your personnel records, to be retained throughout your employment with TechTarget.



Data Protection

TechTarget will use commercially reasonable efforts to protect your Personal Information. We will maintain appropriate technical, administrative, and physical safeguards to protect Personal Information against the unlawful or accidental destruction, loss, alteration, unauthorized disclosure of, or access to Personal Information.

Your Data Subject Rights

In certain jurisdictions, you have certain rights with regard to your Personal Information. We respect these rights and if you wish to exercise them, then please contact Us as described in the “How to Contact Us” section below. Your rights include but are not limited to the following:

- Request access to your Personal Information.
- Request rectification of your Personal Information if it is inaccurate or incomplete.
- Have your Personal Information deleted subject to certain exceptions.
- Receive the Personal Information you provided to use in a commonly used, machine readable format.
- Withdraw any consent provided.
- Where applicable, lodge a complaint with a Supervisory Authority.

Data Transfers

TechTarget maintains offices in the United States, the EU and UK, Australia, and Singapore. During the recruitment and application process, We may transfer your Personal Information to the United States and other countries that may not have the same data protection laws as the country in which you reside. Your Personal Information will be protected in accordance with this Notice, or as otherwise disclosed to you. If you are located in the European Economic Area (EEA), your Personal Information will be transferred in accordance to countries that have received an adequacy decision from the European Commission. In the absence of an adequacy decision, when We transfer Personal Information to third parties, We will ensure appropriate contractual arrangements are in place, such as the Standard Contractual Clauses or other approved transfer mechanism.



Links to Applicable Notices

If you are a resident of the state of California, the California Applicant Privacy Notice supplements the information above:

- [California Applicant Privacy Notice](#)

How to Contact Us

If you have any questions or comments about this Notice, the ways in which We collect and use your Personal Information, your choices and rights regarding such use, or if you wish to exercise your rights under California law, please do not hesitate to contact Us at:

- Email Us at: techtargethumanresources@techtarget.com
- Calling Us at: (617) 431-9200
- Website: www.techtarget.com

In addition to the above, you can also send questions regarding this privacy policy or other privacy related questions by either emailing DPO_TTGT@techtarget.com, or writing a letter to the attention of our Data Protection Officer at our corporate office located at TechTarget, Inc., 275 Grove Street, Newton, MA 02466, USA, to any of our global offices listed [here](#), and/or by calling Us at (617) 431-9200.