

KPMG Recruitment Terms and Conditions of Use

Collection and Use of Personal Information

KPMG LLP and its affiliates and subsidiaries ("KPMG") collects personal information that you voluntarily submit for use in connection with our various recruitment and employment purposes and processes. The following is KPMG's collection and use of personal information policy for the recruiting process:

- KPMG will collect your personal information, such as name, address, emails, phone numbers, employment history, salary history, etc., through our recruiting process, which is hosted by third-party vendors.
- KPMG requires a valid e-mail address as a login. This address allows us to communicate with you if your qualifications and/or preferences match job opportunities, or if you opt to receive automated notifications of job postings at KPMG. Once you create and submit a profile, it is stored in our database. At any time, you can "opt-out" of receiving further communications from KPMG by contacting us-hrscatsadmin@kpmg.com.
- KPMG may use your personal information to contact you during your candidacy for employment, to send you announcements, or to request additional information as required. Further, should you be hired by KPMG, this information may be used by KPMG in connection with normal business activities and in connection with the employer-employee relationship. For details on KPMG's commitment to protect your privacy, click on the [Privacy link](#).
- KPMG will not share personal information with third parties except as necessary to carry out our business or as required by law or other legal processes, and we never sell your personal information. We will, however, share data with system vendors, as well as with other companies who provide employment verification services, with service providers who process data on behalf of KPMG or provide other services for the conduct of KPMG's business. Furthermore, personal data collected by KPMG may be transferred to other member firms of KPMG International where it is necessary to meet the purpose for which you have submitted the information.
- KPMG and our system vendors will use commercially reasonable safeguards and other practices to provide for the security of your personal information but cannot guarantee that such measures will be infallible.
- KPMG and our system vendors will transfer to and/or maintain your personal information in servers located in the United States. If you are accessing our systems from outside the United States, by submitting your information you are explicitly consenting to its transfers to servers located in the United States.

Accuracy of Information You Submit

The information you submit to KPMG must be complete and accurate to the best of your knowledge. The falsification of this information, falsification of other documents that you may provide, and/or the giving

of incomplete information may result in the withdrawal of any employment offer and/or the immediate termination of your employment now or in the future.

At-Will Employment

Employment with KPMG is "at will," which means that employment may be terminated with or without cause and with or without notice at any time at the discretion of either KPMG or the employee.

KPMG Careers SMS Terms of Service

- **KPMG US Careers** – This service will be utilized to notify those who have opted into receive SMS text messages about KPMG US Careers and events. SMS messages will come from two 5-digit short code numbers: **54982** and **91214**.
- **You can cancel the SMS message service at any time. Just text "STOP" to the short code.** After you send the SMS message "STOP" to us, we will send you an SMS message to confirm that you have unsubscribed. After this, you will no longer receive SMS messages from us. If you want to join again, just sign up as you did the first time, and we will start sending SMS messages to you again.
- If you are experiencing issues with the SMS messaging program you can reply with the keyword "HELP" for more assistance, or you can get help directly at us-hrscatsadmin@kpmg.com.
- You understand that wireless carriers are not liable for delayed or undelivered SMS messages.
- You understand that message and data rates may apply for any SMS message sent to you from us and to us from you. **Message frequency varies.** You may receive SMS messages related to KPMG from time to time, regarding the status of employment applications or events near you. If you have any questions about your text plan or data plan, it is best to contact your wireless provider.
- If you have any questions regarding how we process your personal information, please review KPMG's [Privacy Statement](#). *Note, the above categories exclude KPMG's SMS messaging originator opt-in data based on your consent. This personal information will not be sold or shared with third parties except for wireless carriers and their service providers.*