

PRIVACY NOTICE – US APPLICANTS

This policy applies to all applicants for positions with **Blackbaud, Inc.** or its subsidiaries located in the United States (collectively referred to as “**Blackbaud**”). Blackbaud is committed to respecting the privacy of applicants for positions at our companies. We use your data as described below in connection with your application for a job, internship, or other work position with us.

What Data Do We Collect?

We collect:

- Name and contact details
- Details of your education, career history, qualifications, and publications
- Information about your current and/or required salary and benefits
- Citizenship, visa requirements, and other related citizenship information
- Screening questionnaire responses, interview ratings and assessments, background check results

Much of the information we hold will have been provided by you (either by you directly or when you choose to apply using the information contained in your LinkedIn profile), but some may come from other sources, such as your references, government authorities or the like.

How Do We Use Your Data?

We need to use your personal data to evaluate your suitability for the position you applied for and to contact you with respect to your application. With notification to you, we may conduct a background check on an applicant.

We may disclose the personal data set forth above (see “What Data Do We Collect?”) to our affiliated organizations and subsidiaries where necessary, and to service providers who provide employment-related services to Blackbaud. We do not sell your personal data or share your personal data for purposes of targeted advertising. Blackbaud will maintain and use any de-identified data only in a de-identified form and not attempt to re-identify de-identified data.

We keep your personal data in an identifiable form for as long as we have a legitimate reason to use the data and as required by law.

What Rights Do California Applicants Have?

The California Consumer Privacy Act, as amended by the Consumer Privacy Rights Act of 2020 (the “CCPA”), affords California applicants the right to know what information we collect and disclose; the right to access a copy of your data; and the right to request deletion or correction of your data. You would ordinarily have the right to opt out of the sale of your data or the sharing of your data for purposes of targeted behavioral advertising, but we don’t sell applicant data or share applicant data for those purposes. We can’t discriminate against you for exercising any of these rights.

For a description of the data we collect, the sources of that data, the purposes for which we use such data, and the categories of third parties to whom we might disclose such data, see the sections above titled “What Data Do We Collect?” and “How Do We Use Your Data?”.

If you are a California applicant, you can exercise your privacy rights by visiting our Data Subject Rights Requests page at <https://www.blackbaud.com/company/Data-Subject-Rights-Request> or by calling our toll-free number at +1 844-532-0022. We will verify your identity where required prior to fulfilling your request, which may require government identification. Authorized agents may be used to submit rights requests, in which cases we will take steps to verify your identity and that the agent has authority to act on your behalf.

To Whom Should I Address Questions About My Personal Data?

For questions about Blackbaud’s data privacy practices or (if you are a California applicant) to appeal a decision we’ve made your privacy rights, email privacy@blackbaud.com.