

# Profile Advantage Consent

## EMPLOYMENT BACKGROUND CHECKS GLOBAL CONSENT FORM

***Tenet Global Business Center Inc. - 8/F Citi Plaza, 34th Avenue corner Lane D, Bonifacio Global City, Taguig 1634 Philippines*** (the "Employer") has asked a third party service provider, ***First Advantage Philippines Inc. - 7th Floor, Kingston Tower, Block 2 Lot 1, Acacia Avenue, Madrigal Business Park, Alabang Muntinlupa City 1780, Philippines*** ("First Advantage"), to process certain personal information relating to you in connection with your application for employment with the Employer in ***Philippines***.

This form is intended to describe the personal information First Advantage will process on behalf of the Employer, and to obtain your consent to these activities.

### WHAT TYPES OF INFORMATION DOES THIS CONSENT COVER?

First Advantage will process the following types of information relating to your application for employment with the Employer:

Identification and address information.

Entitlement to work information.

Education and qualifications.

Past employment and positions held in other Organizations, including fiduciary or Board of Directors responsibilities for a company.

Professional qualifications, registrations, and sanctions with professional bodies.

Financial information relating to debt, payment history, bankruptcy and collection matters, financial judgments, litigation.

Criminal proceedings, convictions and involvement in litigation, including civil suits where the subject was either a plaintiff or defendant.

Media information.

Driver's license credentials and status, including driver history, conviction history expiration date, driving restrictions and identity information.

Other (please specify):

If you intend to provide Employer with details of a reference or any other third party as part of your CV/ resume, it is your responsibility to obtain consent from that third party prior to passing their personal information to Employer.

### HOW WILL THE PERSONAL INFORMATION SUBMITTED BE USED?

First Advantage will receive information from the Employer and may use the details you have provided in order to contact third parties, including persons asked to provide references, for the purposes mentioned below.

First Advantage will verify that the information you have provided in connection with your employment application is accurate and will carry out checks relating to the types of background information checked above.

## **WHO WILL HAVE ACCESS TO PERSONAL INFORMATION?**

This personal information, which is held and collected by First Advantage, will be disclosed by First Advantage to Employer and, to the extent required for the purposes listed above, to First Advantage's and First Advantage's Affiliates' employees and third party service providers of outsourced services, or other agencies/companies who provide services to First Advantage and these Affiliates such as fulfilment vendors and their sub- contractors, and translation service providers who are located worldwide. First Advantage will remain the responsible party for jointly used information.

First Advantage and its Affiliates process background checks in data centres and at other locations in the Netherlands, the United States and in various countries throughout the world. Processing may include data storage, administrative purposes (creating internal and external reports, invoicing, and trends in data), and operational and/or processing purposes in connection with the preparation of an employment or investigative report to the Employer.

First Advantage and its Affiliates may collect, store, process, disseminate or use your personal data in a manner that causes it to be transferred or accessed from computer systems owned or operated by or on behalf of First Advantage throughout its global network. Your personal information may be transferred to third party references and sources outside your country of current residence, if needed for the purposes of completing the background check to which you are consenting. For example, if the source is located in another country or if you lived in another country, we may transfer your personal information to that source.

As part of these arrangements, your personal information may be transferred to the Netherlands and the United States by whatever means seems appropriate, and collected, used, disclosed, transferred and otherwise processed, in accordance with the information set forth on this form, by First Advantage in the Netherlands or the United States.

For individuals who are located in the European Economic Area or Switzerland, you should be aware that First Advantage abides by the data privacy principles and requirements set forth in the European Union Directive 95/46/EC and other applicable data privacy laws and regulations. Where appropriate, First Advantage executes cross-border data transfer agreements with its customers to ensure an adequate level of data protection.

As First Advantage develops its business, First Advantage might sell, buy, restructure or reorganize businesses or assets. In the event of a merger, consolidation, sale, liquidation or transfer of assets, First Advantage may, in its sole and absolute discretion, transfer, sell or assign information collected, including without limitation, non-personal information and personal information, to one or more affiliated third parties.

First Advantage uses a limited number of third party service providers to assist us in providing our services to customers. These third party providers perform reference and credential verifications and complete portions of services requested by our customers, such as by obtaining records from data sources. These third parties may access or process personal data in the course of providing their services. First Advantage maintains contracts with these third parties restricting their access, use and disclosure of personal data in compliance with our privacy and data protection obligations.

Your information may be subject to U.S. or other laws for disclosure. Please note that

the laws regarding personal information in some of the jurisdictions involved may be different or less stringent than the laws of the country in which you reside.

For individuals who are located in the European Economic Area or Switzerland, you should be aware that First Advantage abides by the data privacy principles and requirements set forth in the European Data Protection Regulation and other applicable data privacy laws and regulations. Where appropriate, First Advantage executes cross-border data transfer agreements with its customers to ensure an adequate level of data protection.

First Advantage will not disclose your personal information to any third party other than as described in this consent. First Advantage will not sell your personal information to any third party.

## **DATA RETENTION**

United States Federal law requires that the Employer and First Advantage retain information pertaining to individuals applying for jobs within the United States. Personal information of applicants applying for jobs in other parts of the world will be retained in accordance with the laws of ***Philippines***.

## **SECURITY**

First Advantage has taken reasonable organizational, technical and administrative steps to safe guard the information submitted to it. Any third parties working with First Advantage are required to protect personal information consistently with the terms of First Advantage's policy and requirements.

You understand that electronic communication systems may not provide a secure environment for your communications with First Advantage.

## **ACCESS**

In certain countries, consistent with applicable law, you may have the right to access, correct or object to the information that First Advantage holds about you. For further information please contact ***privacy.sapac@fadv.com***.

The provision of personal information as described in this consent is voluntary.

**By signing below you acknowledge that you have read and understood this form and that you freely agree to First Advantage, Intermediary, and Employer collecting, using, disclosing, transferring and otherwise processing your information as described above:**

## **Consent And Authorization**

I have read and accept the terms of this online profile. [\*\*I Agree\*\*](#)

First Name (given name) :

JESSA MARIE

Last Name (family name) :

ALVAREZ



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**Signature**

Date : Wed Feb 01 09:33:52 GMT 2023