

Profile Advantage Consent

Disclosure Regarding Employment Background Report

SAP may obtain from First Advantage ("FADV"), PO Box 105108, Atlanta, GA 30348-5108, 1-800-845-6004, www.fadv.com, a consumer report and/or an investigative consumer report ("REPORT") that contains background information about you in connection with your employment or employment application. If you are hired, to the extent permitted by law, SAP may obtain from FADV further reports throughout your employment for an employment purpose without providing further disclosure or obtaining additional consent.

The REPORT may contain information about your character, general reputation, personal characteristics and mode of living. The REPORT may include, but is not limited to, credit reports and credit history information; criminal and other public records and history; public court records (e.g., bankruptcies, tax liens and judgments); motor vehicle and driving records; educational and employment history, including professional disciplinary actions; drug/alcohol test results; and Social Security verification and address history, subject to any limitations imposed by applicable federal and state law. This information may be obtained from public record and private sources, including credit bureaus, government agencies and judicial records, former employers and educational institutions, and other sources.

If an investigative consumer REPORT is obtained, in addition to the description above, the nature and scope of any such REPORT will be employment verifications and references, or personal references.

Authorization to Obtain Employment Background Report

I have read the Disclosure Regarding Employment Background Report provided by SAP and this Authorization to Obtain Employment Background Report. By my signature below, I hereby consent to the preparation by First Advantage. ("FADV"), a consumer reporting agency located at PO Box 105108, Atlanta, GA 30348-5108, 1-800-845-6004, www.fadv.com, of background reports regarding me and the release of such reports to the SAP and its designated representatives, to assist the SAP in making an employment decision involving me at any time after receipt of this authorization and throughout my employment, to the extent permitted by law. To this end, I hereby authorize, without reservation, any state or federal law enforcement agency or court, educational institution, motor vehicle record agency, credit bureau or other information service bureau or data repository, or employer to furnish any and all information regarding me to FADV and/or the SAP itself, and authorize FADV to provide such information to the SAP. I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original.

I acknowledge receipt of a copy of the Consumer Financial Protection Bureau's "A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT."

BACKGROUND VERIFICATION/INVESTIGATION

SAP SE, Dietmar-Hopp-Allee 16, 69190 Walldorf, Germany (SAP) has asked a third party service provider, First Advantage Background Services Corp. & its Affiliated

Background Screening Entities ("First Advantage"), 1 Concourse Parkway, NE, Suite 200, Atlanta, GA 30328, to collect and hold certain personal information relating to you in connection with your application for employment with them.

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

WHAT TYPES OF INFORMATION DOES THIS CONSENT COVER?

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

- 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.

HOW WILL THE PERSONAL INFORMATION SUBMITTED BE USED?

First Advantage will receive information from SAP 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 SAP 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 centers and at other locations in 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 SAP.

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 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 United States. Your information may also be processed and stored in other countries where First Advantage's service providers are located. 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 Safe Harbor framework agreed to by the U.S. Department of Commerce and the European Union (EU) with respect to personal information collected by entities located in the EEA and transferred to First Advantage in the United States. For additional information regarding the Safe Harbor Program, see the U.S. Dept. of Commerce web site at <http://www.export.gov/safeharbor>

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.

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

DATA RETENTION

United States Federal law requires that SAP 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 [insert country of law of country of job location].

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 your SAP recruiter.

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 SAP collecting, using, disclosing, transferring and otherwise processing your information as described above:

Consumer Center Contact Information Any data subject (also known as "a consumer"), worldwide, may obtain copies of all background reports we hold on them by contacting the First Advantage Consumer Center in Atlanta. Instructions are provided on this page. (NOTE: Data subjects wishing to file a Subject Access Request for other First Advantage platforms should follow the contact information listed on the First Advantage Privacy Policy at <http://www.fadv.com/privacy-policy/>.)

Data subjects may dispute information in their background report in a formal process managed by the First Advantage Consumer Center. Consumer Center staff will assist the data subject in working with the information source to correct information if it is found to be incorrect. First Advantage or Consumer Center Staff will notify a customer if a background report is amended as a result of the dispute process, according to local legal requirements, and will provide the consumer with the results regardless of whether a change is made.

To request information held on you or to dispute information provided by First Advantage, contact the Consumer Center. You will need to identify your country of residence in your request. Please note that at this time, the Consumer Center can only support requests in English.

Data subjects may contact the Consumer Center from within North America at:

First Advantage Consumer Center
P.O. Box 105108
Atlanta, GA 30348-5108
1-800-845-6004

Outside of North America, the data subject may contact the Consumer Center using the following methods:

- Mail:
First Advantage Consumer Center
P.O. Box 105108
Atlanta, GA 30348-5108
- Phone (toll call): +1 (678) 694-2530
- Fax (toll call): +1 (678) 694-2844
- Email: consumer.documents@fadv.com

Remember to identify your country of residence on your request.

Consent And Authorization

I agree to provide my authorization per the terms of the above authorization. [I Agree](#)

First Name (given name) : KARAN

Last Name (family name) : SINGH

Country : IN

Address : room no 311 hostel 14 A, IITB POWAI

City : MUMBAI

State : null

ZipCode : 40076

Date : March 04, 2019



Signature

Date : Mon Mar 04 15:40:03 GMT 2019