

# Careers Privacy Policy

Welcome to Nordstrom Careers. We respect your privacy in collecting and using your personal and other information (collectively "information"), as described below.

## Categories of Information We Gather

When you apply for employment on our site, we collect, and you will be asked to provide, certain categories of information which we've described below. We gather this information from you and through third-parties such as service providers and other companies you work with to apply for jobs. These companies may maintain and process information on our behalf, or may assist us in the application or interview process.

- **Contact information**, such as your name, postal and email addresses, and phone numbers;
- **Identification information**, such as your Social Security or Social Insurance number, driver's license and passport information, and identifiers and login credentials associated with our Careers website;
- **Job application information**, such as your resume, cover letter, job application, background check, previous work history and references, educational background, drug and other testing, and information and materials you submitted or authorized us to obtain in connection with applying and interviewing for employment at Nordstrom;
- **Career and educational history**, such as the languages you speak and other job-related skills and interests, including positions you are interested in;
- **Demographic information**, such as your date of birth and age, gender and gender identity, race and ethnicity, marital and family status, information regarding eligibility and fitness for work, and other information about you;
- **Video and photographic information of you**, such as if you participate in video interviews with us;
- **Audio information**, such as call recordings when you call for application/candidate support
- **Interview information**, such as information you share and notes about your interview
- **Device and browsing information**, including information about your phone, tablet, computer, or device, and online browsing activity. This information may include IP addresses, unique device identifiers, cookie identifiers, device and browser settings and information, and Internet service provider information. It also may include information about when and how you access and use our website, such as the date and time of your visit or use, the websites you visit before coming and after leaving our website, how you navigate and what actions you take on our website, and jobs you view or apply for;
- **Inferences** about you or these information categories that may reflect your: preferences, characteristics, predispositions, behavior, attitudes, skills, abilities, or aptitudes; and
- **Other information** that we request of you or that you choose to provide to us from time to time.

## How We Use the Information You Provide

We use the information that we collect to support and administer our employee hiring and recruitment efforts, and to conduct our business. We may combine any or all the information we collect or obtain. Examples of the purposes for which we use information include:

- **To support our employment recruiting efforts**, such as to: consider your application for employment, determine suitability for employment; and perform recruitment;
- **To respond to you**, such as when you: make a request or inquiry; enter a company contest; complete a survey; or share a comment or concern;
- **To communicate with you**, such as to: send news, business, and policy updates about us, share information about benefits and opportunities that are available to you, and solicit feedback about your experience with us;
- **For human resources reporting and analytics**, such as to: create reports for management and government programs; and analyze data to acquire insights about us and our candidates and employees;
- **To operate, evaluate and improve our business**, such as to: operate and improve upon our business and business activities; manage our technology, tools, and processes; maintain programs and records; detect and prevent unauthorized access to or misuse of our technology, tools, and processes; and for any other operational purpose that is permitted by law;

- **For legal and safety purposes**, such as to: comply with legal and regulatory requirements; defend or protect us, our customers, our employees, or third parties, from harm or in legal proceedings; protect our rights; and to respond to court orders, lawsuits, subpoenas, and government requests.

We may share your information with service providers and third parties that help us with any of the purposes noted above. We strive to work with service providers that keep the information collected from you secure and confidential. If you become an employee, the information we collect may be used by us for employment purposes.

## Contact Us

If you have questions about this Policy or our privacy practices, please contact us at:

Nordstrom Careers  
1700 7th Ave, Suite 1000  
Seattle, WA 98101  
[nordstromcareers@nordstrom.com](mailto:nordstromcareers@nordstrom.com)

## Updates to this Policy

We may make changes to this Policy, and may apply any changes to information previously collected, as permitted by law. When we make material changes to this Policy, we will notify you by posting the updated Policy, and we will update the effective date at the end of this Policy.

## Effective Date

This policy is effective September 2020.