

## Careers Site Privacy Policy

**Last Updated:** 4/12/10

VERINT Systems Inc. ("Company") values your trust and is committed to the responsible management, use and protection of personal information. This Careers Site Privacy Policy ("Policy") is applicable to all the information collected by VERINT from you during your use of our Careers site, located at [www.verint.com](http://www.verint.com) careers section). Personal information submitted elsewhere on VERINT's and its affiliate's web sites will be used in accordance with our general online Privacy Policy (located at [www.verint.com](http://www.verint.com) careers section).

This Careers Site is operated by VERINT Systems Inc. (address: 330 South Service Rd., Melville, NY 11747) in order to support the recruitment functions VERINT Systems Inc. and its affiliated entities (collectively, "COMPANY").

### YOUR CONSENT

Please read this Policy carefully and indicate your acceptance of our collection, use, transfer and disclosure of personal information as described in this Policy by clicking the "I Accept" button at the end of the Policy. **If you do not accept the terms you will not be provided access to apply for a position online.**

By agreeing to this Policy, you agree to the transfer of personal information about you to countries outside the country in which you reside, to countries with a different data protection regime than in place in the country in which you reside. VERINT will take appropriate technical, organizational, and legal steps to secure personal information about you.

### INFORMATION YOU PROVIDE

This Policy covers any personal information you submit through the Careers Site as part of the job application or job search process, including:

- name, contact information;
- CV, résumé, cover letter, application, previous work experience and education information;
- employment preferences, willingness to relocate, current salary, desired salary and how you heard about the Careers Site; and
- professional and other work-related licenses, permits and certifications held;
- language and other relevant skills;
- awards and professional memberships;
- eligibility to work in country where job applied for is located, available start date; and
- information relating to references.

You may also voluntarily choose to provide other relevant information as part of your application. We would prefer that you avoid submitting the following sensitive information, except where such information is legally required: sexual orientation, race, ethnic origin, religion, beliefs, disability, marital status, creed, nationality, national origin, color and/or age.

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

You are responsible for the content of the information you provide to us and you must ensure it is legal, truthful, accurate and not misleading in any way and does not infringe on any third party's rights, or is not otherwise legally actionable by such third party.

## **USE OF PERSONAL INFORMATION**

The information that you submit on the Careers Site will be stored in the United States (and in the relevant jurisdiction(s) if the job relates to one of VERINT's affiliated entities outside of the United States). It will be reviewed and processed for the purposes below by employees, consultants and/or service providers of VERINT's affiliates around the world. VERINT Systems Inc. will remain responsible for the personal information collected.

Personal information you provide through the Careers Site will be collected, used, transferred and disclosed ("processed") for VERINT's global recruitment functions and for related management and planning purposes. VERINT will use the personal information you provide, as permitted by local law, to:

- process your application;
- assess your capabilities and qualifications for a job;
- conduct reference checks;
- provide to you any services available on the Careers Site from time to time;
- communicate with you;
- comply with any applicable law or regulation;
- monitor and record services whether provided by a VERINT company or a third party; and
- conduct background checks if you are offered a job.

Personal information about you will be added to VERINT's international candidate database and will be used for the purposes of considering whether your profile is suitable for other job vacancies at VERINT. If we elect to make you an offer, personal information you submit may be incorporated into our human resources system and used to manage the new-hire process. If you become an employee, any personal information that you submit may become part of your employee file and may be used for other employment/work-related purposes.

The provision of personal information on the Careers Site is voluntary. Please note, failure to provide sufficient information, however, may result in VERINT being unable to consider your employment application or, if employment is offered, your subsequent promotion, transfer or relocation.

## **DISCLOSURE OF PERSONAL INFORMATION**

Personal information about you will be reviewed by VERINT employees or agents who have a business need to access such personal information and may include recruiters, human resources personnel, technical services personnel and managers or their designees.

We may share personal information about you with selected service providers or consultants acting on our behalf, such as third parties assisting VERINT with the operation of the Careers Site (including Racarie Software, 201 Shannon Oaks Circle, Suite 200, Cary, NC 2751, and its affiliates, which host portions of the Site). Those third parties will be required to protect personal information.

VERINT Systems Inc. also may disclose personal information about you in order to: (1) protect the legal rights, privacy or safety of VERINT or its employees, agents and contractors; (2) protect the safety and

security of visitors to our web sites or other properties; (3) protect against fraud or other illegal activity or for risk management purposes; (4) respond to inquiries or requests from government or public authorities; (5) permit us to pursue available remedies or limit the damages that we may sustain; (6) enforce our Terms of Service; or (7) comply with the law or legal process.

VERINT also may transfer any and all information that we collect about you to third parties in the event of any merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of the VERINT's assets or stock (including without limitation in connection with any bankruptcy or similar proceedings).

## **DATA RETENTION**

We are required to retain information relating to candidates applying for jobs within the United States. Personal information of candidates applying for jobs in other parts of the world will be retained in accordance with local law. If there is no activity in relation to the personal information, VERINT may remove it from its database, subject to VERINT's data retention obligations and policies and any applicable legal or regulatory obligations. Note that VERINT may delete personal information about you at any time (including your CV/résumé), without any reason. Therefore, please retain your own copy of the personal information provided to us.

## **ACCESS AND CORRECTION**

To change personal information that you already have submitted for consideration for a specific position, please resubmit your application to [www.verint.com](http://www.verint.com) careers section to update personal information about you that is associated with that job application. We encourage you to promptly update your personal information if it changes or is inaccurate. Upon your request in writing, we will deactivate or remove your personal information from our active databases, although some information may be retained as permitted or required by law.

## **SECURITY**

We take reasonable precautions to safeguard the personal information transmitted between visitors and the Careers Site and the personal information stored on our servers. Unfortunately, no method of transmitting or storing data can be guaranteed to be 100% secure. Do not send sensitive information via email. It is your sole responsibility to use the appropriate level of care whenever communicating with us.

If you have reason to believe that your interaction with us is no longer secure (for example, you feel that the security of any account you might have with us has been compromised), you must immediately notify us of the problem by contacting us at 300 Colonial Center Parkway, Roswell, GA 30076, attention: Talent Acquisition.

## **LINKS TO OTHER WEBSITES**

The Careers Site may contain links to other websites. The operators of those other websites may collect information about you, through cookies or other technologies. If you link to another website, you will leave the Careers Site and this Policy will not apply to your use of and activity on those other sites.

If you provide personal information through any other site, your transaction will occur on that website (not the VERINT Careers Site) and the personal information you provide will be collected by, and controlled by, the privacy Policy of that website operator. Links on the Careers Site to other websites are provided only as a convenience, and the inclusion of such links does not imply endorsement of the linked site. We encourage you to read the legal notice posted on those sites, including their privacy policies. We have no responsibility or liability for your visitation to, and the data collection and use practices of, other sites.

## **DIVERSITY**

VERINT Systems Inc. is an equal opportunity employer, which means we offer equal treatment to all applicants. VERINT Systems Inc. does not discriminate, either directly or indirectly, on the grounds of sex, sexual orientation, trans-sexuality, race, ethnic origin, religion, belief, disability, marital status, creed, nationality, national origin, colour and/or age in any area of recruitment. In some countries we ask for information on the ethnic origin, gender and disability of our applicants for the purpose of monitoring equal opportunity. If you have a disability and would like to indicate as part of your application any relevant effects of your disability and any adjustment which you consider should reasonably be made to the process to assist your application, please do so in the relevant field during the application process.

To the extent the personal information you provide contains details of your: racial or ethnic origin; political opinions or beliefs; religious beliefs; membership in a trade union or political party; physical or mental health or condition; sexual orientation; commission (or alleged commission) of an offence or related proceedings; job evaluations or educational records, you expressly authorize VERINT to handle such details for the purposes of your job application.

## **LAW APPLICABLE TO JOB APPLICATION**

This Careers Site allows you to apply for jobs based in other jurisdictions. Job requisitions posted on this site will be governed by the laws of the country where the job is located. By applying for a job through this site, you accept that the laws of the country where the job is located shall apply to your application.

## **CURRENT WORKERS OF COMPANY**

If you currently work for one of VERINT's business units, you must be eligible to apply for a position in a different business unit within VERINT. If you accept such a position, your benefits programs and Human Resources policies may change. Please consult with your HR Business Partner concerning application eligibility, benefit programs, and HR policies applicable to that position.

The Careers Site is not intended for distribution to, or use by, any person or entity in any jurisdiction or country where such distribution or use would be contrary to local law or regulation.

## **CHANGES TO THE POLICY**

We reserve the right to amend this Policy at any time in order to address future developments of VERINT, the Careers Site or changes in industry or legal trends. We will post the revised Policy on the Careers Site or announce the change on the home page of the Careers Site. You can determine when the Policy was revised by referring to the "Last Updated" legend on the top of this Policy. Any changes will become effective upon the posting of the revised Policy on the Careers Site. By continuing to use the Site following such changes, you will be deemed to have agreed to such changes. If you do not agree with the terms of this Policy, in whole or part, you can choose to not continue to use the Careers Site.

## **CONTACT US**

In certain countries, consistent with applicable law, you may have the right to access, correct or object to the information that VERINT holds about you. If you have questions or requests, please feel free to contact us at 330 S. Service Rd, Melville NY, 11747 – Attention Talent Acquisition Department.