

Tesla Talent Privacy Notice

At Tesla, we're changing the world. To make this possible, we use data in a variety of different ways to build and maintain a team of exceptional talent like you. That said, your privacy and the security of your personal data is, and will always be, important to us. So, we want to transparently explain how and why we gather, store, disclose and otherwise process your personal data.

1. What personal data do we process?

When you apply for a role with us, personal data may be collected and processed by Tesla Inc. or, if you are outside the United States, by a [local Tesla entity](#) (collectively "Tesla"). Personal data means any information relating to you that identifies you, or could reasonably be used to identify you, including the following categories:

- Name, address and contact details;
- Academic history, degrees, certificates, and extracurricular activities;
- Date of birth, age, nationality, details of residency and work permit, marital or civil partnership status, gender, language(s) spoken, disability status or other health-related accommodations, photo, hobbies and interests;
- National ID number, driving license, ID card, passport and visa data, as authorized or required by applicable law;
- Your job application form and accompanying details, cover letters, resume/CV information, previous employment, tasks and responsibilities, references, professional qualifications and other relevant skills;
- Background information and/or credit report if permitted under applicable law, employee evaluations and other performance analysis, compensation history;
- Subject to applicable local law, and for certain limited roles, Tesla may also receive information such as your education and work experience, contact information, demographics, and credit report information, from third-party data providers who have the rights to provide us with your information. Furthermore, if we are obliged by applicable law to do so, we may need to verify that you are not on a governmental sanctions or other governmental designation list.

2. How do we collect your personal data?

Most of the personal data we receive is information that you directly submit to Tesla as part of your application and interview process. We may also receive information from third parties such as online job networks, recruiters, social media sites, or from another employee if the application was submitted through our referral program.

If you have submitted your application through a third party, the personal data that you share is processed according to that third party's privacy policies and procedures.

3. What do we use your personal data for?

Any personal data you provide to Tesla will be processed for (i) the specific position you have applied for, and (ii) other current and future open positions within Tesla which may be suitable to you if you choose to be considered for other opportunities.

Tesla processes your personal data when there is a legal basis, specifically when:

- It is necessary to process your application for potential employment.
- You consent to the processing.
- The processing is required by applicable law (e.g., for compliance with tax, social security laws, court or executive orders).
- We, or a third party, have an overriding legitimate interest in using your personal data, such as to provide a safe work environment, or to protect Tesla against theft or fraud.

As a result, we may use your personal data for purposes such as:

- Identifying candidates, communicating with them and scheduling interviews, including making travel arrangements.
- Evaluating applications, assessment test results and checking references.
- Allowing Tesla employees to refer candidates, and enabling Tesla employees to track status of submitted referrals.
- Performing background checks and prior work and education verification, as permitted by applicable law.
- Improving our recruitment processes.
- Contacting third parties in the event of an emergency.
- Protecting Tesla's legal rights to the extent authorized or permitted by law.

4. Transfer of personal data

Tesla is a global business and we recruit internationally. By submitting your personal data online you acknowledge that your information may be transferred to Tesla in the United States and countries other than your place of residence or in which the information was originally collected.

We will only transfer personal data from the European Economic Area, the UK and Switzerland to the United States or other third countries in accordance with applicable law, and have implemented the [EU Standard Contractual Clauses](#) for the transfer of personal data to third countries to protect them with adequate safeguards. Tesla may also seek your consent to transfer your personal data to another country, where required by local law.

5. Security of personal data

Tesla uses security measures to protect your personal data from loss, misuse and unauthorized access, disclosure, alteration and destruction. The security measures are implemented and maintained in accordance with legal, organizational, and technological requirements.

6. Data Sharing

Tesla may use third-party service providers with whom Tesla contracts as part of its normal business operations to carry out certain human resources-related functions or IT functions (e.g., hosting services). Tesla will (i) diligently choose such third-party service providers, and (ii) ensure that such third-party service providers adopt adequate technical and organizational security measures to safeguard your personal data and that such third-party service providers are instructed to use your personal data as directed by Tesla and for no other purposes. Additionally, we may disclose your personal data:

- As required or permitted by applicable law, for example in connection with requests from governmental authorities,
- When seeking advice from outside attorneys,
- Where necessary to protect the safety and security of our employees, customers, you, or another person,
- As part of the sale, assignment, or transfer of a portion or all our business.

7. Retention of candidate data

Candidate applications are processed and then stored on file for 36 months for future consideration for other roles in addition to the one you applied for. Candidates may opt out of consideration for future opportunities, or request deletion of their candidate profile.

If you are a candidate located in the European Economic Area, the United Kingdom or Switzerland, applications are processed and then stored for 9 months by default. Candidates may also opt-in to keep their application on file for up to 12 months for future consideration for other roles or opportunities.

8. Rights and Choices

Data Privacy Requests

We want you to be in control of how your personal data is used by us. Subject to local law, you have the right to be informed of, and request access to, the personal data we process about you; update and correct inaccuracies in that information; have the information restricted or deleted; object or withdraw your consent to certain uses of data; and lodge a complaint with your local data protection authority. You may also have the right not to be subject to automated decision-making, including profiling, where it would have a legal or similarly significant effect on you; and the right to data portability with regard to the data you provided to us. Tesla enables you to exercise those rights in a variety of ways, including by:

- a) Submitting a data privacy request online
- b) Emailing us at privacy@tesla.com
- c) Writing to us at Tesla Inc, Attn: Legal – Privacy, PO Box 15430, 240 Francisco Lane, Fremont, CA 94539, United States. If outside of the United States, Tesla International B.V. Attn: Privacy – DPO, 122 Burgemeester Stramanweg, 1101 EN Amsterdam, Netherlands.
- d) By accessing your [Tesla Connect](#) account to update your information

When contacting Tesla and where your issue requires it, we may request more information from you, such as to verify identity, or indicate that a response will require additional time.

You may at any time refer your complaint to the relevant regulator in your jurisdiction if you are unsatisfied with a reply received from us. If you ask us, we will endeavor to provide you with information about relevant complaint avenues which may be applicable to your circumstances.

California Privacy Disclosure

California residents have a right to knowledge, access, and deletion of their personal data under the California Consumer Privacy Act. California residents also have a right to opt out of the sale of their personal data by a business and a right not to be discriminated against for exercising one of their California privacy rights. Tesla does not sell your personal data to anyone for any purpose, and does not discriminate in response to privacy rights requests.

Tesla provides disclosure of our data practices in this Talent Privacy Notice. This includes what personal data is collected, the source of the personal data, and the purposes of use, as well as whether Tesla discloses that personal data and if so, the categories of third parties to whom it is disclosed. California residents who have purchased a Tesla product or service may exercise their rights directly (or through an authorized agent) by signing in to their [Tesla Connect](#) account and making a data privacy request. If you are a California resident without access to your Tesla Connect access, requests may also be made by:

- a) Emailing us at privacy@tesla.com
- b) Calling us at 1-844-288-3752
- c) Writing to us at Tesla Inc, Attn: Legal – Privacy, PO Box 15430, 240 Francisco Lane, Fremont, CA 94539, United States.

If you do not have a Tesla Connect account, Tesla may ask you for information which we consider necessary to verify your identity for security and to prevent fraud. This information may include name, contact information, and information related to your transaction or relationship with Tesla, but the specific information requested may differ depending on the circumstances of your request for your security and to protect privacy rights. If you request deletion of your personal data, please note, that we will both render certain personal data about you permanently unrecoverable and also de-identify certain personal data.