



APPLICANT PRIVACY NOTICE

At MPS Group LLC, we value your trust and are committed to handling your personal information with care, professionalism, and respect. This Applicant Privacy Notice explains how we collect, use, store, share, and protect the personal information you provide when applying for employment or contract opportunities with us.

Information We Collect. We may collect personal information such as your name, contact details, resume or CV, employment history, education, certifications, skills, compensation expectations, work authorization status, references, and any other information you choose to share with us.

How We Collect Information. We may collect applicant information through our website, online application forms, LinkedIn, email communications, job boards, recruiting platforms, referrals, interviews, phone or video calls, and other professional recruiting interactions.

How We Use Your Information. We use applicant information for legitimate business and recruiting purposes, including to review qualifications, evaluate fit for current or future opportunities, communicate with applicants, schedule interviews, maintain recruiting records, support internal reporting and workforce planning, protect our systems and records, prevent fraud or misuse, verify information provided, and conduct reference or background checks where permitted by law and with any additional notice or authorization required.

How We Share Information. Your information may be shared with authorized MPS personnel involved in recruiting, hiring, operations, or client delivery discussions when relevant to a role. We may also share information with affiliated entities, trusted service providers, recruiting tools, background screening providers, or clients when reasonably necessary for the recruiting or engagement process. We do not sell applicant personal information.

Data Retention. We retain applicant information only for as long as reasonably necessary for recruiting, hiring, operational, legal, or recordkeeping purposes, or as otherwise required or permitted by applicable law. If you join MPS Group, relevant information may become part of your personnel or contractor file.

Data Security. MPS Group uses reasonable administrative, technical, and organizational safeguards designed to protect applicant information from unauthorized access, use, disclosure, alteration, or destruction. However, no system can guarantee absolute security.

Your Choices. You may request to update or correct the information you have submitted and may inquire about how your information is being used. You may also request deletion of your information where applicable, subject to legal, operational, and recordkeeping requirements.

Third-Party Platforms. If you apply through a third-party website, job board, or recruiting platform, your information may also be subject to that third party's privacy practices.

Contact Us. If you have any questions about this Applicant Privacy Notice or how your information is handled, please contact:

MPS Group LLC

Atlanta, Georgia, USA

Email: human.resources@mps-group.us

By submitting your application materials to MPS Group LLC, you acknowledge that you have read and understood this Applicant Privacy Notice and consent to the processing of your information for recruiting and related business purposes.