

California Applicant Privacy Notice

Last Updated: April 17, 2023.

Equal Employment Opportunity (EEO) Statement

New Relic is an EEO employer. We eagerly seek applicants of diverse backgrounds and hire without regard to race, color, gender identity, religion, national origin, ancestry, citizenship, physical abilities (or disability), age, sexual orientation, veteran status, or any other characteristic protected by law. For more information about the Company's EEO policy, please contact New Relic's People team at askpeopleops@newrelic.com.

Assistance For The Disabled

If you are an individual with a disability and require alternative formats of this Privacy Policy, please contact accommodation@newrelic.com for assistance.

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1. Introduction

New Relic, Inc. (including our affiliates and joint ventures, “we,” “us” or “New Relic”) values your trust and is committed to the responsible management, use and protection of personal information. This Applicant Privacy Notice (“Notice”) describes our practices in connection with all the information that we collect and process about California residents through the Careers section of our website (our “Careers Site”) and offline in connection with your application for a job or internship with New Relic. Personal information of California residents submitted elsewhere on our websites will be used in accordance with our [California Privacy Notice](#) as set out above this Applicant Notice.

2. Categories & Source of Personal Information That We Collected and Processed within the last 12 months

Within the last 12 months New Relic has collected and processed the following categories of personal information

Category of Personal Information	Details
Identifiers	Name, state (U.S.) and country of residence, telephone number, email address, and other contact information;
Identification Data	Name, gender (U.S.), date
National Identifiers	Work authorization status/ work permits and needs for future sponsorship

<p>Professional or Employment-Related Information</p>	<p>CV, resume, cover letter, previous work experience, education information, description of current position, job title, company name, employment status, role(s) for which you are applying, job application and accompanying documentation/communication, cover letters, professional and other work-related licenses, permits, and certifications held; information from assessments and interviews, compensation/benefit requests, relocation information, information relating to references and work history</p>
<p>Other Details</p>	<p>Any other information you elect to provide to us (e.g., employment preferences, skills, willingness to relocate, desired salary, awards, or professional memberships)</p>
<p>Protected Classifications Under State or Federal Law for Applicants</p>	<p>We may also collect the following information, on a purely voluntary basis, where permitted by applicable law. This may include information on race, religion, ethnicity, nationality or national origin, age, gender identity, sexual practices or orientation, marital status, medical or health information (including disability status), veteran status, and judicial data such as criminal records or information on other judicial or administrative proceedings</p>

To the extent the personal information you provide, including in your job evaluations or educational records, contains details of the information referenced in the preceding table, you expressly authorize New Relic to handle such details for the purposes of your job application or for ensuring fair and equitable hiring practices. Any information you submit must be true, complete, and not misleading. Submitting inaccurate, incomplete, or misleading information may lead to a

rejection of your application during the application process or disciplinary action, including immediate termination of employment.

Note on inferring characteristics: New Relic does not collect or process sensitive personal information or characteristics of protected classifications for the purpose of inferring characteristics about applicants.

Sources From Which We Collect Personal Information

New Relic obtains personal information directly from you; for example, in your job application, forms you complete for us, and any information you provide us during the course of your application and the interview process. In addition, New Relic may obtain information about you from your references or from a background check report and from publicly available data (including, but not limited to, professional networking sites, contributor credits, as a referral from an existing New Relic employee, third party recruiting platforms, and trade publications) in connection with your application, as permitted by applicable law, publicly internet sources, i.e. social media, job boards, public profiles and other public online sources including credentialing or licensing organizations (if applicable).

3. Business Purposes For Which We Collect and Process Personal Information

The information you submit will be used for New Relic's global personnel recruitment, management and planning purposes including:

- to process your application;
- to assess your capabilities and qualifications for a job;
- to conduct reference checks;
- to respond to your inquiries and communicate with you about your application, and to send you information regarding the Careers Site and changes to our terms and policies;
- to comply with or monitor compliance with any applicable law or regulation;
- to preserve our other legitimate interests, for example, for New Relic's administrative purposes, aggregate management reporting, internal training, and as generally required to conduct our business within New Relic;
- to take steps at your request prior to entering into an employment or internship;
- to invite you to an event or send you a newsletter; or
- where necessary to protect the vital interests of any person.

Purposes For Using Applicant Health Information:

- To the extent necessary to comply with New Relic's legal obligations, such as to accommodate disabilities;
- To protect the health and safety of New Relic's employees and facilities, for example, to take your temperature when required by law or public health authorities;
- For occupational health and safety compliance and record-keeping;
- To conduct pre-employment medical examinations; or
- To respond to a medical emergency.

Purposes For Using Applicants' Protected Categories Of Information:

New Relic collects information about race, age, national origin, disability, sex, and veteran status as necessary to comply with legal obligations, including the reporting requirements of the federal Equal Employment Opportunity Act, The Office of Federal Contracting Compliance Programs (applicable to government contractors), and California's Fair Employment and Housing Act, and for purposes of diversity analytics.

New Relic also uses this personal information for purposes including: (a) with respect to disability and/or medical condition, as necessary, to comply with federal and California law related to accommodation; and (b) with respect to age, incidentally to the use of birth date for identity verification.

New Relic collects protected categories of personal information on a purely voluntary basis, except where required by law, and uses the information only in compliance with applicable laws and regulations.

We will make the information available to New Relic personnel with a business need to know, including personnel in the recruiting, human resources, security, and information technology departments, and in the department responsible for the position for which you are applying.

The information about you will be added to New Relic's candidate database and may be used to consider you for opportunities at New Relic other than the one(s) for which you apply. If you do not wish us to do this, please email resume@newrelic.com.

If we hire you, personal information we collect in connection with your application may be incorporated into our human resources system and may be used to manage the new-hire process; any such information may become part of your employee file and may be used for other employment-related purposes.

New Relic may also use the personal information we collect as we believe to be necessary or appropriate:

- under applicable law, including laws outside your country of residence;
- to comply with legal process;
- to respond to requests from public and government authorities, including public and government authorities outside your country of residence;
- to enforce our terms and conditions;
- to protect our operations;
- to protect our rights;
- to protect your rights, privacy, safety or property, and that of other individuals; and
- to allow us to pursue available remedies or limit the damages that we may sustain.

4. How We May Disclose Your Personal Information

New Relic may disclose personal information with affiliates that are involved in evaluating candidates for a given position. New Relic, Inc. remains responsible for personal information that is jointly used with affiliates.

New Relic may disclose your personal information to third parties, such as your references, at your direction. In addition, New Relic may disclose personal information to service providers used for functions such as hosting and operating the Careers Site, background check processing, and similar services related to the recruitment process.

New Relic may also disclose your personal information to Government or administrative agencies: These may include, for example:

- Equal Employment Opportunity Commission as required for reporting;
- California Department of Fair Employment and Housing as required to respond to employment claims and charges; and
- Law enforcement in the event of criminal investigations.

Required Disclosures: New Relic may be required to disclose personal information in a court proceeding, in response to a court order, subpoena, civil discovery request, other legal process, or as otherwise required by law.

Legal Compliance and Protections: New Relic may disclose personal information when we believe disclosure is necessary to comply with the law or to protect the rights, property, or safety of New Relic , our users, or others.

New Relic may also disclose your personal information in the event of any reorganization, merger, sale, joint venture, assignment, transfer, or other disposition of all or any portion of our business, assets, or stock (including in connection with any bankruptcy or similar proceedings).

5. Information Retention

We will retain personal information, for the period necessary to fulfill the purposes outlined in this Notice unless a longer retention period is required or permitted by law. We will retain information of applicants who are not hired for four (4) years after the hiring decision is made. These records will be retained for our internal recordkeeping and reporting purposes in compliance with California law. During this time, we may also use your information for the purpose of considering whether your skills are suitable for other opportunities. If you do not wish us to be considered for opportunities other than those to which you apply, please email resume@newrelic.com with your request. Subject to any applicable legal or regulatory obligations, we may delete your personal information from our database without further notice to you. If you are hired, the personal information we collect about you will become part of your personnel file and will be retained in accordance with New Relic's document retention schedule which is available to employees upon request.

6. Your Consumer Rights

Subject to applicable law, you have several rights in relation to your personal information.

****Please note that the exercise of these rights may be subject to certain exceptions, taking into account the nature of the personal information and the purposes of processing.***

- You have the right to submit a verifiable request that we delete the personal information we have collected from you;
- You have the right to submit a verifiable request that we correct inaccurate personal information we hold about you, taking into account the nature of the Personal Information and the purposes of using the Personal Information;
- You have the right to submit a verifiable request to know the specific pieces of personal information we have collected about you, including the categories of information and the sources of the information and to whom we disclose the information, the specific pieces of personal information we have collected about you and our business purpose for collecting that information; and
- You have the right not to be discriminated or retaliated against for exercising any of your data protection rights and we do not discriminate against any individual for doing so.

We do not, and will not sell, your personal information collected in connection with the recruitment process or share it for cross-context behavioral advertising.

Exercising your Rights

You may exercise these rights free of charge. If you would like to exercise these rights, please submit your request to resume@newrelic.com or call +1 855-473-4441. If you have questions please contact Privacy@NewRelic.com. We will endeavor to respond without delay. We may need to ask you additional clarifying questions in order to verify and/or accurately respond to your request.

For your protection, when you initiate a request we may only implement requests with respect to the information associated with the particular email address that you use to send us your request, and we may need to verify your identity before implementing your request. If we cannot verify your identity, we may ask you for additional verification information. If we do so, we will not use that information for any purpose other than verification. If we cannot verify your identity to a sufficient

level of certainty to respond to your request, we will let you know promptly and explain why we cannot verify your identity.

Alternatively, you may choose to submit a request via an authorized agent, however the authorized agent must submit with the request another document signed by you that authorizes the agent to submit the request on your behalf. It may be necessary to request further information from you or your authorized agent to ensure that it is a valid request and/or require signed permission from you to release or delete the information before completing the request.

7. Security Measures

We seek to use reasonable organizational, technical and administrative measures to protect personal data within our organization. Unfortunately, no data transmission or storage system can be guaranteed to be 100% secure. If you have reason to believe that your interaction with us is no longer secure (for example, if you feel that the security of any account you might have with us has been compromised), please immediately notify us of the problem by contacting us in accordance with the 'Contact Us' section below.

Do not send sensitive information to us via unencrypted email. It is your sole responsibility to use the appropriate level of care whenever you communicate with us.

New Relic hereby disclaims, as far as permitted by local laws, any liability for itself and its affiliates and contractors for any personal data we collect in connection with your application that is lost, misused, illegally accessed, disclosed, altered, or destroyed or not timely delivered to our Careers Site.

Important Note: [Warning Regarding Job Offer Scams](#)

8. Law Applicable to Job Application

The Careers Site allows you to apply for jobs world-wide, as a benefit of New Relic's centralized global recruitment function. The Careers Site is operated from the United States. Accordingly, any personal data you submit to the Careers Site will be collected in the United States and will be subject to U.S. laws. However, if we share your personal information with an affiliate located in another country in its capacity as a potential employer, the affiliate will handle your personal information in

accordance with this Notice. Any hiring or other employment-related decisions will be made by the hiring affiliate in accordance with the laws of the country where the job will be located.

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.

9. New Relic Personnel

If you currently work for New Relic and are interested in applying to a different position, you can do so with your @newrelic.com email address via New Relic's internal careers portal. If you accept such a position, your benefits programs and Human Resources policies may change. Please consult with the HR manager for the new position concerning application eligibility, benefit programs, and HR policies applicable to that position.

10. Changes to the Notice

We reserve the right to amend this Notice at any time in order to address future developments of New Relic, the Careers Site or changes in industry or the law. We will post the revised Notice on the Careers Site as well as on our General Data Privacy Notice. You can determine when the Notice was revised by referring to the "Last Updated" legend on the top of this Notice. Under the CPRA, we are required to update (if necessary) every 12 months. Any changes will become effective upon the posting of the revised Notice on the Careers Site and/or our General Data Privacy Notice. By continuing to use the Careers Site following such changes, you will be deemed to have agreed to such changes. If you do not agree with the terms of this Notice, in whole or part, you can choose to not continue to use the Careers Site.

11. Contact Us

If you have questions or requests, please feel free to contact us at resume@newrelic.com or 188 Spear Street, Suite 1200, San Francisco, CA 94105 (Attn: Privacy).