Job Applicant Privacy Policy – North and South America; Asia Pacific

Last Updated: October 30, 2026

In this Privacy Policy, we ask you to give your consent to the collection, use, transfer and other processing, in electronic or other form, of your personal data by VIAVI during the recruitment and interview process and for the Purpose defined below. VIAVI is the data controller in respect of this data and can be contacted at privacy@viavisolutions.com. This Privacy Policy should be read together with the Corporate Privacy Policy available on our website. If you reside in a country covered by the country-specific sections of the VIAVI Privacy Policy (including Mexico and Brazil), the local contact, responsible person and data protection officer details in those sections also apply to you.

What personal data may we hold about you?

VIAVI may gather and hold the following personal data about you ("Data"):

- name, home address, telephone number, email address or other contact information
- resume or CV, relevant work experience, type of employment sought, date available, employee references, and information provided in any application form or in an interview
- former, current or desired salary and other compensation information, only to the extent permitted by applicable law; VIAVI does not request salary history where prohibited by applicable law
- nationality, and, where required to confirm your eligibility to work, immigration and work authorization status.
- information you volunteer in response to an optional diversity or self-identification question, which is used only for aggregate equal opportunity monitoring and reporting where required by law and is never used to make a hiring decision
- health or disability information, but only where you provide it so that VIAVI can offer you an adjustment or accommodation during the recruitment process, or where its collection is required by law
- the results of any background, credit or reference check that VIAVI is permitted to carry out, obtained in accordance with the section below.

Sensitive personal data. Some of the categories above may be "Sensitive Personal Data", "Special Categories of Personal Data", sensitive personal information or datos personales sensibles under the law that applies to you; those terms have the meanings given in VIAVI's Privacy Policy. VIAVI collects such data only where you volunteer it or where its collection is required or permitted by law, uses it only for the purpose for which it was collected and for any additional purposes permitted by applicable law, and does not use or disclose it for any other purpose. Where your local law requires separate or express consent to the processing of sensitive personal data, that consent is requested at paragraph (8) below. VIAVI does not collect biometric identifiers or biometric information from applicants.

Why do we process your Data?

VIAVI will process the Data described in this Privacy Policy for the purpose of (1) implementing, administering and managing your employment application process or change of position with VIAVI, (2) helping VIAVI to determine your suitability for employment, including different positions within VIAVI, (3) carrying out background, credit and reference checks, where applicable, and (4) complying with applicable legal or regulatory requirements, and (5) establishing, exercising or defending legal claims and keeping the records VIAVI is required to keep for equal employment opportunity, immigration and other compliance purposes (collectively, the "Purpose").

VIAVI only requests information from you that is necessary for us to consider your application. If you fail to provide this information when requested, VIAVI may not be able to process your application successfully.

How long will VIAVI retain your Data and how does VIAVI secure your Data?

If your application is unsuccessful, VIAVI will maintain your data in our databases for the period listed in the table below that corresponds to your country of residence. Where applicable local law requires a shorter or longer retention period or requires deletion of your Data on withdrawal of consent or on your valid request, that requirement will apply instead of the period listed below.

GEOGRAPHICAL REGION OR SPECIFIC COUNTRY/DATA RETENTION PERIOD/YEARS

- Asia-Pacific (including China and the Republic of Korea, subject to the country-specific terms below) - 1 year
- Canada - 1 year
- United States - 4 years
- Mexico, Central and South America - 1 year

We may retain your Data for longer where necessary to comply with a legal obligation or to establish, exercise or defend legal claims, and in that case, we retain only the Data needed for that purpose. If you withdraw your consent or ask us to delete your Data, we will delete or de-identify it within the period required by applicable law, except where retention is required or permitted by law.

The retention period runs from the date VIAVI notifies you that your application has been received. When the retention period ends, VIAVI will securely delete, destroy or anonymize your Data so that it can no longer be used to identify you.

If you are hired by VIAVI or transferred to a different position within VIAVI, you understand that your Data will be placed into your personnel file and held only as long as is necessary during and/or after your term of employment with VIAVI, or as long as necessary to comply with any applicable legal obligation.

Protecting Your Data

VIAVI is committed to protecting the security of the Data we collect about you, and we take reasonable physical, digital and administrative safeguards to help protect the data from unauthorized or inappropriate access or use. VIAVI is ISO 27001 certified. However, security risk is inherent in all internet and information technologies, and VIAVI cannot guarantee absolute security. Examples of protective measures include:

- Restricting Data access to only VIAVI personnel who administer systems and applications that process such Data for the legitimate purposes set forth above.
- Requiring VIAVI data administrators to sign appropriate confidentiality agreements.
- Confidentiality and security protocols requiring that data is not left visible or unattended.
- Mandatory training for selected VIAVI personnel regarding use and security of Data.

If a data security breach affecting your Data occurs, VIAVI will notify you and the competent supervisory authorities where, and within the timeframes, required by applicable law, and in any event without undue delay.

With whom does VIAVI share your Data?

Sometimes VIAVI may need to share your Data with other VIAVI companies and third parties. VIAVI will only do so when necessary for legitimate business purposes. For example, your Data may be sent to the following parties for the following reasons:

- to VIAVI companies that carry out human resources services on behalf of other VIAVI companies for the purposes of human resource administration and other purposes related to employment and candidate applications;
- to VIAVI's carefully selected third party service providers appointed under contract to assist VIAVI in fulfilling the Purpose;
- to any new (or prospective) owners, should there be a change (or prospective change) in the ownership of VIAVI, or business units or departments within VIAVI;

- to external parties as required by law or legal process and/or to competent public corporations and government authorities as required by laws regarding tax, labor, social security and similar matters.
- Where required by law, by order or requirement of a court, administrative agency, or government tribunal, which includes in response to a lawful request by public authorities, including to meet national security or law enforcement requirements of in response to legal process.
- VIAVI does not sell your Data and does not share it with third parties for targeted advertising. VIAVI does not use or disclose sensitive personal information for purposes other than those permitted by applicable law.

Where does VIAVI transfer your Data?

As part of the recruitment process, your personal information (including application and CV details, contact information, employment and education history, interview and assessment records, references, work authorization, and background-check results where permitted) may be accessed, transferred to, or processed by VIAVI Solutions Inc. (United States), the VIAVI entity employing for the role applied for, other VIAVI group companies involved in recruitment (including personnel located outside your country of residence), and authorized third-party service providers supporting recruitment, applicant tracking, screening, and IT hosting. VIAVI applies reasonable technical, organizational, and contractual safeguards to protect your data in connection with these cross-border transfers.

You may exercise your rights under applicable local law — including access, correction, deletion, restriction of processing, and, where applicable, refusal of consent to this processing (noting that refusal may affect VIAVI's ability to process your application) — by contacting privacy@viavisolutions.com.

Use of Artificial Intelligence

VIAVI does not use artificial intelligence, machine learning or any Automated Employment Decision Tools to make decisions about prospective employees.

What are Your Rights?

VIAVI shall comply with valid and legally compliant requests made by individuals to exercise their rights with respect to their Data. You may:

- Request a copy of your specific data
- Request information about your categories of data
- Confirm whether VIAVI processes your Data, and obtain information about the public and private entities with which it has been shared
- Withdraw your consent at any time
- Delete your personal information
- Correct your personal information
- Port your personal information
- Limit selling or sharing, object to processing, or restrict processing of your personal information.

To submit a request to exercise your privacy rights, please complete our online form. Or, if you are in the USA, call this toll-free number +1-844-923-1782. You may also contact us at privacy@viavisolutions.com. VIAVI will not discriminate or retaliate against you for making a request. In California you may use an authorized agent to submit a request on your behalf; VIAVI may ask you to verify your identity directly with us.

Please be aware that because VIAVI processes some of your Data for contractual and legal reasons we may not be able to honor all of the requests you make, such as to delete Data or stop sharing it. We will discuss any request you make with you and explain what action is taken.

If you believe VIAVI has handled your Data in a manner that does not comply with applicable data protection laws, please contact us first at privacy@viavisolutions.com so that we can try to resolve your concern. You also have the right to lodge a complaint with your applicable data privacy authority.

You understand that if you refuse to give your consent or withdraw your consent to the processing of your Data, VIAVI will not be able to process your application. This means that VIAVI will not be able to consider you for a position within the company unless you submit a new job application.