



# PRIVACY NOTICE FOR RESIDENTS OF THE EUROPEAN ECONOMIC AREA (“EEA”)

## Job Applicants and Compuware Employees

Effective: May 25, 2018

The General Data Protection Regulation (EU) 2016/679 dated April 27, 2016 (“[GDPR](#)”) is a European privacy law that is taking effect on May 25, 2018. The regulation strengthens citizens’ fundamental rights in the digital age and creates a comprehensive privacy regulation to govern the processing of personal data related to European citizens. GDPR applies to all companies that collect and process personal data related to European citizens, regardless of where such companies are located. Although Compuware Corporation maintains its headquarters in the United States, our company is fully committed to compliance with GDPR and the protection of personal data from our job applicants and employees. The below GDPR notice provides valuable information about how Compuware complies with the requirements of GDPR.

This Privacy Notice covers all processing of all employment related personal data, including personal data from job applicants.

### WHO WE ARE

Compuware Corporation Global Headquarters is located at 1 Campus Martius, Detroit, Michigan, 48226, United States (Phone: 313.227.7300). We also have offices in Europe. See a list of contact details of our [European offices](#).

If you have questions about how we protect personal data in other jurisdictions, contact [privacy\\_concerns@compuware.com](mailto:privacy_concerns@compuware.com). This will place you directly in contact with our data privacy professionals in the United States. Compuware has appointed Ralph Nuesse as Data Protection Officer (DPO) for its operations in Germany. He may be contacted at [ralph.nuesse@compuware.com](mailto:ralph.nuesse@compuware.com).

We usually act as a controller for your personal data. A “controller” is the entity that establishes the means and purposes of a processing activity.

### TYPES OF PERSONAL DATA WE COLLECT AND USE

Under GDPR, “personal data” means any information related to an identified or identifiable individual. We collect a range of information from prospective and current employees, including the following:

- Your name, address and contact details, including email address and telephone number
- Details of your qualifications, skills, experience and employment history
- Information about your current level of remuneration, including benefit entitlements
- Whether or not you have a disability for which the organization needs to make reasonable accommodations during the recruitment or employment process
- Information about your entitlement to work in the country of employment

This information may be collected in a variety of ways, such as application forms, CV or resumes, obtained from your passport or other identity documents or collected through interviews or other forms of assessment. We may also collect personal data about you from third parties, such as references supplied by former employers. We will seek information from third parties only after you have been informed that we are doing so.

Data may be stored in a range of places, including on your applicant record, HR management systems and other IT systems, such as those used for payroll.



## PURPOSES

When we are controller, the purposes of the processing activities we engage in are related to our own activity as a corporation, such as filling open employment opportunities, managing our employees, administering benefits and payroll, training and employee development, delivery of workstations and office equipment, telephone, e-mail and other electronic communication systems, issuance of badges for building and parking access, and Compuware events and human resources announcements.

## LEGAL BASIS

Compuware has a legitimate interest in processing personal data during the recruitment and employment process. In addition, Compuware may obtain consent from job applicants for the storage of personal information for consideration for future employment opportunities with Compuware.

## RECIPIENTS OF YOUR DATA

Your information may be shared internally for the purposes of recruitment and fulfillment of employment obligations by Compuware. This includes members of the HR and recruitment team, as well as interviewers involved in the recruitment process, managers in the relevant business area and IT and Finance staff, who may have controlled access to your personal data, when necessary. Compuware does not make your personal data available to any third party, other than our vendors, who process personal data on our behalf and follow a strict mandate (they act as processors). The vendors are prohibited through contractual measures to make this data available to any other entity which is not a sub-processor, and they are required to provide adequate security measures and to keep all such personal data confidential. Please note that Compuware may need to disclose information to third parties if it is necessary for Compuware to comply with the law; protect any individual from death or serious bodily injury; prevent fraud or misuse of Compuware's website or Products or that of its Users; or otherwise protect Compuware or its customers' property rights.

## RETENTION PERIOD

We only keep personal data in our records as long as necessary for the purpose(s) for which the personal data was originally collected and processed. We adhere to our Records Management Policy to determine how long we retain data, including personal data. The retention periods are established considering our legitimate business purposes and all applicable legal requirements. As a rule, we restrict the personal data to only the minimum amount necessary, and after its purposes are met, we archive or delete it. When long retention periods are necessary to comply with legal requirements or for the benefit of the data subjects, we archive the data or restrict it, as an additional safeguard for the rights of individuals.

If your application for employment is unsuccessful, Compuware may keep your personal data on file in case there are future employment opportunities for which you may be suited. We will ask for your consent before keeping your data for this purpose, and you are free to withdraw your consent at any time. If you consent for this purpose, we may maintain your application information for up to five (5) years, or as permitted under the laws of your country of residence.

The retention periods for certain kinds of data processed by Compuware are variable. If you have questions regarding specific retention times for a processing activity, please contact the DPO if you are in Germany, or for all other EU Member States or the United States, send your request to [privacy\\_concerns@compuware.com](mailto:privacy_concerns@compuware.com).



## TRANSFERS OVERSEAS

Compuware values its relationships with its employees and job applicants in the EEA (including European Union Member States and other countries in Europe that abide by similar rules and guidelines). To facilitate its employment relationships, Compuware entities located in the EEA transfer personal data about individuals located in the EEA to Compuware's US based headquarters and, occasionally, to Compuware employees located elsewhere who require the information (e.g. if the EEA employee is managed by an individual located in another country).

To ensure the lawful transfers of personal data from the EEA, Compuware relies either on adequacy decisions (Article 45 GDPR), including on the EU-US Privacy Shield framework, as well as on Standard Contractual Clauses (Article 46(2)(c) GDPR).

The vast majority of transfers of personal data about individuals in the EEA are made to Compuware's US based headquarters. Compuware is EU-US Privacy Shield certified. For more details about Compuware's participation to this framework, click [here](#).

Compuware is also transferring personal data from the EEA to our processors based in the US. We enter Standard Contractual Clauses with all our processors, as enumerated above, or we make sure that they are EU-US Privacy Shield certified.

Rarely, transfers may also occur to Compuware offices located outside of the US and European Economic Area.

Such transfers may be to countries that have been deemed to provide adequate levels of protection by the European Commission, such as Canada.

For the transfers to receiving countries that have not yet been declared adequate by the European Commission, we rely on Standard Contractual Clauses.

Compuware has implemented Standard Contractual Clauses for intracompany transfers or personal data related to individuals residing in the EEA. Standard Contractual Clauses are model contract clauses issued by the European Commission for the international transfer of personal data from the EU.

## YOUR RIGHTS

Compuware is committed to facilitate the exercise of your rights granted by EU data protection law in a timely manner – the right to access your data, to ask for erasure, correction, restriction, portability of your data or to object to the processing of your data.

In order to be able to reply to your request or if we are not certain of your identity, we may need to ask you for further identification data to be used only for the purposes of replying to your request. If you have any inquiries or requests, write to [privacy\\_concerns@compuware.com](mailto:privacy_concerns@compuware.com) or [contact us](#) through our postal address.

### Access, Correction and Other Requests

You have the right to obtain confirmation whether we process or not your personal data, as well as the right to obtain information about the personal data we process about you and to obtain a copy of this data. You have the right to obtain erasure, correction, restriction and portability of your personal data, under certain conditions.

### Right to Object

You also have the right to object at any time to receiving marketing materials from us by following the opt-out instructions in our commercial emails, as well as the right to object to any processing of your personal data based on your specific situation. In the latter case, we will assess your request and provide a reply in a timely manner, according to our legal obligations.

For all the processing operations that are based on your consent, as described above, you can withdraw consent at any time and we will stop those processing operations.



## CONCERNS

If you have any concerns or questions about how your personal data is used, please contact our Privacy Officer at:

Compuware Corporation  
Attn: Privacy Officer  
One Campus Martius  
Detroit, MI 48226  
USA.

We will promptly respond and use reasonable efforts to perform all necessary actions to address your concern. However, if you believe we have failed to properly address your concern, please be aware that you have a right to complain to your local data protection authority, as granted by Article 77 of the GDPR. You have the right to submit a complaint in the Member State of your residence, place of work or of an alleged infringement of the GDPR.