

Effective Date: July 01, 2024

SchoolSpring Privacy Supplement

I. INTRODUCTION

This Supplement to [Global Privacy Statement](#) for PowerSchool Publicly Accessible Product SchoolSpring (“**SchoolSpring Privacy Supplement**”) provides information to you on how PowerSchool Group LLC and its various operating subsidiaries (“**PowerSchool**”) protects the personal information we may collect from you when you access our publicly accessible products. This SchoolSpring Privacy Supplement describes how PowerSchool collects and uses your personal information which is a part of the Collected Data processed by our publicly accessible products. We also describe how you may exercise your personal data rights available under applicable laws.

This SchoolSpring Privacy Statement incorporates by reference, sections I, V-XIV of PowerSchool Global privacy statement covering our products and solutions licensed to school, districts and other educational institutions, applicability to various International Privacy laws.

References to “us,” “we,” “our,” or “**PowerSchool**” in this SchoolSpring Privacy Supplement, are referring to PowerSchool Group LLC and its affiliates. References to “you”, “your” or “**User**” in this Privacy Supplement are referring to the Candidates.

II. PUBLICLY ACCESSIBLE PRODUCTS

PowerSchool makes certain solutions directly available to the public. For these products, the Candidates voluntarily accept the license terms to access the solution and expressly consents to PowerSchool’s collection of certain Personal Information. For these publicly accessible products only, PowerSchool acts as the data collector and data processor of this Collected Data.

SchoolSpring

This application allows Candidates to search for educational job postings after creating a free SchoolSpring account and to connect and share their details (like resume) to Recruiters for the job postings. Personal Information collected from the Candidates include first and last name, date of birth, email address, zip code, current applicant job category, ethnicity, race, highest degree, security question and security answer.

The personal data of the candidates is processed to enable HR staff to evaluate candidates and make hiring decisions. To ensure the safety of the collected personal data, PowerSchool collects only required minimal data, no excess data is collected or stored in the product. PowerSchool deploys several security measures to ensure the integrity and confidentiality of processed personal data.

The product supports the individual rights in the manner by providing the User Right to be informed i.e. the Users are informed what data is collected, how long the data is retained via the ToU and this Privacy Supplement; Right to access i.e. view their own

data; Right to rectification i.e. Rectify their data by either themselves or making a request to the Support team and the Right to be forgotten i.e. the user can request that their data and the account be deleted.

To exercise your privacy rights under state, federal, provincial or country privacy legislation related to this application and the Personal Information it collects and processes submit your request to [Data Subject Access Request](#).

III. OTHER PROVISIONS



DATA RETENTION

PowerSchool retains Collected Data only for the length of time needed to provide services to you. You may submit a request for us to delete your Personal Information from the product. You acknowledge this means, once we process this request, you may not be able to use any of the services of the product.



USER CONSENT.

By clicking on “I ACCEPT” button in response to the Terms of Use (“**ToU**”) presented to you in the SchoolSpring, you consent to our use of your Personal Information, Collected Data in accordance with the ToU of SchoolSpring and the Global Privacy Statement including this Supplement.



NOTIFICATION REGARDING PRIVACY POLICY UPDATES

From time to time, we may update this SchoolSpring Privacy Supplement and Global Privacy Statement. We encourage you to periodically review these documents in case we make changes. We will notify you of changes to this Supplement by placing a notice on our SchoolSpring site.



DISCLOSURE OF COLLECTED DATA

We may share and disclose Information in the following ways or for any other purpose disclosed at the time of collection:

1. *Legal and law enforcement purposes.* We may disclose Collected Data in response to legal process, for example in response to a court order or a subpoena, or in response to a law enforcement agency's request. We also may disclose such Collection Data to third parties: (i) in connection with fraud prevention activities, (ii) where we believe it is necessary to investigate, prevent, or take action regarding illegal activities, (iii) in situations that may involve violations of our terms of use or other rules, (iv) to protect our rights.
2. *Change of control.* We may transfer Collected Data in the event of a business transaction, such as if we or one of our business units or our relevant assets are acquired by, sold to, or merged with another company or as part of a bankruptcy proceeding or a business reorganization. Such a

transfer would not change the scope of your consent given to PowerSchool as data controller of the Collected Data.

3. *Additional consent.* We may otherwise disclose Collected Data when you provide PowerSchool with additional consent to do so.



Service providers used for Processing

For this application, PowerSchool uses certain service providers. Some service providers assist us in processing the personal information you provide to this application. A summary of the most relevant service providers for the SchoolSpring application and the services they provide the application is below:

Service Provider	Service	Location
Amazon Web Service (AWS)	AWS is used to store and manage the data	United States
Fivetran – HVR	HVR is used for analytics	United States
Snowflake	Snowflake is used for Analytics along with HVR	United States

If you have any questions about the use of service providers, please contact us at privacy@powerschool.com.



Security

SchoolSpring uses generally accepted security measures and safeguards in an attempt to keep the data collected secure and requires that all service providers we work with agree to do the same. The measures and safeguards include powers of the Customers to share their data internally. PowerSchool does not share Customer data outside of as mentioned in Section E above. However, no security safeguards are 100% secure and we cannot guarantee the security of your information.



Contact Information

If you have any questions about this policy or our collection and use practices, please contact us at:

PowerSchool Group LLC
150 Parkshore Dr. Folsom, CA 95630
USA
ATTN: Privacy
Chief Privacy Officer