



Online Privacy Notice for Ally Financial Careers Website

You take online privacy seriously, and so does Ally Financial Inc. ("Ally"). It's our way of sustaining your trust in our company, our products and our services. Our Online Personal Information Privacy Notice for Ally Financial Careers (the "Notice") describes and applies to the information we collect from and about you during your visit to our Ally Careers pages, which may be hosted by a third party. The Notice also describes how we use information about you, with whom we share it, and how we protect it. The terms "we," "our," and "us" in this Notice refer to Ally and its family of companies.

This Notice applies only to our Ally Financial Careers website (the "Careers Website"). Other Ally Financial websites have their own privacy statements.

By visiting our Careers Website, you consent and accept the practices described in this Notice and consent to our use of cookies and similar technologies. Some of our Careers Website is hosted by a third party and may also contain links to third party websites not controlled by Ally or covered by this Notice. We recommend that you check the privacy statements of other websites you visit before providing any personal information.

Information We Collect

We collect personal information about you on our Careers Website from the information you provide to us when you complete the online employment application and resume submission process. We may also collect personal information about you from background checks we conduct based on information you provide in the online application and resume. The personal information we collect about you will only be used to help us give your application full consideration, for general human resources management, and to contact you as necessary during the application evaluation process.

Statements here and elsewhere on our Careers Website concerning the treatment of your information may not apply with respect to the information already in our possession, such as information obtained by us in connection with your former employment with us or information that is publicly available to us.

Automatically Collected Information

Every time you visit our Careers Website, some information is automatically collected about you. This information may include, but is not limited to, some or all of the following items: your Internet Protocol (IP) address and/or domain; type and version of Internet browser software and operating system you use; date, time, and duration of your Site access; specific pages, buttons, images, videos, links, or forms that you access while visiting the Site; type of device (e.g. iPad, iPhone, Android); mobile carrier and/or Internet Service Provider; and demographic information concerning the country of origin of your Computer and the language(s) used by it.

Information Collected via Cookies

When you visit our Careers Website, we may store certain information in the form of a small text file called a "cookie." These cookies help us to verify users of our site and ensure that the web site remains operational during your visit. We may also use cookie technology or other online tracking technologies to gather anonymous, aggregate information about your visit to our web sites. This information allows us to measure site activity and to create ideas for improving our site.

Device Usage Research

We participate in the Adobe Marketing Cloud Device Co-op. This helps us understand how you use our website and apps across your devices so that we can better tailor promotions to you. Learn more about how Adobe's program works and manage your preferences.

How Personal Information is Used

The details you provide on your application and resume (including any sensitive personal information you provide) may be transferred within your country or to other countries as necessary to process and evaluate your application for employment. For example, your personal information may be:

- Used to assess your skills, qualifications and interests against our career opportunities
- Transferred to outside service providers managing the recruitment process and performing background checks
- Used as required or necessary by applicable law and regulation
- Provided to other parties as necessary to process and evaluate your application for employment

We conduct pre-employment screening, including but not limited to a criminal background check, on applicants who have completed the application process and been extended and accepted a job offer with Ally. Employment with us is contingent upon successful completion of our pre-employment screening. If something on your background check appears to be a reason that we cannot hire you, we will notify you that we may not be able to offer you a position because of that information. In accordance with the Fair Credit Reporting Act (FCRA), we will also provide you with a copy of your background check, and we will provide you with information on the process for correcting any errors. If you accept employment with us, the information collected will become part of your employment record and will be used for employment purposes. We do not use your information for marketing purposes. We do not provide information about you to any unaffiliated third party for their independent use. We do not sell information about you to anyone.

Your Choices

You can choose what types of personal information, if any, to submit. Submitting your personal information is voluntary. However, if you choose not to submit your personal information, we will not be able to consider you as a candidate. We will ask for your consent before we obtain additional information from third party agencies, and will, where required by law, notify you of the information received from those third parties.

How We Protect Your Information

We restrict access to the information obtained from our websites and web pages to our employees, agents and contractors. We maintain physical, electronic and procedural safeguards designed to protect your personal information.

Any company with which we share information about you for the above purposes is contractually required to comply with confidentiality standards.

Your information is retained in accordance with federal, state and local law. We may also retain your information to consider you for other jobs for which you may be qualified.

Notice of Collection (California Residents Only) Collection, Use, and Disclosure of Personal Information

We collect and have collected, used, and disclosed, in the past 12 months, the following categories of Personal Information about California residents:

- Identifiers such as full name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, telephone number, account title, Social Security number, driver's license number, passport number, or other similar identifiers;
- Personal Information as defined in the California safeguards law such as driver's license or state identification card number, bank account number, debit card number, or any other financial information;
- Protected classification characteristics under California or federal law such as age, citizenship, physical or mental disability, veteran or military status;
- Biometric information, such as fingerprints and voiceprints;
- Sensory data such as audio, electronic, visual or similar information such as call and video recordings;
- Professional or employment-related information; and
- Inferences drawn from other personal information which may include a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

We collect the above categories of Personal Information from the following sources:

- From California residents or authorized agents and parties (e.g., from documents that you provide to us related to the services for which you engage us or through information we collect from you including your employer, in the course of providing services to you);
- Directly and indirectly from your activity on our digital properties (e.g., from submissions through our website portal or website details we collect automatically);
- From third parties (e.g., credit bureaus and consumer data resellers) that interact with us in connection with services and activities we perform.
- From our affiliates.

We collect and have collected in the past 12 months the above categories of Personal Information for one or more of the following business or commercial purposes:

- To fulfill or meet the reason for which the information was provided. If you provide your personal information to purchase a product or service, we will use that information to process your request;
- To help maintain the safety, security, and integrity of our business websites, products and services, databases and other technology assets;
- To respond to law enforcement requests and as required by applicable law, court order, or governmental regulations;
- To comply with state and federal law requiring employers to maintain certain records;
- To effectively process payroll;
- To administer and maintain group health insurance benefits, 401K or retirement plans, stock purchase plans;
- To manage employee performance of their job duties; or
- As described to you when collecting your personal information or as otherwise set forth in the CCPA.

We will not collect additional categories of Personal Information or use Personal Information we collect for purposes not disclosed herein.

Changes to This Notice

We reserve the right to alter this Notice at any time. Any change to this Notice will be posted on our websites in a timely manner.

This Notice was last updated on April 29, 2020