

Entrepreneurs' Organization
Candidate Privacy Notice

Last Updated: April 1, 2026

Entrepreneurs' Organization ("EO," "we," "our," or "us") is committed to protecting the personal data of individuals who apply for employment with us. This Candidate Privacy Notice explains how EO collects, uses, shares, and otherwise processes personal data in connection with our recruitment and hiring activities.

This notice applies to all candidates who apply for roles with EO globally, unless a country specific notice or supplement applies.

1. WHO WE ARE

Entrepreneurs' Organization is responsible for the processing of personal data collected during the recruitment and hiring process (the "data controller" or equivalent concept under applicable law).

Contact Information

Entrepreneurs' Organization
500 Montgomery Street, Suite 600
Alexandria, VA 22314
United States
Email: hrsupport@eonetnetwork.org

2. PERSONAL DATA WE COLLECT

Depending on the position and stage of the recruitment process, EO may collect the following categories of personal data:

- **Identification and contact details**, such as your name, email address, phone number, physical address, and country of residence
- **Professional and employment information**, including your resume or CV, work history, qualifications, skills, language abilities, and LinkedIn profile URL (if provided)
- **Recruitment-related information**, such as salary expectations, referral information (if applicable), interview notes, and other application materials
- **Eligibility and authorization information**, including whether you are legally authorized to work in your country of residence and whether visa sponsorship would be required
- **Communications** exchanged with EO during the recruitment process

In some cases, EO may also collect personal data from other sources, such as third-party recruiters, referrals, publicly available professional profiles (for example, LinkedIn), and references (where permitted by applicable law).

EO does not intentionally collect sensitive personal data (such as health or biometric data) unless permitted or required by applicable law.

Providing certain personal data is necessary for EO to process your application and assess your candidacy. If you choose not to provide requested information, EO may be unable to progress your application or complete the recruitment process.

3. HOW WE USE YOUR PERSONAL DATA

EO processes candidate personal data for the following purposes:

- To evaluate your qualifications, experience, and suitability for employment with EO
- To administer and manage the recruitment and hiring process, including interviews and communications
- To comply with applicable legal, regulatory, and reporting obligations
- To protect EO's legitimate business interests, including maintaining recruitment records and improving our hiring practices

4. LEGAL BASES FOR PROCESSING

Where required by applicable data protection laws, EO processes personal data based on one or more of the following legal bases:

- EO's legitimate interests in recruiting and hiring qualified candidates
- Your consent, where required by law
- Compliance with legal obligations
- Taking steps at your request prior to entering into an employment relationship

EO does not use solely automated decision-making (including profiling) that produces legal or similarly significant effects for candidates in connection with the recruitment process.

5. HOW WE SHARE PERSONAL DATA

Candidate personal data is stored within EO's applicant tracking and recruitment systems.

EO may share personal data with:

- EO employees and teams involved in recruitment, human resources, and hiring decisions
- Third-party recruiting agencies or firms that support recruitment for specific roles
- Third-party service providers that assist with recruitment and employment-related services, including employer-of-record providers, where applicable
- Governmental or regulatory authorities, where required by law

EO does not sell candidate personal data.

6. INTERNATIONAL DATA TRANSFERS

EO operates globally. As a result, personal data may be transferred to, accessed from, or stored in countries outside of your country of residence, including the United States.

Where required by applicable law, EO implements appropriate safeguards for international data transfers, such as standard contractual clauses or other lawful transfer mechanisms.

You may request additional information about EO's international data transfer safeguards (and, where applicable, a copy of relevant transfer mechanisms) by contacting EO using the details in Section 9.

7. DATA RETENTION

EO retains candidate personal data only for as long as reasonably necessary to fulfill the purposes described in this notice, including recruitment, hiring, and compliance with legal obligations.

When determining how long to retain candidate data, EO considers factors such as the nature of the role, the outcome of the application, and legal limitation periods.

Retention periods may vary depending on the candidate's location, the position applied for, and applicable local laws.

8. YOUR RIGHTS

Depending on your specific jurisdiction, you may have certain rights regarding your personal data, which may include the right to:

- Access your personal data
- Request correction or deletion of your personal data
- Object to or request restriction of certain processing activities
- Withdraw consent, where processing is based on consent
- Request data portability, where applicable
- Lodge a complaint with a relevant data protection authority (for example, the supervisory authority in the country where you live, work, or where you believe a breach may have occurred)

The availability and scope of these rights may vary based on applicable law.

9. QUESTIONS OR REQUESTS

If you have questions about this Candidate Privacy Notice or wish to exercise your privacy rights, please contact:

hrsupport@eonetwork.org or dpo@eonetwork.org

EO will respond in accordance with applicable privacy and data protection laws.

10. UPDATES TO THIS NOTICE

EO may update this Candidate Privacy Notice from time to time. Any changes will be reflected by updating the "Last Updated" date at the top of this notice.