

Privacy Policy

Last Updated: December 31, 2025 | Effective Date: October 9, 2023

Thank you for visiting our website! At Checkr, Inc. ("Checkr," "us," "we," or "our"), we know that you care about what happens to your information. That is why we created this Privacy Policy ("Policy"): so that you can learn how and why we collect, use, and share information about you.

Table of Contents

- 1. When this Policy Does and Does Not Apply
- 2. What Personal Information Checkr Collects
- 3. How Checkr Uses Personal Information
- 4. How Checkr Shares Personal Information
- 5. Data Retention
- 6. Your Rights
- 7. Notice to California Residents
- 8. Web Analytics
- 9. How Checkr Protects Your Personal Information
- 10. International Considerations
- 11. Children
- 12. Do Not Track Signals and GPC Signals
- 13. Changes to the Privacy Policy
- 14. How You Can Contact Checkr with Questions

1. When this Policy Does and Does Not Apply

1.1 What this Policy Covers

This Policy applies to <https://checkr.com> (the "Site"), regardless of how you access it. Checkr may provide you or others with certain information services through its application programming interface (API) or this Site (each, a "Service"). Regardless of how you access the Services, this Policy applies.

Our Services involve certain personal information, whether processed online or offline. By "personal information," we mean any information that identifies you, such as your first and last name, address, email address, and telephone number.

1.2 Whom this Policy Covers

The information we collect depends on the type of relationship you have with us. We intend to collect personal information only from those with the following relationships:

- "Candidates," which are individuals on whom Checkr received information in connection with your or a Customer's use of the Site or Services.
- "Customers," which are businesses or individuals with whom we have a customer agreement allowing for use of the Services.

- "Site Visitors," which are individuals, Candidates, or Customers accessing our Site.
- "Workers," which are Checkr employees, contractors, directors, or officers.
- "Guest," which are individuals who are visiting our California corporate office.

1.3 What this Policy Does Not Cover

Although we might provide links to unaffiliated websites, this Policy does not apply to your use of those sites. If you follow links to such sites, we recommend that you review their privacy policies since they might be different from ours. Checkr is not responsible for unaffiliated sites' privacy or data security practices or policies.

Relatedly, Checkr might use chatbots or other communication tools at certain locations on the Site to facilitate interactions between you and Checkr. Because Checkr uses vendors to provide these services, those vendors might record and store any information you disclose to them through those services. Therefore, that information is subject to those outside vendors' privacy policies.

1.4 When State Privacy Laws Might Not Apply

The California Consumer Privacy Act (CCPA) and similar state privacy laws give you rights over your personal information. That said, those rights do not apply to all types of information we handle. For example, when providing our Services, we process publicly available information subject to state public records laws and court rules, and information governed by federal privacy laws, such as the Fair Credit Reporting Act (FCRA), Driver's Privacy Protection Act (DPPA), and the Gramm-Leach-Bliley Act (GLBA).

2. What Personal Information Checkr Collects

2.1 Information You Give Us

Account, Profile, and Registration Information

If you are a Customer, you will need to provide us with some information when you set up your account. If you are a Candidate, the Customer might send you an email invite to our apply flow, where we collect personal information including your name, date of birth, driver's license number, and social security number. Site Visitors may provide information when signing up for newsletters, SMS programs, webinars, or demos.

Telephone Interactions

When you call Checkr, we might monitor and record your call for quality assurance and compliance purposes.

Billing and Payment Information

When you purchase a product from us, we collect payment and identity verification information, including your name, email address, physical address, payment method, card details, and billing address.

2.2 Information We Get Automatically

Like many websites, we use cookies, pixel tags, and similar technologies to collect personal information. You can learn about our use of cookies by reading our Cookie Policy at checkr.com/legal/cookie-policy.

2.3 Information We Get from Others

- **Customers** — may supply us with your personal information for the background check process.
- **Publicly Available Information** — from governmental agencies such as court systems, departments of corrections, and sheriff's offices.
- **Departments of Motor Vehicles** — motor vehicle records from state or territorial agencies.

- **Data Vendors** — records from credit bureaus, drug testing companies, public records vendors, and verification databases.
 - **Marketing Partners** — to identify prospective customers.
 - **Social Media** — analytics and statistical information through platform tools.
-

3. How Checkr Uses Personal Information

We use personal information for the following purposes:

- **Administering Your Account** — to create, manage, or improve your experience on our Site.
 - **Communicating with You** — via email, social media, direct mail, SMS, or voice calls.
 - **Providing Our Services** — to deliver Services to Customers, including creating consumer reports.
 - **Improving Our Site and Services** — to improve your experience and pre-fill fields for return visits.
 - **Maintaining Security** — to maintain security and prevent fraud or abuse.
 - **Advertising and Marketing** — to send newsletters, promotional offers, surveys, and similar communications.
 - **Complying with Law** — to comply with applicable procedures, laws, regulations, and legal requirements.
-

4. How Checkr Shares Personal Information

We will not share your personal information with anyone outside Checkr except in the following circumstances:

- **Customers** — to provide our Services, such as sharing background check results.
 - **Legal Issues** — to comply with subpoenas, court orders, warrants, or other legal requirements.
 - **Vendors** — with service providers, furnishers, and other partners that provide us services.
 - **Emergencies** — to address threats to a person or property, or actual/threatened illegal activities.
 - **Co-Branding and Joint Marketing** — with strategic alliance or joint marketing partners.
 - **Affiliates** — within Checkr's family of companies.
 - **Business Transactions** — as part of a merger, sale, or bankruptcy proceedings.
 - **With Your Consent** — when we have received your consent to share.
-

5. Data Retention

We retain your personal information for as long as necessary to fulfill the purposes for which it was collected or as permitted or required by law or contracts. Once the retention period expires, we securely delete, deidentify, aggregate, or anonymize your personal information.

6. Your Rights

6.1 What Rights You Might Have

If you live in certain parts of the United States, these rights can include:

- The right to request access to the information we hold about you.
- The right to request deletion of your personal information.
- The right to correct your personal information.
- The right to request your personal information in a readily usable format.
- The right to opt out of processing for targeted advertising and sale/sharing of personal information.

- The right not to be discriminated against based on your exercise of these rights.
- The right to appeal our decision regarding your exercise of a privacy right.

6.2 Selling and Sharing of Personal Information

Checkr does not sell personal information in exchange for money. However, under certain state laws, some disclosures for advertising purposes might be considered 'sales' or use for 'targeted advertising.' If you are a Candidate, Checkr does not sell or share your background check information for cross-context behavioral advertising.

6.3 Opting Out

You can opt out of the selling or sharing of personal information by clicking the "Do Not Sell or Share My Personal Information" link in our Site footer. Checkr also treats Global Privacy Control (GPC) signals as opt-out requests where required by state law.

6.4 International Privacy Rights

If you live in the EU, EEA, UK, or Canada, you may have additional rights. See our GDPR Privacy Policy or Canadian Privacy Policy for more details.

6.5 Exercising These Rights

To exercise your rights, submit a request through our support portal or email hello@checkr.com. We may need to verify your identity. If you use an authorized agent, we may ask for written signed permission. You may appeal refused requests by emailing hello@checkr.com.

7. Notice to California Residents

7.1 Personal Information We Collect

We may collect (and may have collected in the last 12 months) the following categories:

- Identifiers — name, address, date of birth, email, phone number, photograph, IP address
- California Customer Records Act information — SSN, driver's license, passport, electronic signature
- Commercial information — purchase histories
- Biometric information — facial measurements from Checkr Profile users
- Internet activity — IP addresses, cookie IDs, browsing history, timestamps
- Audio, visual, or similar information — video conference and call recordings
- Professional and employment-related information — employers, job titles, dates of employment
- Education information — school, degree, graduation year
- Inferences — general location based on IP address
- Sensitive personal information — biometrics, SSN, driver's license, state ID, passport

7.4 Selling and Sharing Personal Information

Categories of Personal Information	Categories of Third Party	Business or Commercial Purpose
<ul style="list-style-type: none"> • Internet or electronic network activity (IP address) • Identifiers (IP addresses, cookie IDs) 	<ul style="list-style-type: none"> • Social media platforms • Advertising partners 	Marketing and advertising

8. Web Analytics

Like many websites, we use Google Analytics to help us analyze how Site Visitors use the Site. Google Analytics helps us understand which pages people viewed and what features received engagement. You can read Google's Privacy & Terms to learn more about how Google Analytics processes personal information.

9. How Checkr Protects Your Personal Information

Checkr has adopted physical, technological, and administrative safeguards to help protect the security and privacy of your information. Such safeguards include encryption, multi-factor authentication, and other proactive security measures to help protect your information against unauthorized access and disclosure. That said, no online communication or electronic storage method is completely secure.

10. International Considerations

10.1 Information Transfers outside Your Home Country

As a global company, Checkr may process your personal information in countries outside your own or transfer it to those countries. If you live in the UK, EU, EEA, or Switzerland, read our GDPR Privacy Policy to learn more. If you live in Canada, read our Canadian Privacy Policy.

10.2 Personal Information Disclosure: United States or Overseas

When acting as an investigative consumer reporting agency under California law, we might transfer Candidate personal information outside the United States to third parties needed to verify information, service providers outside the US, and affiliates helping us provide Services.

11. Children

Where regulated by the CCPA and other applicable law, we do not direct our Services to or knowingly collect or solicit personal information from children under 16. If you are a child under the age of 16, please do not share any of your personal information with us.

12. Do Not Track Signals and GPC Signals

12.1 Do Not Track (DNT) Signals

Your browser settings may allow you to send a DNT signal to websites you visit. Because the Internet industry has not adopted a DNT standard, the Site does not respond to DNT signals from your browser.

12.2 GPC Signals

Where required by state law, Checkr treats GPC signals as an opt-out request for targeted advertising and cross-context behavioral advertising. To download and use a browser supporting the GPC browser signal, visit globalprivacycontrol.org.

13. Changes to the Privacy Policy

Checkr may change this Policy at any time. We will post any changes on this webpage and update the "Last Updated" date at the beginning of this Policy. If we make material changes that expand our rights to use or share your personal information, we will provide a prominent notice of such changes before making them.

14. How You Can Contact Checkr with Questions

If you have a question or complaint about Checkr's privacy practices, you can contact us at:

Checkr, Inc.

Attn: Privacy Questions

1 Montgomery St

San Francisco, CA 94104

Email: hello@checkr.com