

AI-Use Notice and Consent Form

Effective Date: 07/28/2026

India

Curriculum Associates (“CA”) uses an AI-supported talent acquisition platform, Eightfold, to help our recruiting team evaluate applications for roles based in India consistently and fairly. This notice explains how we use the platform and your rights in relation to that use. It applies when you apply for a role in India and should be read together with our Applicant Data Privacy Notice, which explains how we process your personal data.

To exercise any rights described in this notice, please contact us at people@cainc.com.

About the Eightfold Platform.

The AI-assisted technology we use is the Eightfold Talent Intelligence Platform, developed by Eightfold AI, Inc. (Mountain View, California).

How the AI platform processes your information.

The platform may:

- analyze your resume, application materials, and profile information to assess alignment with open positions;
- categorize your profile as a “potential strong match” or “potential good match” based on qualifications, skills, and experience relevant to the role — these categorizations are informational only and are not determinative;
- identify key strengths and potential gaps in your profile relative to the position as directed by our recruiters; and
- suggest your profile for additional open positions at CA that may align with your qualifications.

Qualifications and characteristics evaluated.

The platform evaluates qualifications, skills, and experience relevant to the role, specifically: work experience (including relevance, duration, and recency); skills and competencies (technical and professional); educational background; certifications and licenses; and your overall alignment to the posted role requirements.

Equal opportunity. We are committed to fair and equal hiring practices under applicable Indian employment law. Protected characteristics are not used by the platform and are not displayed to recruiters. No numerical score is displayed. Where sensitive personal data (such as certain financial or identification information) is collected, it is processed only with your consent, used only for the stated purpose, and protected with reasonable security safeguards.

Data sources.

We process information you provide through your application (resume, cover letter, application form responses, and any profile information you submit) and publicly available professional information (e.g., your LinkedIn profile). As Eightfold and certain service providers are located outside India, your personal data may be transferred abroad.

How decisions are made.

The AI platform provides information and match categorizations to our recruiting team to support the screening and evaluation of candidates. The platform does not make hiring decisions. It does not autonomously reject, advance, or select any candidate. All hiring decisions are made by authorized human recruiters who evaluate candidates using the platform’s output as one factor among many.

Upon request, we will provide a general description of how the platform was used in relation to your application, including the categories of inputs considered and whether your profile was categorized.

Your rights.

You have the rights to:

- **Access.** Obtain a summary of the personal data we process and the processing activities, and the identities of any Data Processors with whom we have shared it.
- **Correction and erasure.** Have your personal data corrected, completed, updated, or erased where it is no longer necessary for the purpose or where you withdraw consent, unless retention is required by law.
- **Grievance redressal.** Have your grievances addressed by our Grievance Officer in the first instance, and if not resolved, to approach the Data Protection Board of India.
- **Nomination.** Nominate another individual to exercise your rights in the event of your death or incapacity.
- **Withdrawal of consent.** Withdraw your consent at any time. Withdrawal will be as easy as giving consent and will not affect processing carried out before withdrawal.

Grievance Officer and Data Protection Board.

For any questions or complaints about how we handle your personal data, contact us at people@cainc.com. We will respond within the period prescribed by the DPDP Rules. If your grievance is not resolved, you may approach the Data Protection Board of India.

Inquiry, review, and appeal.

If you were not selected and have questions about how your application was evaluated, including the role of the platform, contact us at people@cainc.com within 30 days of your decision notice. We will provide a general explanation of the factors and criteria applied.

Bias audits.

An independent bias audit of the Eightfold platform has been conducted within the prior year. A summary of the audit results can be accessed at: <https://eightfold.ai/trust/bias-audit-results/>. Eightfold updates this information at least annually.

Privacy and data security.

- Your application materials and profile data are stored securely within the Eightfold platform, accessible only to authorized CA personnel involved in hiring.
- Your personal data is not used to train AI models. Eightfold may use de-identified, aggregated data to improve its tools.
- CA does not sell your personal data or use it for advertising or purposes unrelated to the hiring process.
- We retain your application data only as long as necessary for the purposes above and to meet legal obligations, after which it is deleted. We will notify the Data Protection Board and affected individuals in case of a data breach as required.

Deletion of your data.

You may exercise your right to erasure by contacting people@cainc.com.

Your choices.

Participation in the AI-assisted application process is voluntary. Your consent is free, specific, informed, unconditional, and unambiguous. You have the following options:

Consent and proceed. Your application will be processed through the Eightfold platform as described above.

Withdraw consent / request an alternative process. If you prefer not to have your application processed through the AI platform, or if you need reasonable accommodation, please contact us at people@cainc.com. Withdrawing consent will be as easy as giving it. CA will arrange an alternative screening process. Withdrawal will not affect your eligibility for the role.

Consent Statement

By selecting “I consent” below, you give your free, specific, informed, unconditional, and unambiguous consent to the processing of your personal data using the Eightfold platform for the following purposes: (1) AI-assisted evaluation of your application, including categorization of your profile against the requirements of open roles; and (2) suggestion of your profile for other open positions at CA that may align with your qualifications. You acknowledge that you have read this notice, and the Applicant Data Privacy Notice.

You may withdraw this consent at any time. Withdrawal does not affect the lawfulness of processing carried out before withdrawal.

If you prefer an alternative process, please email us at people@cainc.com and we will arrange it. This will not affect your eligibility.

- ☐ I consent to the use of the Eightfold AI platform to process my application as described above.
 - ☐ I prefer not to have my application processed through the AI platform, or I need a reasonable accommodation.
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