

AI-use Notice and Consent Form

Effective Date: 07/28/2026

United States

Curriculum Associates (“CA”) uses an AI-supported talent acquisition platform, Eightfold, as part of our hiring process. The platform uses machine learning, statistical modeling, and artificial intelligence to analyze resumes and application materials against the requirements of open positions, helping our recruiting team evaluate candidate qualifications more consistently. This notice should be read together with our Applicant Data Privacy Notice.

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 and requested by our recruiters
- Identify key strengths and potential gaps in your profile relative to the position as directed by our recruiters
- Suggest your profile for additional open positions at CA that may align with your qualifications

Qualifications and characteristics evaluated.

The platform evaluates the following attributes from your resume and application materials: work experience (including relevance, duration, and recency); skills and competencies (technical and professional); educational background; certifications and licenses; and overall alignment of qualifications to the posted job requirements.

We are an Equal Employment Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, or any other status protected by law. These characteristics are not displayed within Eightfold. No numerical score is displayed to recruiters or candidates. Sensitive personal information may be collected for compliance or process-improvement purposes, is stored separately, and is not used in selection workflows or to infer characteristics.

Data sources.

We process the 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). We may also receive information from third parties to whom you provided it, such as job boards, recruiting agencies, or references.

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. Match categorizations are informational only and do not determine hiring

outcomes. A human reviewer evaluates all candidates and makes final hiring decisions. The platform's output is used as one informational input and does not replace human judgment.

We will provide a specific post-adverse-outcome notice where required by applicable law.

Inquiry, Review, and Appeal Process.

Curriculum Associates is committed to fairness in our hiring practices. If you were not selected for a position and have questions about how your application was evaluated, including the role of the Eightfold platform, you are encouraged to contact our Talent Acquisition team at people@cainc.com. Our team will provide a general explanation of the factors and criteria applied during the review process.

Bias audits.

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

Privacy & data security

- Your resume, application materials, profile data, and related information are stored securely within the Eightfold platform.
- Only authorized Curriculum Associates personnel involved in the hiring process may access your personal information.
- Your personal information is not used to train AI models. Eightfold may use data that has been de-identified and aggregated so that it cannot reasonably be linked to you, for the limited purpose of improving the performance, accuracy, and fairness of its talent acquisition tools.
- CA does not sell your personal information, use it for advertising, or share it with third parties for purposes unrelated to the hiring process.
- We retain candidate data for 4 years from the date of your application, in accordance with our candidate records retention policy and applicable state and federal laws, unless you request deletion earlier or applicable law requires a different retention period. Where legal obligations require retention (e.g., EEO recordkeeping), we retain only what is necessary and restrict use to compliance purposes.

Deletion of your data.

You may delete your profile at any time directly from your candidate settings. You may also request deletion by contacting us at people@cainc.com

Your choices.

Participation in the AI-supported talent acquisition process is voluntary. You have the following options:

- **Consent and proceed.** Your resume and application materials will be processed through the Eightfold platform as described above.
- **Do not consent / request an alternative process.** If you prefer not to have your application processed through the AI platform, or if you need reasonable

accommodation, you may opt out below. CA will arrange an alternative application and screening process that does not use the Eightfold platform.

If you do not provide consent for the use of the AI platform, it will not affect your eligibility for the role or result in any adverse treatment.

Consent Statement

By clicking “Agree,” you consent to the processing and AI-assisted analysis of your resume, application materials, and profile information using the Eightfold platform, as described above. Your profile and the platform’s match categorizations will be reviewed by our recruiting team as one input in the evaluation process. Final hiring decisions are made by humans.

You further acknowledge that you have reviewed and understand Curriculum Associates’ *Applicant Data Privacy Notice*.

If you prefer not to have your application processed through the AI platform or need accommodation, please contact us at people@cainc.com and we will arrange an alternative process.

☐ **I consent to the use of AI platform**

☐ **I prefer not to have my application processed through the AI platform or need a reasonable accommodation**