



# Information for Job Applicants and Candidates

## Privacy Notice

If you apply for a position with Dev Technology Group, we may collect and process additional personal information related to your application and candidacy.

This may include:

- Resume/CV, work history, education, and qualifications
- Contact information (email, phone number, address)
- Interview notes and communications
- Job preferences, compensation expectations, and availability
- Any other information you choose to provide during the application process

We use this information to:

- Assess your qualifications and fit for current and future opportunities
- Communicate with you regarding your application and interview process
- Schedule interviews and provide updates on your candidacy
- Maintain records related to our hiring process

Your information may be shared with:

- Internal hiring teams and decision-makers
- Third-party service providers that support our recruiting process, including our Applicant Tracking System (Greenhouse) and Text Messaging Platform (Keeyora)

We retain candidate information for as long as necessary to fulfill the purposes outlined above, comply with legal obligations, and improve our hiring processes.

## SMS/Text Messaging Communications

If you provide your mobile phone number and consent to receive text messages, Dev Technology Group may contact you via SMS for recruiting-related purposes.

These messages may include:

- Application status updates
- Interview scheduling and confirmations
- Reminders and follow-ups
- Offer-related communications

We do not use SMS messaging for marketing purposes, and we do not sell or share your mobile number or SMS consent with third parties for their marketing use.

SMS communications may be facilitated through third-party service providers (such as our texting platform, Keeyora), who process data on our behalf in accordance with our instructions and applicable privacy laws.

## **SMS Terms of Service**

1. When you opt in to receive SMS messages, we may send you messages related to your job application, including updates, interview coordination, and other recruiting communications.
2. You can cancel the SMS service at any time by replying with any of the following industry standard keywords:
  - a. STOP
  - b. STOPALL
  - c. OPTOUT
  - d. CANCEL
  - e. END
  - f. QUIT
  - g. UNSUBSCRIBE
  - h. REVOKE
3. After you opt out, we may send one final text message confirming that you have been unsubscribed. No further recruiting SMS messages will be sent unless you opt in again.
4. To opt back in, reply with any of the following industry standard keywords:
  - a. START
  - b. UNSTOP
  - c. YES
5. For help, reply HELP or contact us at [info@devtechnology.com](mailto:info@devtechnology.com).
6. Carriers are not liable for delayed or undelivered messages.



7. Message and data rates may apply. Message frequency may vary. Contact your wireless provider for details.