

Last Updated May 8, 2026

Applicant Global Privacy Notice

Hi, we're Bandwidth! We are a cloud-based communications provider for enterprises and resellers. Our solutions include a broad range of software APIs for voice and text functionality, as well as our own IP voice network).

In addition to our global services, our footprint includes office locations and a workforce of Bandmates around the world, including at our Headquarters in Raleigh, North Carolina and offices in Denver, London, Brussels, and Iasi. A reference to "Bandwidth," "we," "us," or "our" is a reference to Bandwidth Inc. and our affiliates (including Voxbone and Ohana Child Development Center).

This Applicant Privacy Notice describes how Bandwidth collects, uses, and discloses personal data that we may collect about you as an applicant for employment. This Notice does not cover your use of any Bandwidth product or service or a Bandwidth website.

As used in this Applicant Privacy Notice, "personal data" means any information that relates to, describes, or could be used to identify an individual, directly or indirectly. This does not include de-identified or aggregate data, which does not relate to an identified or identifiable natural person or cannot be linked to or identify an individual and is not subject to this Privacy Notice.

This Notice is not intended and shall not be read to create any express or implied promise or contract for employment, or for any benefit. Nothing in this Notice should be construed to interfere with Bandwidth's ability to process applicant information for purposes of complying with its legal obligations, or for investigating alleged misconduct or violations of law, subject to compliance with internal policy and local legal requirements. Bandwidth's processing of personal data is in all cases subject to the requirements of local law and internal policy. To the extent this Notice conflicts with local law in your jurisdictions, local law shall control.

Please read on for information about how we handle your personal data and explain the choices you can make about the way your personal information is collected and used.

Personal data that we collect

- **Identifiers.** Such as your name, email address, address, phone number, gender (voluntary), race or ethnicity (voluntary), social media account names/profiles (as voluntarily provided by you or, if public – only applicable to US), applicant visitor badge photo ID, usernames for the online application system, Social Security number, government-issued identification numbers, and birth date.
- **Professional and Employment Information.** Such as personal website (as voluntarily provided by you or if public), desired salary, the information contained in your resume or CV (and other documents related to the application process, such as, cover letter, referrals, job history, performance history), details of how you heard about the position you are applying for, willingness to relocate, and background and reference check information, including work history, credit history (certain positions), criminal records data (to the extent required for background check in accordance with applicable law).
- **Educational Details and Training Information.** Such as academic and professional qualifications and memberships, educational history, transcripts, certifications, skills, licenses, and in-house training attendance.
- **Audiovisual Information.** Such as CCTV or security footage if you visit our offices or conduct videoconference interviews.
- **Demographic Data, Including Characteristics of Legally-Protected Classifications.** Such as race, citizenship or immigration status, ethnic origin, disability, veteran or military status.
- **Geolocation Data.** Limited to general approximate location as may be derived from your IP address when you use our website(s).
- **Unique and Online Identifiers.** Such as IP address, device identifiers, cookies, beacons, pixels, and other similar technologies. .
- **Other information.** Such as other information you may choose to voluntarily submit to us in connection with your job application (e.g., information disclosed in an interview, phone screenings, or information you volunteer regarding your compensation history, personal situations, etc.), applicant visitor badge information if you visit our offices, or information that you submit or input into our systems through completion of form.

How we collect your personal data

We use different methods to collect personal data from and about you, including through:

- **Direct interactions.** We will collect or receive personal data from you directly.
- **Automatically and indirectly.** We may collect or receive personal data automatically

and indirectly through cookies and similar technologies. Our third-party providers of these technologies may also collect or receive your data. See the “Cookies and other tracking technologies” section of the [Bandwidth Privacy Notice](#) for more information.

- **Third parties or publicly available sources.** We may also receive this information from third parties, including publicly available sources, such as social media (depending on where you are located), analytics providers, advertising networks that publicize our job postings, references, and online searches. We also may conduct background screenings through a third party vendor(s) involved in our employment and recruitment application and evaluation processes.

How we use your personal data

We may use the personal data we collect for one or more of the following purposes:

- **To identify and evaluate job applicants.**
 - To assess suitability for the position for which you have applied.
 - To interview you.
 - To verify your information and perform background, and reference checks in accordance with applicable law.
 - To communicate with you about the application process.
 - To communicate with you about our recruiting generally and other positions that you may be interested in.
 - To create and maintain application, recruiting, and employment records.
 - Analyzing and modifying our application and onboarding process.
 - To make offers of employment.
 - To fulfill our obligations under your offer letter, employment contract (as applicable), other commitments we have made to you or in order to take steps at your request prior to entering into a contract or commitment.
- **To operate our business and organization.**
 - For general business management and operations.
 - For auditing and reporting purposes.
 - For management of network and information systems security and administration.
 - To prevent fraud.
 - For physical security, such as to register visitors to our offices.
- **For corporate transactions.**
 - To evaluate or conduct an asset transfer or M&A activity (merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some of all of Bandwidth’s assets) in which personal data about you is processed or transferred.
- **Legal and safety obligations.**
 - To comply with laws, regulations, and other corporate governance requirements,

including collecting and disclosing personal data as required by law (such as for minimum wage, working time, tax, health and safety, and anti-discrimination laws), in accordance with employment law specifically (e.g. for the purpose of tax calculation and salary administration).

- To investigate and respond to potential violations of law or breaches of our internal policies.
- To respond to law enforcement requests and as required by applicable law, court order, governmental regulations, or other legal process.
- To exercise or defend the legal rights of Bandwidth.
- To protect the rights, interests, and safety of Bandwidth, our customers, employees and workforce members, you, and others.

The legal basis for collecting and using the personal data described above will depend on the personal data concerned and the specific context in which we collect it, including but not limited to: (a) performance of a contract; (b) legitimate interest; (c) necessary for compliance with a legal obligation; (d) consent to collect and process your personal data; or (e) vital interests in certain circumstances.

Collection and use of sensitive and special categories of personal data

Certain categories of personal data described above may be defined as sensitive or special under the laws of some jurisdictions. We may collect and process the following sensitive or special categories of personal data when you voluntarily provide them, or we receive them from a third party with your consent, when relevant for a particular position to carry out our obligations under employment law, or as applicable law otherwise permits:

- Demographic data, including characteristics of legally protected classifications, such as race, citizenship or immigration status, ethnic origin, or disability status.
- Previous criminal charges or convictions. .

Notwithstanding any contrary disclosures in this Notice, we do not use personal data defined as sensitive personal information under the California Consumer Privacy Act of 2018 for purposes other than those specified in Cal. Code Regs. tit. 11, Section 7027, subsection (m).

How we share your personal data

We will only share your personal data with third parties where required by law, or to our contractors and workforce members, consultants, designated agents, Bandwidth entities, or third-party service providers who require such information to assist us with administering the

application, recruitment, and onboarding processes, including third-party service providers who provide services to us or on our behalf.

We may use third-party service providers for various purposes, including, but not limited to, obtaining employment verification, background checks, and data storage and hosting. We may also share your personal data with third parties in connection with the purposes for personal data processing described in the “How we use your personal data” section above.

Data subject rights

You have certain rights regarding our processing of your personal data under applicable data protection laws. This section describes these rights and how you can exercise them. Please note these laws may provide limitations or exceptions that apply to these rights. We have described these rights generally, without noting all applicable jurisdictions, limitations, or exceptions. When you make a request to exercise any of these rights, we may provide more detailed information regarding any exceptions or limitations that apply.

- **Right to know.** You have the right to ask us to confirm whether or not we process your personal data, the categories of personal data we have collected and the sources from which we collect it, our purposes for collecting your personal data, the categories of third parties to whom we disclose your personal data, and the specific pieces of personal data we have collected about you.
- **Right to access.** You have the right to request a copy of your personal data and supplementary information.
- **Right to correction/rectification.** You have the right to request that we correct any information you believe is inaccurate. You also have the right to request that we complete information you believe is incomplete.
- **Right to erasure/deletion.** You have the right to request that we erase your personal data, under certain circumstances and subject to certain exceptions.
- **Right to restriction of processing.** You have the right to restrict the processing of your personal data, under certain circumstances, including, depending on applicable law and the jurisdiction in which you reside or are located, opting out of disclosures of personal information to an unaffiliated third party who does not serve as our agent or service provider, if any, or (b) use of personal information for a purpose other than the purpose for which it was originally collected or subsequently authorized if any such use occurs.
- **Right to data portability.** You have the right to receive personal data you have provided to us in a structured, commonly used and machine-readable format that allows you to transmit the data to another controller without hindrance. You also have the right to request that we transmit this data directly to another controller.
- **Right to withdrawal of consent.** Provided that the processing is based on your

consent, you have the right to withdraw such consent at any time. The withdrawal of consent will not affect the lawfulness of processing based on consent before its withdrawal.

- **Right to object to processing.** You have the right to object to the processing of your personal data at any time, under certain circumstances.
- **Right to opt out of our processing, “sale,” or sharing of personal data for targeted or cross-context behavioral advertising.** You have the right to opt out of our processing, “sale” (as that term is broadly defined in the California Consumer Privacy Act), or sharing of your personal data for targeted or cross-context behavioral advertising, which means displaying advertising to you based on personal data obtained or inferred from your activities over time across different websites, applications, and other online services we do not operate. As detailed in the Cookies section of the [Bandwidth Privacy Notice](#), you may exercise this right by visiting our [Cookie Preferences](#) to disable targeting cookies when you visit our web properties. You may also opt out of the processing or sharing of your personal data for targeted or cross-context behavioral advertising in a frictionless manner through the use of an opt-out preference signal such as Global Privacy Control. Please see the Cookies section above for additional details on how to implement these settings and other advertising preferences. Please note that even if you opt out of allowing us to use or disclose your personal data for targeted or cross-context behavioral advertising, you may still see our ads on other websites, applications, and online services, and we may still base aspects of our advertising on your interactions with us and our websites.
- **Non-Retaliation.** You have a right not to receive discriminatory treatment for exercising the rights described above.

Data controller of the applicant and onboarding personal data varies based on the country in which you reside:

US applicants/employees – Bandwidth Inc., 2230 Bandmate Way, Raleigh, North Carolina, 27607, USA

Spain applicants/employees – Bandwidth Iberia SL., Avenida de Bruselas, 15, 2ª planta, Oficina 234, Alcobendas, Madrid

UK applicants/employees – UK Bandwidth Limited, 3rd floor 1 Ashley Road, Altrincham, Cheshire, WA14 2DT, United Kingdom

Romania applicants/employees – Voxbone SA Bruxelles Sucursala Bucuresti, Str. Rosetti C.A. Nr. 17 București, Sect.2, 020011

Belgium, Ireland, Singapore and South Korea applicants/employees – Voxbone S.A, Rue de l'Abbaye 52, 1050 Ixelles (Brussels), Belgium

Turkey applicants/employees – Voxbone Telekomünikasyon ve İletişim Ticaret Limited Şirketi, Armada İş Merkezi. Eskişehir Yolu No: 6 Kat: 11 Söğütözü 06520

Exercising your rights

Except as otherwise noted above, to exercise any of the above rights or if you have any questions about this Privacy Notice, please submit them through our [DATA SUBJECT RIGHT REQUEST FORM](#). US residents may also call us toll-free at 866-824-2792.

- **Making a Request; requests by others on your behalf.** Only you, or someone legally authorized to act on your behalf (this includes an authorized agent), may make a verifiable consumer request related to your personal data using the methods described above. The response we provide will also explain the reason we cannot comply with a request, if applicable.
- **Fees.** You will not have to pay a fee to access your personal data or to exercise any of the other rights. However, we may charge a reasonable fee if your request is clearly unfounded, repetitive or excessive. Alternatively, we could refuse to comply with your request in these circumstances.
- **Information we may need from you.** We may need to request specific information from you to help us confirm your identity and ensure your right to access your personal data or to exercise any of your other rights, such as your first and last name, email address, mailing address, telephone number, or other information necessary to verify your identity or that your representative is authorized to act on your behalf. This is a security measure to ensure that personal data is not disclosed to any person who has no right to receive it. We may also contact you to ask you for further information in relation to your request to assist with our response. Any personal data provided to us for verification and fraud-prevention purposes will only be used for that purpose and such information will be deleted as soon as practical after processing your consumer request.
- **Timing.** We try to respond to all legitimate requests within one month of receipt of the request. Occasionally, it could take us longer than a month if your request is particularly complex or you have made a number of requests. In this case, we will notify you and keep you updated.
- **Appeals.** If we refuse to take action on your request, you may appeal that refusal by contacting us through our [DATA SUBJECT RIGHT REQUEST FORM](#) or calling us toll-free at 866-824-2792.

You may also make a complaint about our processing of your personal data to a relevant data protection supervisory authority. We would, however, appreciate the opportunity to address your concerns before you do so.

International data transfers

Bandwidth is a global organization, with legal entities, business practices, and technical systems that operate across borders. Your personal data may be collected, transferred to, and stored by us in the United States and by our subsidiaries and/or third-party service providers that are in other countries. Therefore, your personal data may be transferred and processed outside your jurisdiction and in countries that may not provide for the same level of data protection as your jurisdiction, such as the European Economic Area (“**EEA**”). Where applicable law requires us to utilize a data transfer mechanism, we rely on adequacy decisions as adopted by the European Commission; standard contractual clauses issued by the European Commission; or pursuant to established derogations for specific situations.

How long we retain your personal data

We will retain your personal data for as long as reasonably necessary to fulfill the purposes we collected it for. To determine the appropriate retention period for personal data, we consider the amount, nature and sensitivity of the personal data, the potential risk of harm from unauthorized use or disclosure of your personal data, the purposes for which we process your personal data and whether we can achieve those purposes through other means, and the applicable legal, regulatory, tax, accounting or other requirements. We reserve the right to use such anonymized information (so that it can no longer be associated with you), in which case we may use this information indefinitely without further notice to you.

How we protect your personal data

Bandwidth takes precautions including administrative, technical, and physical measures to help safeguard against the accidental or unlawful destruction, loss, alteration and unauthorized disclosure of, or access to, the personal data we process or use. Please note, though, that no company can guarantee security, especially when providing services that rely on the public internet. You are solely responsible for protecting your account password(s), limiting access to your devices, and signing out of websites after your sessions. You are responsible for any activity conducted using your credentials or passwords. If you believe your password to any Bandwidth website or system has been compromised, please notify us immediately at security@bandwidth.com.

Linked websites

For your convenience, hyperlinks may be posted on our Bandwidth websites that link to other websites (“**third-party sites**”). We are not responsible for the privacy practices of any third-party sites or of any companies that we do not own or control. This Privacy Notice does not apply to third-party sites. Third-party sites may collect information in addition to that

which we collect on the Bandwidth websites. We do not endorse any of these third-party sites, the services or products described or offered on such third-party sites, or any of the content contained on the third-party sites. We encourage you to read the privacy notice of each third-party site that you visit to understand how the information that is collected about you is used and protected.

Changes to this Privacy Notice

This Privacy Notice does not form part of any contract and we may update it at our discretion from time to time. When we do so, we will post the updated Privacy Notice on our careers website and update the Privacy Notice's Effective Date at the beginning of the notice. We may also notify you by other means prior to the changes taking effect, such as by sending you a notification or by placing a prominent notice on our careers website. We encourage you to periodically review this Privacy Notice.

How to contact us

If you have questions about this Privacy Notice, please contact the Bandwidth Privacy Team at privacy@bandwidth.com. To contact us in writing, please use:

Bandwidth Inc.
Attn: Legal – Privacy
2230 Bandmate Way
Raleigh, NC 27607 USA