

**HARMAN CAREER SITE
PRIVACY STATEMENT
Effective as of May 25, 2018**

Welcome to the Harman Career Site. HARMAN (www.harman.com) designs and engineers connected products and solutions for automakers, consumers, and enterprises worldwide, including connected car systems, audio and visual products, enterprise automation solutions; and services supporting the Internet of Things. With leading brands including AKG®, Harman Kardon®, Infinity®, JBL®, Lexicon® and Mark Levinson®, Harman is admired by audiophiles across multiple generations and supports leading professional entertainers and the venues where they perform. Recruiting the right talent is crucial to our goals. Because we gather certain types of information about applicants during the recruitment process, we want to help you understand our practices surrounding the collection, use and disclosure of your personal information.

This Privacy Statement addresses the following topics:

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- Collection and Use of Personal Information
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As used in this Privacy Statement, “**Harman**” refers to Harman International Industries, Incorporated, a Delaware corporation (“**Harman International**” or the “**Company**”), and its affiliates and subsidiaries (each a “**Harman entity**”). Each Harman entity is responsible for handling candidate personal information in accordance with this Privacy Statement (“**Privacy Statement**”).

Your Consent

Please review this Privacy Statement carefully regarding the collection, use, and transfer to a Harman entity of your personal information. By consenting to this Privacy Statement you are consenting to such collection, use and transfer of your personal information as described in this notice, including the transfer of your personal information to the United States and to other countries that may have less stringent data privacy laws than in your country. Harman will not process your personal data for purposes other than as described in this Privacy Statement unless (a) you consent, or (b) such other purpose is compatible with the purposes described in this Privacy Statement to which you have given your consent, and we have provided you with relevant information about the compatible purpose.

Scope Of This Privacy Statement

Harman is a global organization with its corporate headquarters at 400 Atlantic Street, 15th Floor, Stamford, Connecticut, in the United States of America. This Privacy Statement provides a standard for every Harman entity with respect to its protection of applicants’ personal information globally. Certain local laws may require stricter standards. Therefore, Harman will handle this data in accordance with applicable laws and regulations at the place where the data is processed where those laws and regulations impose more stringent requirements. Where applicable local law provides a lower level of protection of such personal information than established by this Privacy Statement, then the requirements of this Privacy Statement apply.

Collection and Use of Personal Information

The Harman Career Site is the website that provides information about Harman careers, vacancies and facilitates the user's ability to set up an account, join the Harman Talent Community and/or apply for specific jobs. The Harman Career Site collects personal information that you as a candidate voluntarily submit or personal information that you voluntarily submit to a Harman employee for recruitment processing purposes, and which is then entered into the Harman Career Site.

Collection and Use of Personal Information Received from Candidates

- For the Harman Career Site, Harman uses the services of a third party company, SuccessFactors, to facilitate the capturing, storage, and potential transmission of, applicant or candidate data for all job openings worldwide.
- **Talent Community:** Harman's Talent Community is a quick and easy way to receive notifications of job opportunities at Harman that match your interests. To become a member of the Talent Community external users will be requested to provide personal information such as name and email address. This initial submission on the Harman Career Site is hosted by SuccessFactors Recruiting Marketing (RMK) site with a secure server located in Chicago, Illinois, United States of America.
- **Job Application:** For external users, or for existing Harman employees, you may be requested to supply additional personal information, such as employment history etc., for each job application submitted through the Harman Career Site. Job applications via the Harman Career Site are hosted by SuccessFactors, with secure servers located in St. Leon-Rot, Germany.
- You are responsible for ensuring that the information submitted to the Harman Career Site is accurate and up-to-date. The falsification of any information, falsification of other documents that you may provide, and/or the giving of incomplete information may result in the withdrawal of any employment offer and/or immediate termination of your employment now or in the future.
- To the extent appropriate and in accordance with applicable local law, Harman may seek additional data and/or verify your information by contacting your references, referrer and other third parties.
- Harman may use your personal information to contact you during your candidacy for employment, to send you announcements, or to request additional information as required.
- Your information may also be used for general statistical analysis and reporting purposes, including visitor activity and demographic reports. This data will be made anonymous.
- The Harman Career Site does not require you to provide sensitive personal information (e.g. data relating to gender, race or ethnic origin, political opinions, religious beliefs, trade union membership, criminal record, physical or mental health, or sexual orientation) from job applicants. However, to the extent any sensitive personal information is submitted with your application, you agree that such information may be used in accordance with applicable law and this Privacy Statement.
- Harman will not share personal information with third parties (other than authorized service providers) except as required by law or the order of any government authority. Harman will never sell your personal information. If you are hired and your applicant information becomes part of your personnel file, Harman will provide you with a notice, where required by law, that describes how your information will be shared and otherwise processed.
- Information submitted to the Harman Career Site may be accessed and used by Harman entities world-wide to evaluate your application for employment and for related recruiting, succession planning (i.e., evaluating applicants for positions that may currently be filled but will open up in the future), reporting and recordkeeping purposes, such as to check references or to conduct pre-employment screening. If Harman hires you, the information that you submitted through the online application and the information that we collect during the application process may be used to administer the employment relationship and for related reporting and recordkeeping purposes. The legal bases for this processing of your personal information include your consent, as necessary to enter into and/or perform an employment agreement with you, and as necessary for Harman's legitimate interests in recruiting personnel.

Collection and Use of Personal Information Provided by Recruiters, Referrers, On-Boarding Professionals and Agencies

This section of the Privacy Statement applies to recruiters, referrers, on-boarding professionals and staffing agencies who provide personal information about themselves or about candidates whose information they submit through the Harman Career Site. Applicants can skip this section of the Privacy Statement; it does not apply directly to them.

- Any information you provide about yourself or any candidate may be used in accordance with this Privacy Statement, including as described above.
- Your use of the Harman Career Site obligates you and the Harman entity for which you work to comply with this Privacy Statement.
- In your role as a recruiter, referrer, on-boarding professional or agency, you must ensure that you have obtained the candidates' explicit consent to submit information on their behalf (including, without limitation, to the use and international transfer of such information as described above).
- You will be responsible for ensuring that the information you provide is accurate and up-to-date.
- You must provide the Harman Career Site with the candidate's up-to-date e-mail address.
- You must ensure that your use and disclosure of candidate information maintained by the Harman Career Site, or related applications is in compliance with the above, and that you comply with all relevant legal requirements.

International Transfer of Your Personal Information

- Authorized employees of the Company and/or affiliated companies at locations worldwide may have access to your personal information as part of the recruitment process. These employees may use and disclose your personal information only for recruitment purposes, and must handle that information in accordance with this Privacy Statement and applicable data protection laws. The data protection laws where these companies are located may be less stringent than the laws of your home country. Information regarding the countries from which Harman companies may access your personal information can be found here: www.harman.com/contact-us. However, in the account set up you have the ability to limit dissemination of your personal information to a Harman country recruiter(s), or all recruiters globally, or the recruiter for the position applied for, in which case, if so desired by the user, such option may be selected.

E-Verify

US Federal law requires all employers to verify the identity and employment eligibility of all persons hired to work in the United States. Harman participates in E-Verify. Click here (<http://www.uscis.gov/files/nativedocuments/PrtcpPstr-SWA-ENG-NoPhotoTool-v8.pdf>) for more information.

No Automated Decision Making

Harman does not make any decisions concerning applications of candidates within the European Union by automated means. Harman has the capability to engage in automated decision making with respect to non-European Union applicants, but will only do so for the purpose of evaluating whether to enter into an employment agreement with you.

Your Rights With Respect To Your Personal Information

You may review or update your information at any time by accessing your profile on the Harman Career Site. To request the deletion of your information from the Talent Community, please contact dataprivacy@harman.com. To withdraw your application from any particular job in which you applied, you must select "withdraw application" directly on the Harman Career Site "Job Application" page. You may also delete your candidate profile from the Harman Career Site by clicking "Delete Profile" on the "My Candidate Profile".

You may also opt out of future email communications from Harman by contacting harmancareers@harman.com.

You also may have the right, under applicable law, to restrict, or to object to, the processing of your personal data as well as the right to data portability. Subject to certain limitations, the right to data portability allows you to obtain from Harman, or to ask Harman to send to a third party, a copy of your personal information in electronic form that you provided to Harman with your consent.

Right To Object: Applicable law may provide you with the right to object to the processing of your personal information based solely on Harman's legitimate interests. If you do object in these circumstances, Harman will stop processing your personal information unless there is an overriding, compelling reason to continue the processing or the processing is necessary to establish, pursue or defend legal claims.

You can exercise these rights by contacting dataprivacy@harman.com for further information and assistance. Harman will respond to such requests in accordance with applicable data protection law.

You can contact us at dataprivacy@harman.com if you would like to revoke your consent to Harman's use, disclosure or transfer of your personal information as described in this Privacy Statement. Any revocation shall not affect the lawfulness of processing based on consent before its withdrawal, and Harman will continue to retain the information that you provided us before you revoked your consent for as long as allowed or required by applicable law. Please understand that if you revoke your consent, Harman may not be able to consider your application for employment.

Retention of Your Personal Information

United States: Please note that, if you submit an expression of interest in employment in the United States, Harman must comply with U.S. Government regulations to maintain your information. To do so, we will maintain your application and information concerning your expression of interest for a period of three years, unless a longer period is required by law. By submitting your resume and other expression of interest in a position in the U.S., you agree to allow Harman to maintain your information. If you are hired for a position in the United States, Harman will retain your information for the duration of the employment relationship and for the number of years thereafter specified by Harman's data retention policy.

Outside the United States: With regard to non-U.S. applicants, the personal information submitted to set up your account in the Harman Career Site will be retained in accordance with local law. Personal information submitted for candidates who are not offered employment with Harman will be retained for the duration necessary to conduct the recruitment process and/or evaluation and for one year unless a longer or shorter period is required by law. If you are hired for a position outside the United States, Harman will retain your information for the duration of the employment relationship and for as long thereafter as required or permitted by applicable, local law.

Third Parties

SuccessFactors is contractually obliged to ensure the privacy, confidentiality and security of your data when applying for a job at Harman. Furthermore, SuccessFactors' Recruiting Marketing (RMK) Site, which is responsible for the Talent Community, shall also ensure the processing of personally identifiable information is in accordance with its Privacy Policy. Success Factors is obligated to comply with the level of data protection as described in this Privacy Statement.

Changes to This Privacy Statement

Harman may change this Privacy Statement from time to time in its sole discretion. If we make a material change to this Privacy Statement, we will inform you by posting a notice on this site. Those changes will go into effect on the effective date posted in the revised notice. The new privacy statement will apply to all current and past users of the online application page and to all information collected before the date of the change. The new privacy statement will replace any prior privacy statements that are inconsistent. Please check periodically for changes to this Privacy Statement, and especially before you provide any personal information to us. If we will materially change how we use, disclose or otherwise process your personal information, we will contact you before doing so and obtain your consent before using, disclosing or otherwise processing your personal information other than as described in this Privacy Statement.

Security for Your Personal Information

Harman has implemented reasonable technical and organizational measures for the purpose of protecting candidates' personal information against accidental or unlawful destruction or accidental loss, alteration, unauthorized disclosure or access and against any other unlawful forms of processing. However, these measures are not absolute, and Harman cannot guarantee the security of your personal information. In addition, the transmission of data over the Internet by its nature entails the use of systems under the control of third parties. As a result Harman cannot ensure the security of such systems.

No Contract or Offer

Nothing contained in this Privacy Statement creates, or is intended to create, a contract or agreement between any Harman entity and visitors visiting the Harman Career Site or with any persons who submit personal information through this site. Nothing on the Harman Career Site shall constitute an offer of employment.

Equal Opportunity

Harman seeks to recruit and maintain individuals having the necessary skills, knowledge, and experience essential for the function the applicant is applying for and therefore enforces a thorough and fair recruitment process. When you submit an expression of interest in employment with Harman for a position in the United States, you will be prompted to voluntarily disclose certain information that the United States government requests Harman to collect, including race, ethnicity, age, veteran status and gender information. Such information will not be used to make interviewing or employment decisions, and it will be maintained separately from your resume and expression of interest in employment. The voluntary disclosure form is the only proper means for you to disclose race, ethnicity, and gender information. If you choose not to submit such voluntary disclosure form, this will not influence the recruitment process. Your resume and your expression of interest for a United States position must not include information that explicitly identifies your age, race, color, ethnicity, gender, disability status, or other status protected by laws in the United States. Do not submit a photograph of yourself.

Assistance for Disabled Applicants

If you are an applicant in the United States with a disability or a disabled veteran, you may request a reasonable accommodation if you are unable or limited in your ability to use or access Harman Career site as a result of your disability. You can request reasonable accommodations by sending an e-mail to harmancareers@harman.com.

- This option is available only to those needing an accommodation related to a disability.
- Information related to existing profiles or applications will not be provided via the above e-mail address.

In order to express interest, it is helpful if you provide the information related to the specific position you are interested in (for example, requisition number, job title, location, etc.). Candidate profiles can also be submitted.

Inquiries and Complaints

Please direct any questions, request for removal of personal information, and comments or complaints you may have about this Privacy Statement to dataprivacy@harman.com. Residents of the European Union have the right to lodge a complaint with their local data protection authority concerning Harman's processing of their personal data.