



Cadence Worldwide Candidate Privacy Notice

By submitting your resume or other job search-related information through the "Careers" section of our website, which is operated by Cadence Design Systems, Inc., a California, USA-based corporation, and its service providers under strict confidentiality and data protection obligations, you acknowledge the information in this privacy notice, which supplements and qualifies our general Website Privacy Statement / General Privacy Policy and which we may modify from time to time.

We will use your personal information for recruitment purposes, and if you are offered a job or become employed by Cadence Design Systems, Inc. or one of its direct or indirect subsidiaries (collectively "Cadence Group"), it will be used for other employment-related purposes by the Cadence Group. These purposes include, but are not limited to: verifying past employment and/or education, checking references, confirming ability to legally work in the country, contacting the employee and/or his/her emergency contacts at home if necessary, setting/adjusting compensation, job duties and titles, administering benefits, including health insurance, processing health insurance applications and claims, administering stock options, administering 401K, managing performance, withholding and payment of applicable taxes.

Resumes/C.V. should include information relevant to your employment history and education (degrees obtained, places worked, positions held, relevant awards, and so forth). We recommend that you do not disclose sensitive personal characteristics (e.g. gender, height, weight, religion, philosophical or political beliefs, financial data) in your resume/C.V. or letters to Cadence.