

# OVERSIGHT BOARD CANDIDATE DATA PROTECTION NOTICE

## *Overview*

As part of the selection process for members of the Oversight Board, Facebook and the Oversight Board LLC receive many recommendations of potential candidates. These recommendations may come from various sources, including Facebook employees, Oversight Board members, external advisors and partners, and executive search firms. Your name has either been recommended to us by one of those sources or you have applied to become a member of the Oversight Board.

To ensure that Facebook and the Oversight Board LLC comply with relevant laws and regulations in selecting the members of the Oversight Board, we have implemented an enhanced screening and selection process for candidates. This data protection notice provides information on that screening and selection process and the processing of your personal data. It also identifies third parties who will assist Facebook and the Oversight Board LLC as part of that process. If you have any questions about any aspect of the screening and selection process, you can contact Facebook at [fbgovernance@fb.com](mailto:fbgovernance@fb.com) or the Oversight Board LLC at [dataprotection@osbadmin.com](mailto:dataprotection@osbadmin.com).

## *The processing of your data*

Each of Facebook and the Oversight Board LLC may process your personal data in connection with the member screening and selection process:

- If Facebook is processing your personal data, Facebook will process your personal data in accordance with the Facebook Candidate Privacy Statement available at: <https://www.facebook.com/careers/privacy/> (the "Statement"). The Statement includes Facebook's contact details and those of our Data Protection Officer (in applicable jurisdictions), information on how to exercise your data protection rights and the right to lodge a complaint, and details of data retention. For all EU candidates, Facebook Ireland Limited is responsible for the processing of your personal data.
- If the Oversight Board LLC is processing your personal data, it will do so in accordance with the Oversight Board's Board Member Candidate Privacy Notice available at <https://www.oversightboard.com/sr/BMcandidateprivacynotice> (the "Privacy Notice"). The Privacy Notice includes Oversight Board LLC's contact details and those of our Data Protection Officer (in applicable jurisdictions), information on how to exercise your data protection rights and the right to lodge a complaint, and details of data retention.

As part of the Oversight Board member screening and selection process, Facebook and the Oversight Board LLC may share your personal data with each other as independent data controllers for the purpose of facilitating their participation in the screening and selection process and to ultimately recommend candidates to the trustees of the Oversight Board Trust for appointment as members. Your information may also be shared with the trustees of the Oversight Board Trust to facilitate their review and appointment of members.

While Facebook currently has an active role in the screening and selection process for members of the Oversight Board, in due course the Oversight Board LLC will take on full

responsibility for the Oversight Board member selection, at which point Facebook will cease being directly involved in the selection process. As part of that transition, Facebook will transfer any personal data it holds about you to the Oversight Board LLC, noting that Facebook may continue to retain your personal data for such period as is necessary to enable it to comply with applicable laws.

### ***Lawful basis***

The collection of the initial referral and recommendation information as part of the member selection process is necessary for Facebook's and the Oversight Board LLC's respective legitimate interests, including maintaining good recruitment practices and making sound selections for the Oversight Board.

Given the importance and sensitivity of the role for which candidates are recommended, Facebook and the Oversight Board LLC intend to use this information in order to identify and, if they have not already done so, contact qualified candidates to obtain their consent to continue on to a further screening process, which is described in additional detail below. Once you have consented (or if you have already consented), you can withdraw your consent at any time by contacting Facebook at [fbgovernance@fb.com](mailto:fbgovernance@fb.com) or the Oversight Board LLC at [dataprotection@osbadmin.com](mailto:dataprotection@osbadmin.com).

Special category personal data, such as data revealing religious or philosophical beliefs, will be processed only where it has been made publicly available by you or where it has been voluntarily provided to us by you, in which case your voluntary act of providing us with such data will constitute your consent to the processing of such data in accordance with this data protection notice.

***The screening and selection process*** The screening and selection process consists of several aspects, including interviews, screening and a diversity review. Facebook and the Oversight Board LLC will work together to determine which candidates to advance through the process and which to ultimately recommend to the trustees of the Oversight Board for appointment as members.

### ***Interviews***

Facebook and the Oversight Board LLC have appointed global executive search firms, law firms and other third party professional service providers, including Spencer Stuart and Baker McKenzie, as trusted third-party partners to advise us on aspects of the member selection process, including to interview potential members and to evaluate candidate competencies and experiences based on a set of criteria set out in our Candidate Review Guide, which is included below and will continue to be refined from time to time with the advice of experts. Facebook and/or the Oversight Board may from time to time and at their discretion rely on other reputable professional services firms, in addition to or instead of Spencer Stuart and/or Baker McKenzie, to carry out this element of the screening and selection process.

To enable Spencer Stuart, Baker McKenzie or another third party professional services firm to carry out the aspects of the member selection process detailed above, Facebook and/or the Oversight Board LLC may provide limited information about you to them, such as your name, title, organization / affiliation, and details of any public profiles you may have.

Spencer Stuart and Baker McKenzie collect, use, and transfer personal data in accordance with their respective privacy notices - Spencer Stuart's privacy policy can be accessed [here](#), and Baker McKenzie's data privacy notice for the Oversight Board recommendations process

can be accessed [here](#). For further information or to exercise your data protection rights in respect of the personal data Spencer Stuart holds about you, please contact Spencer Stuart at [privacy@spencerstuart.com](mailto:privacy@spencerstuart.com). For further information or to exercise your data protection rights in respect of the personal data Baker McKenzie holds about you, please contact Baker McKenzie at [OBRecommendations@bakermckenzie.com](mailto:OBRecommendations@bakermckenzie.com).

# Candidate Review Guide

PRINCIPLES	QUALIFICATIONS	CONSIDERATIONS
Experienced at deliberating thoughtfully and collegially, as an open-minded contributor on a team	Effective as a communicator	<ul style="list-style-type: none"> <li>Speaks clearly and concisely, adapting communication style based on feedback of the audience.</li> <li>Communicates with others in a way that is perceived as engaging and persuasive.</li> <li>Demonstrates experience in public speaking on a topic.</li> <li>Uses a clear writing style to articulate purpose, focus, conceptual frameworks and logical arguments.</li> <li>Demonstrates the capacity, as an active listener, to understand themes in complex discussions and respond appropriately.</li> </ul>
	Open-minded and inclusive	<ul style="list-style-type: none"> <li>Displays a willingness to relate to or empathize with a point of view or perspective with which he or she does not necessarily agree.</li> <li>Provides perspectives that demonstrate awareness or value of alternate viewpoints.</li> <li>Demonstrates experience in collaborating with people of different backgrounds and perspectives.</li> <li>Demonstrates experience working and collaborating with international partners.</li> </ul>
Skilled at making and explaining decisions based on a set of policies	Skilled at making decisions based on a set of policies, parameters or frameworks	<ul style="list-style-type: none"> <li>Reflects a record of making decisions based on a set of policies, parameters or frameworks.</li> <li>Makes or endorses decisions systematically.</li> <li>Adjusts perspective or criteria for decision-making based on sound research and data.</li> </ul>
Well-versed on matters relating to digital content and governance, including free expression, civic discourse, equality, ethics, safety, privacy and technology	Experienced on matters relating to digital content and governance, including free expression, civic discourse, equality, ethics, safety, privacy and technology	<ul style="list-style-type: none"> <li>Has worked in their field enough years to be considered experienced or has achieved higher education or certification.</li> <li>Has trained or practiced in his or her field for sufficient time to confidently speak to key best practices and/or to advise high level decision-makers.</li> </ul>
	Recognized as a credible voice in his or her field	<ul style="list-style-type: none"> <li>Demonstrates credibility as a respected member of his or her field (i.e. experiences and responsibilities are known to be significant on the basis of substantial service in national governments, non-governmental organizations, intergovernmental organizations, on advisory or corporate boards, commissions or other such institutions).</li> <li>Has a record of community involvement, public speaking, or writing that has gained attention and recognition, potentially praised or critiqued by others.</li> </ul>
Committed to the Board as an institution	Recognized as independent and impartial	<ul style="list-style-type: none"> <li>Expresses views that at times diverge from organizations that he or she endorses or represents. Has a record of independent judgment, including expressing views that diverge from those of Facebook.</li> </ul>
	Willing to review sensitive, controversial and/or potentially uncomfortable issues	<ul style="list-style-type: none"> <li>Demonstrates experience and/or ability and willingness to engage on sensitive, uncomfortable, controversial or volatile issues.</li> <li>Uses a collegial and empathetic approach in speaking or writing about sensitive, controversial or uncomfortable issues.</li> </ul>

## Screening

Facebook and the Oversight Board LLC have appointed international law firm Jenner & Block LLP as our trusted third-party partner to conduct the screening process, which supplements our review of any materials submitted in support of your candidacy (such as a

CV) and reference checks. In order to initiate the screening process, we may provide limited information about you to Jenner & Block LLP, such as your name, title, organization / affiliation and details of any public profiles you may have.

Jenner & Block LLP collects personal data in accordance with its data protection notice, which can be accessed [here](#). For further information or to exercise your data protection rights in respect of the personal data Jenner & Block LLP holds about you, please contact Jenner & Block LLP's Data Protection Officer at [dataprotection@jenner.com](mailto:dataprotection@jenner.com).

The screening process involves thorough due diligence and a public records review, to identify any actual or perceived conflicts of interest that could compromise the candidate's decision-making, and other disqualifications. Such conflicts of interest include but are not limited to anyone who is a current or former employee of Facebook or the Oversight Board LLC, or a spouse or domestic partner of an employee of Facebook or the Oversight Board LLC; a current government official or lobbyist working on behalf of any government; a high-ranking official within a political party; or a significant shareholder of Facebook. The screening process may also include discreet local source interviews conducted by one of Jenner & Block LLP's partner firms' investigators. Where applicable, these investigators use their expertise to identify and interview sources who they believe can provide the most relevant information. Public records review only involves publicly available information in connection with a business, investment, other commercial purposes or concerning other public activities or roles. All investigators are bound by confidentiality, and adhere to all applicable laws, rules and regulations. The screening process will then enable Facebook and the Oversight Board LLC to make informed decisions in relation to Oversight Board member selection.

Facebook and/or the Oversight Board LLC may from time to time and at their discretion rely on another reputable law firm or due diligence firm, in addition to or instead of Jenner & Block LLP, to carry out this element of the screening and selection process.

### ***Diversity Review***

In order for the Oversight Board to be effective in its service to Facebook's large and diverse community, Facebook and the Oversight Board LLC believe it is important for members to reflect and represent a broad range of knowledge, competencies, backgrounds, perspectives, experience and expertise.

### ***Review process***

The candidate personal data collected during the screening and selection process will only be used in the consideration of a candidate as a potential member of the Oversight Board, and for no other purpose, except as legally required. Facebook and the Oversight Board LLC will use this information to consider your candidacy and to take next steps in the selection process, including to schedule interviews. If you are not selected in any given round of member selection, Facebook and/or the Oversight Board LLC may retain (to the extent legally permitted) certain information of any unsuccessful candidate for a limited period of time for consideration in future selection processes. For any successful candidate, Facebook and the Oversight Board LLC may retain candidate information in connection with your engagement and appointment as a board member.