

U.S. Privacy Policy

U.S. CAREERS PRIVACY STATEMENT

This U.S. Careers Privacy Statement is supplemental to the privacy policy ("Privacy Policy"), effective as of January 10, 2006, for the Web site available at <http://www.cbre.com> (the "Site") made available by CBRE, Inc., the legal owner of the Site and its affiliated companies ("CBRE", "we", "us" or "our"). By using the Web site you agree to be bound by our Privacy Policy, including this Careers Privacy Statement, and Terms of Use. This Privacy Policy is incorporated into, and part of, the Terms and Conditions located at <http://www.cbre.com/EN/Pages/Legal/Disclaimer.aspx>, which govern your use of the Site in general.

This Privacy Policy sets forth our policies regarding the collection, use and disclosure of certain information relating to your use of the Site. Your use of this Site signifies your understanding and acceptance of the terms of this Privacy Policy.

We recognize the importance of protecting your privacy and our Privacy Policy is designed to assist you in understanding how we collect, use and safeguard the personal information you provide to us, and to assist you in making informed decisions when using the Site. This Privacy Policy will be continuously assessed against new technologies, business practices and our clients' needs. As we update and diversify our products and services, this Privacy Policy may evolve. Please check for updates periodically. We will try to post any changes to the Privacy Policy before they become effective. If we make any material changes to the Privacy Policy, we will notify you by means of a notice on our Site's home page.

If you have questions or concerns regarding this Privacy Policy, please feel free to contact us at PrivacyAdministrator@cbre.com or by writing to us at 140 Broadway, 8th Fl., New York, NY 10005.

Please note: by using or registering with our Site or by providing personal information, you agree to the terms of this Privacy Policy.

The types of information we collect

We have several areas where you can submit information to us in relation to employment opportunities at CBRE, and we also have features that automatically collect information from the users of our Site. References to "personal information" contained in this Privacy Policy means your name, postal address, email address and other information contained in your profile, résumé, cover letter, and any other information that personally identifies you or would permit us to contact you.

Your information (including "personal information"), whether provided now or as part of any future selection process, will be held and processed by us for the purposes of your registration of interest and handling your job application. To do so, we may disclose your personal data to members of the CBRE group of companies located in different countries, including outside the European Economic Area. By submitting your information, you consent to such a transfer. We will protect your personal data in accordance with applicable local law. We may hold personal data submitted by you to respond to your queries or requests, to contact you about opportunities in the future or to provide you with information about working at CBRE. If your application is successful, the information will be used to process your employment with CBRE. Due to the volume of applications received, we regret that we may not be able to notify you if your application is unsuccessful. CBRE is an equal opportunity employer. Information that you provide in the equal opportunity section, such as your gender and ethnic origin, may be used to monitor equal opportunity within CBRE as well as for government-mandated reporting requirements. For the purposes set out above, your personal data will be retained by CBRE for a reasonable period.

Information voluntarily provided by you

Registration: When you visit our Web site, you may be required to register with us or be requested to provide us with personal information. During the registration process, you must provide us with a valid email address and password, your name, address and phone number. It is your responsibility to keep your password strictly confidential. We may send e-mails regarding potential job opportunities and notifications to your personal email address that you provided to us while registering on our Site.

Contacting Us: You are always free to contact us with a question or problem related to your use of the Site. Our standard business practice is to retain any communications from our Site visitors to help us to serve each of you better.

Third-party information provided to us

Links: When using our Site, you may click through certain links to use services provided by our partners. Some of these partners may share certain information that you provide to them with us. By clicking on and through to a link on our Site, you agree to allow us to receive and use any information that you may provide to our partners, under the same terms and conditions as if you provided your information directly to us. We are not, however, responsible for any other Web site, or their

respective privacy policy or how they treat information about their users. We strongly advise you to review their privacy policies to find out how they are treating your personal information.

Third Party Usage: You may also separately share your information with other Web sites or entities, such as those that perform background checks. These Web sites will share your information with us. Whether or not any third party actually shares your information with us and to what extent they do share your information with us will depend on their agreement with us and their respective privacy policies. CBRE is not responsible for, and will assume no liability if a partner or other Web site or entity collects, uses or shares, any information about you in violation of its own privacy policy, or applicable law.

Automatic Data Collection

Cookies: We use what are commonly called cookies when you use our Site. We use these cookies to identify you as a valid user, to ensure that no one else can sign on simultaneously with your account from another computer and to help us serve you better based on your registration preferences. We may also use cookies to help us facilitate any promotions or surveys that we provide.

When and with Whom We May Share Your Information

Vendors: We may share your personal information with companies acting as our authorized agents in providing our service (e.g., background check providers during the hiring process) to you, all of which agree to use it only for such specified purposes. Each vendor must agree to implement and maintain reasonable security procedures and practices appropriate to the nature of your information in order to protect your personal information from unauthorized access, destruction, use, modification or disclosure. Because we operate globally, we may transfer your information to countries or jurisdictions that do not provide the same level of data protection as the country in which you are based. If we make such a transfer, we will, or our vendors will, as applicable, provide for the proper safeguards required by applicable law to ensure that your information is protected.

Legally affiliated entities: In the event that CBRE is merged, or in the event of a transfer of our assets, Site or operations, CBRE may disclose or transfer your personal information in connection with such transaction. In the event of such a transfer, CBRE will notify you via email or by posting a prominent notice on our Site for 30 days of any such change in ownership of CBRE resulting in a change of control of your personal information.

Legally compelled disclosure: We will also disclose your personal information when required to do so by law, for example, in response to a court order or a subpoena or other legal obligation, in response to a law enforcement agency's request, or in special cases when we have reason to believe that disclosing your personal information is necessary to identify, contact or bring legal action against someone who may be causing injury to or interference with (whether intentionally or unintentionally) our rights or property.

Bankruptcy: You should also be aware that courts of equity, such as U.S. Bankruptcy Courts, may have the authority under certain circumstances to permit your personal information to be shared or transferred to third parties without your permission.

Consent to processing: By providing any personal information to us, you fully understand and unambiguously consent to the transfer of such personal information to, and the collection and processing of such personal information in, the United States and other countries or territories. Your personal information will be stored and processed on our computers in the United States. The laws on holding personal information in the United States may vary and be less stringent than laws of your state or country. We will use commercially reasonable efforts to hold and transmit your personal information in a safe, confidential and secure environment. If you object to your personal information being transferred or used in this manner please do not register with or use the Site.

Cross Border Transfers: CBRE Inc. has certified to the Safe Harbor framework agreed to by the U.S. Department of Commerce and the EU and the U.S. Department of Commerce and Switzerland with respect to certain Personal Information collected by our affiliates and corporate clients located in the European Economic Area and Switzerland and transferred to CBRE Inc. in the United States. **Please see our Safe Harbor Statement by clicking [here](#).** For additional information regarding the Safe Harbor Program, see the U.S. Dept. of Commerce web site at <http://www.export.gov/safeharbor>.

Security

CBRE endeavors to protect the security of your personal information and your choices for its intended use. We use Secure Socket Layers or SSL technology to protect the transmission of sensitive personal information such as your credit card number. We store your personal information on a secure server, and use procedures designed to protect the personal information we collect from unauthorized access, destruction, use, modification or disclosure.

Although we will take (and require our third-party providers to take) commercially reasonable security precautions regarding your personal information collected from and stored on the Site, due to the open nature of the Internet, we cannot guarantee that any of your personal information stored on our servers, or transmitted to or from a user, will be free from unauthorized access, and we

disclaim any liability for any theft or loss of, unauthorized access or damage to, or interception of any data or communications. By using the Site, you acknowledge that you understand and agree to assume these risks.

Your Acceptance of this Privacy Policy: By using this Site, you signify your acceptance of our Privacy Policy. If you do not agree to this Privacy Policy, please do not use our Site. We reserve the right, at our discretion, to change, modify, add, or remove portions from this Privacy Policy at any time so visitors are encouraged to review this Privacy Policy from time to time. Your continued use of our Site following the posting of changes to these terms means you accept these changes.