

## AI Standards for Candidate Integrity

At State Farm®, we are committed to integrity, fairness, and innovation in all aspects of our business - including the talent acquisition process. We expect all candidates to engage honestly and ethically throughout the hiring process, to uphold the trust and values that define State Farm.

To maintain fairness in our selection process, candidates are not permitted to use AI tools while engaged in an assessment or interview at State Farm, except as required by law or approved as a reasonable accommodation. If a candidate is found to have used AI in violation of this standard, State Farm reserves the right to disqualify the candidate from the selection process. If you need accommodations to participate in the hiring process, please notify your recruiter in advance so we can consider any requests and support you.

Be yourself – your skills and experiences are valuable to us. Good luck with your application, we look forward to getting to know the real you!

### Best Practices:

- **Be Honest and Transparent:** Provide accurate and truthful information about your background, experience, and identity during the interview process.
- **Participate Personally:** Engage directly and authentically in all interviews and assessments.
- **Prepare Thoughtfully:** Ensure your technology setup (internet connection, device, environment) supports a smooth interview experience.
- **Respect Data Privacy:** Follow State Farm's guidelines on data protection and authorized use.
- **Seek Support:** If you have any questions or concerns about the interview process, please reach out to your recruiter or State Farm's Talent Acquisition team.

### Things to Avoid:

- **Deceptive Practices:** Do not impersonate others, use deepfake technology, or have someone else attend interviews on your behalf.
- **Unauthorized Assistance:** Refrain from using AI chatbots, real-time coaching, or scripted responses during interviews unless expressly authorized.
- **Do Not Falsify Credentials:** Do not submit forged documents, exaggerated qualifications, or misleading information.
- **Respect the System:** Do not attempt to manipulate, hack, or circumvent technologies used in the hiring process.
- **Maintain Confidentiality:** Do not share or disclose proprietary assessment material or confidential information provided by State Farm during the recruitment process.