CALIFORNIA APPLICANT PRIVACY STATEMENT

This California Applicant Privacy Statement applies to any of our job applicants and potential job applicants who are California residents and about whom we may collect personal information in the course of your application for employment with us (collectively, “you”).

For purposes of this section, “personal information” means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular California resident or household. Personal information does not include publicly available information, information that has been de-identified, or information that does not fall within the definition of personal information above.

A. What Information We Collect

We may collect the following categories of personal information about you:

- **Identifiers**, which includes first and last name; home or other mailing address; email address; or telephone number;

- **Professional or employment-related information**, which includes information regarding your current and prior employer and position with those employers, including job title/role, company/entity, start date, end date, and reason for termination, professional memberships, and information about references or background check references; and

- **Education information**, which includes education and training history; educational degrees, languages; and qualifications/certifications;

B. What We Do With Your Information

We collect or use personal information about you in order to process your application for employment, such as conducting screenings, interviews, and background checks, and providing you with information that may be relevant to your potential employment.

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This California Applicant Privacy Statement was last updated on April 16, 2020.