

CCPA Notice at Collection for California Applicants

SouthernCarlson, Inc. (“SouthernCarlson”) collects and uses Personal Information (as defined in the California Consumer Privacy Act of 2018 and the amendments made to the CCPA in the California Privacy Rights Act of 2020) for human resources, employment, and business-related purposes and to be in compliance with applicable law and regulation. Below are the categories of Personal Information we collect from applicants and the purposes for which we intend to use this information:

Personal Information Category	Business Purposes
<p>Identifiers, such as full name, gender, date of birth, signature, home address, telephone numbers, email addresses, and Social Security number.</p>	<ul style="list-style-type: none"> • Collecting, processing and evaluating your employment application including your skills, qualifications and background, verifying your information and conducting reference or background, and related checks, and making arrangements for future employment. • Managing your job application process, including any interviews, written assessments, physical assessments, or certifications as needed to evaluate your appropriateness for hire. • Complying with applicable state and federal labor, employment, equal employment, and related laws • Ensuring employee productivity and ability for adherence to SouthernCarlson’s policies • Managing and improving our recruitment and hiring processes.
<p>California Customer Records personal information, such as name, signature, Social Security number, address, telephone number, passport number, driver's license or state identification card number, education, employment, employment history.</p> <p>Some personal information included in this category may overlap with other categories.</p>	<p>This category of data is used for the same Business Purposes as Identifiers.</p>
<p>Protected classification characteristics under California or federal law, such as Age (40 years or older), race, color, citizenship, medical condition, physical or mental disability, sex (including gender, gender identity,</p>	<p>This category of data is used for the same Business Purposes as Identifiers.</p>

Professional or employment-related information, such as your work history, academic and professional qualifications, educational records, references, and interview notes.	This category of data is used for the same Business Purposes as Identifiers
Non-public education information, job title, position, hire dates, compensation, performance and disciplinary records.	This category of data is used for the same Business Purposes as Identifiers.
Inferences drawn from other personal information, Profile or summary about an applicant or employee's preferences, characteristics, attitudes, intelligence, abilities, and aptitudes.	Engaging in human capital analytics, including but not limited to, identifying certain correlations about individuals and success on their jobs, analyzing data to improve retention, and analyzing employee preferences to inform HR policies, programs and procedures.

SouthernCarlson collects the following Sensitive Personal Information (as defined in the California Privacy Rights Act). Some Personal Information included below may overlap with the categories listed in the chart above.

Sensitive Personal Information Category	Business Purposes
Government identifiers (Social Security, driver's license, state identification card, or passport number)	As indicated in the chart above.

Personal Information collected by SouthernCarlson will be retained only as long as necessary to carry out the Business Purposes described in this Notice. SouthernCarlson may share Personal Information with third parties, such as background check vendors, third-party human resources and information technology vendors, outside legal counsel, and state or federal governmental agencies in furtherance of these purposes. SouthernCarlson does not sell Personal Information.

To view our privacy notice, visit www.southernCarlson.com/privacy-policy.

If you have any questions about this Notice or need to access this Notice in an alternative format due to having a disability, please contact SouthernCarlson at hrinfo@southernCarlson.com or 402-593-5345.