

## NOTICE TO APPLICANTS/EMPLOYEES

### Resonetics LLC

Please take notice that the Company collects certain information about you. For more information on the Company's policies, please refer to the Electronic Use and Information Technology Policy.

California's California Consumer Privacy Act ("CCPA") and California Privacy Rights Act ("CPRA") provide California applicants and employees with certain rights:

- Right to be informed
- Right to know and access information
- Right to correct information collected
- Right to delete information collected
- Right to limit use of sensitive information
- Right to restrict sale or sharing of personal information
- Right not to be discriminated or retaliated against for exercising rights under the law.

#### **Where We Get Your Information From:**

The Company collects information about you from the following sources:

- You;
- Prior employers, references, recruiters, job-related social media platforms;
- Third-party sources of demographic information;
- Third-party companies, such as background check companies, drug testing facilities;
- Claim administrators and investigators. Depending on the Company's interactions with you, we may or may not collect all of the information identified about you.

#### **The Personal and Sensitive Personal Information That We Are Collecting:**

We are collecting the following information:

<b>Category</b>	<b>Examples</b>
Identifiers	A real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, Social Security number, driver's license number, passport number, or other similar identifier
Personal Information	A name, signature, Social Security number, physical characteristics or description, address, telephone number, passport

	number, driver's license or state identification card number, education, employment, employment history, bank account number or any other financial information, medical information, or health insurance information. Some personal information included in this category may overlap with other categories
Protected classifications under California or Federal Law	Age, marital status, gender (including gender, gender identity, gender expression), race, disability, citizenship, primary language, immigration status, military/veteran status, request for leave, and medical conditions
Commercial Information	Records of transaction information and purchase history (e.g., in connection with travel or other reimbursements, or purchases from Company)
Internet or other similar network activity.	Browsing history and interactions with our online systems and websites and any personal information that you provide while accessing the Company's computer systems, such as personal credit card information and passwords
Geolocation Data	Device location from usage of the company's devices
Professional or employment related information	Current or past job history or performance evaluations.
Non-Public Education Information	Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.

## **How Your Personal and Sensitive Personal Information is Used:**

We may use Personal and Sensitive Personal Information:

- To operate, manage, and maintain our business;
- For hiring, retention, and employment purposes;
- To otherwise accomplish our business purposes and objectives, including, for example:
  - Emergency services;
  - Conducting research, analytics, and data analysis;
  - Maintaining our facilities and infrastructure;
  - Quality and safety assurance measures;
  - Conducting risk and security controls and monitoring;
  - Protecting confidential and trade secret information;
  - Detecting and preventing fraud;
  - Performing identity verification;
  - Performing accounting, audit, and other internal functions, such as internal investigations;
  - Complying with the law, legal process, and internal policies;
  - Maintaining records;
  - Claims processing;
  - Responding to legal requests for information and subpoenas; and
  - Exercising and defending legal claims.
  - Any other purposes authorized by the California Privacy Protection Agency, California or Federal law.

## **Sharing of Personal Information:**

We disclose your personal information for a business purpose to the following categories of third parties:

- Our affiliates
- Service providers
- Third parties

## **Selling of Personal Information:**

The Company does not sell your personal information.

## **Data Retention:**

Your Employee Data will be kept in a form where you can be identified for the period reasonably necessary to achieve the purposes described in this Notice, or for the period of time required by California or Federal law.

**Changes to Our Privacy Notice:**

We reserve the right to amend this privacy notice at our discretion and at any time. When we make changes to this privacy notice, we will notify you by email or through a notice on our website homepage.

**For Inquiries and/or to Submit Requests for Information, Deletion or Correction**

Please contact: [HR@Resonetics.com](mailto:HR@Resonetics.com)