

**NOTICE TO CALIFORNIA JOB APPLICANTS REGARDING
USE OF APPLICANT’S PERSONAL INFORMATION AND SENSITIVE PERSONAL
INFORMATION**

In accordance with the California Consumer Privacy Act (“CCPA”) and the California Privacy Rights Act (“CPRA”), this notice is to inform you of the categories of Personal Information and Sensitive Personal Information collected and used by Walter P. Moore, its subsidiaries, and affiliates (the “Company”) as a result of and in connection with your application for employment with the Company (“Applicant Personal Information” and “Applicant Sensitive Personal Information” respectively).

The Company may collect the following Applicant Personal Information about you in considering your application for employment:

- **Pre-hire documents**, including name, personal identifiers, current and previous home address, phone number, IP addresses, and email address.

The Company may also collect the following Applicant Sensitive Personal Information about you in considering your application for employment:

- **Pre-hire documents**, including employment history data, job applications, resumes, CVs, background check forms and results, drug test forms and results, reference check notes, letters or other reports, job interview notes, candidate evaluation records, immigration status information, driver’s license information and related certifications, state identification numbers, other job-related certifications, training records information, education information, salary history and/or expectations, other contact information, social security numbers, characteristics of a protected classification under California or federal law, inferences drawn regarding an applicant’s preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes and any other professional or employment-related information collected in the course of considering an applicant for employment.¹

The Company intends to use any Applicant Personal Information or Applicant Sensitive Personal Information it collects about you solely for the following business purposes:

- To consider job applicants for employment with the Company; and
- To comply with applicable state and federal law requiring prospective employers and employers to maintain certain records.

The Company does not sell any Applicant Personal Information or Applicant Sensitive Personal Information to any outside organization. The Company only discloses or shares your Personal

¹The Company has included broad descriptions of categories in order to comply with the provisions of the CCPA and CPRA. However, the Company will comply with applicable state and federal law regarding obtaining applicant or employee information and it will not collect any information that it is not permitted to collect under applicable law.

Information or Sensitive Personal Information to third parties as reasonably necessary to carry out the permitted uses described in the Company's privacy policies (referenced below).

The Company will retain Personal Information or Sensitive Personal Information only for as long as reasonably necessary for the above stated business purposes.

The Company's California Consumer Privacy Act and California Privacy Rights Act Policy is posted on our career portal.

Effective January 1, 2023, you have the right to (1) know what Personal Information or Sensitive Personal Information is being collected; (2) request to access your Personal Information or Sensitive Personal Information; (3) know and limit what Sensitive Personal Information is sold or shared and to whom; (4) request that the Company delete your Personal Information or Sensitive Personal Information; (5) request to correct inaccurate Personal Information or Sensitive Personal Information; and (6) right to opt-out of automated decision-making technology. If you wish to make such request(s) please contact humanresources@walterpmoore.com. (*please use "California Privacy" in the subject line*) or call 800-364-7300 (toll-free telephone number).