



CALIFORNIA PRIVACY NOTICE TO JOB APPLICANTS

Fisher & Phillips LLP and/or any affiliated entities (collectively, the “Firm” or “we”) provide this California Privacy Notice (“Notice”) to describe our privacy practices with respect to our collection of Personal Information as required under the California Consumer Privacy Act of 2018 (“CCPA”). This Notice applies only to job applicants and candidates for employment who reside in the State of California (“Consumers”) and from whom we collect “Personal Information” as described in the CCPA. We provide you this Notice because under the CCPA, California residents who are job applicants qualify as Consumers. For purposes of this Notice, when we refer to Consumers, we mean you only to the extent you are job applicant of the Firm who resides in California.

Information we collect about Consumers.

We may collect Personal Information from you in a variety of different situations and using a variety of different methods, including, but not limited to, on our website, your mobile device, through email, in physical locations, through written applications, through the mail, and/or over the telephone. Generally, we may collect, receive, maintain, and use the following categories of Personal Information, depending on the particular Business Purpose and to the extent permitted under applicable law:

CATEGORY	EXAMPLES
Personal Identifiers & Contact Information	Name, alias, postal or mailing address, email address, telephone number, social security number, driver’s license or state identification card number, passport number
Pre-Hire Information	Job application, resume, background check results, drug test results, job interview notes, and candidate evaluation records
Employment History	Information regarding prior job experience, positions held, names of prior supervisors, and when permitted by applicable law your salary history or expectations
Education Information	Information from resumes regarding educational history; transcripts or records of degrees and vocational certifications obtained

Personal information *does not* include:

- Publicly available information from government records.
- De-identified or aggregated consumer information.



How We Use Personal Information.

The Personal information we collect and our use of Personal Information may vary depending on the circumstances. This Notice is intended to provide an overall description of our collection and use of Personal Information. Generally, we may use or disclose Personal Information we collect from you or about you for one or more of the following purposes:

1. To fulfill or meet the purpose for which you provided the information. For example, if you share your name and contact information to apply for a job with the Firm, we will use that Personal Information in connection with your candidacy for employment.
2. To comply with local, state, and federal law and regulations requiring employers to maintain certain records, as well as local, state, and federal law, regulations, ordinances, guidelines, and orders relating to COVID-19.
3. To evaluate your job application and candidacy for employment.
4. To obtain and verify background check and references.
5. To communicate with you regarding your candidacy for employment.

If you become employed by the Firm, the Firm will notify you of additional categories of Personal Information that it collects, receives, and maintains for business purposes.