



# As CCPA HR Data Exemption Expires, Employers Face Daunting Challenge, Says Head of Consumer Privacy Team

News

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In an interview with *Law.com*, **Usama Kahf** discusses the challenge companies now face as the CCPA HR Data Exemption expires. Employers now have less than four months to include employee and job applicant data in their compliance plan. Usama explains that the type of data covered under human resources is broad and may be collected from many different sources.

Usama advises businesses to focus on being transparent. “Transparency should be the focus. So, anything that falls within the objective of achieving transparency should be a priority.” He notes that some employers may not be able to complete all the steps by the end of the year.

“Does this mean they’re suddenly going to be in immediate and serious jeopardy? Not necessarily. As long as you have a plan to comply with and prioritize things,” Usama added.

To read the article visit [Law.com](#) (subscription required). [Click here](#) to read the follow-up article incorporating Usama's insights on this topic.

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