

Job Applicant Privacy Notice for California Applicants Only

This Job Applicant Privacy Notice (the “Notice”) explains your rights under the California Privacy Rights Act (“CPRA”) (Cal. Civ. Code § 1798.100 et seq.) and helps you understand how ALL4 LLC (the “Company”) collects and uses your Personal Information in compliance with the CPRA.

Please note this Notice is not intended to constitute any offer of employment or internship with the Company. If you are subsequently employed by the Company, we may collect additional personal information from you, which will be subject to our California Resident Privacy Policy. In addition, your activities on our Site will also be governed by our Privacy Policy at <https://www.all4inc.com/privacy-policy/>.

What Information We Collect

The Company collects information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with you or your household (“Personal Information”). The following discusses the categories of Personal Information we collected in the last twelve (12) months. We will not collect additional categories of Personal Information or use the Personal Information we collected for materially different purposes without first providing you notice.

- **Identifiers/contact information:** Name, email address, phone number, contact address, username, and password.
- **Professional or employment-related information:** Your Resume/CV, cover letter, and any additional information you choose to share about your professional qualifications and experience.
- **Education information:** Information you share about your educational qualifications.
- **Inferences:** The inferences that we draw from the above categories of Personal Information.
- **Other information you provide:** As part of the application process, you may provide ALL4 with additional Personal Information, including answers to application-related questions.
- **Sensitive Personal Information:** We may collect sensitive categories of Personal Information during the application process, including when you voluntarily provide this information. This may include ethnicity, nationality, criminal records in the context of a background check, or other characteristics of protected classifications under applicable law. We process Sensitive Personal Information for business purposes with your consent in accordance with applicable law.

How We Collect Personal Information

We collect personal information directly from you in circumstances where you provide personal information (such as in your application or during the interview process). However, in some instances, the personal information we collect has been inferred about you based on other information you provide us, through your interactions with us, or from third parties. When we collect your personal information from third parties (such as from background checks or from your references) it is either because you have given us express consent to do so, your consent was implied by your actions (e.g.,

your use of a third-party job board where a position is posted), or because you provided explicit consent to the third party to provide the personal information to us.

Use of Personal information

We use the Personal Information we collect for the following business and commercial purposes:

- **Recruiting and Hiring** - We use the Personal Information we collect from your application and throughout the interview process to evaluate your qualifications and eligibility for employment.
- **Background Checks and Drug Screenings** - Applicants who are conditionally offered employment may be required to complete a background check and drug screen.
- **Government Reporting** - We use the Personal Information we collect to comply with mandatory government reporting requirements and applicable laws.

Additional Rights under California Law

The CPRA provides California employees with specific rights regarding their Personal Information. This section describes your CPRA rights and explains how to exercise those rights.

Right to Know; Right to Disclosure; Right to Specific Pieces of Personal Information

You have the right to request that we disclose certain information to you about our collection and use of your personal information over the past twelve (12) months, including:

- The categories of personal information we collected about you.
- The categories of sources for the personal information we collected about you.
- Specific pieces of personal information.
- Our business or commercial purpose for collecting or selling that personal information.
- The categories of third parties with whom we share that personal information.
- The specific pieces of personal information we collected about you (also called a data portability request).
- If we disclosed your personal information for a business purpose, the business purpose for which personal information was disclosed, and the personal information categories that each category of recipient obtained.

Right to Delete

You have the right to request that we delete any of your personal information that we collected from you and retained, subject to certain exceptions. Once we receive and confirm your verifiable consumer request, we will delete (and direct our service providers to delete) your personal information from our records, unless an exception applies.

Right to Correct

If we maintain inaccurate Personal Information about you, then you have the right to correct such inaccurate Personal Information, taking into account the nature of the Personal Information and the purposes of the processing of the Personal Information.

Right to Know What Personal Information is Sold or Shared and to Whom; Right to Opt-out of the Sale and Sharing of Personal Information

We do not “sell” or “share” your Personal Information as these terms are defined in California law.

Right to Restrict the Use of Sensitive Personal Information

You have the right to direct us to limit our use of your sensitive personal information to that use which is necessary to perform our obligations as your employer.

Non-Discrimination

We will not unlawfully discriminate against you for exercising any of your rights under the CPRA.

Responding to Right’s Requests

Consistent with applicable law, you may exercise the rights described above by submitting a request for a copy of the information collected about you in the last 12 months or request deletion of the information if we can verify that you are indeed the individual submitting the request.

You may designate an authorized agent to submit a request on your behalf to access or delete your personal information. To do so, you must: (1) provide that authorized agent written and signed permission to submit such request; and (2) verify your own identity directly with us.

Please note that we may deny a request from an authorized agent that does not submit proof that you have authorized them to act on your behalf.

How We Retain Your Personal Information

To the extent permitted by applicable law, the Company will retain your Personal Information for as long as reasonably necessary to fulfill the purposes for which it was collected, including to meet any legal, accounting, or other reporting requirements or obligations.

Disclaimer

Nothing in this Notice restricts the Company’s ability to:

- Comply with federal, state, or local laws;
- Comply with a civil, criminal, or regulatory inquiry, investigation, subpoena, or summons by federal, state, or local authorities;
- Cooperate with law enforcement agencies concerning conduct or activity that the business, service provider, or third party reasonably and in good faith believes may violate federal, state, or local law;
- Exercise or defend legal claims;
- Detect security incidents and protect against fraudulent or illegal activity and prosecute those responsible for such activity; or
- Transfer Personal Information as part of a merger or acquisition, dissolution, or in the event of bankruptcy or any other transaction in which a third party assumes control of all or part of ALL4.



Changes to this Notice

This Notice is reviewed and updated annually to ensure it accurately captures our practices and procedures. The effective date of this version is posted below.

Resolving Concerns and How to Contact Us

If you have questions or concerns regarding this Notice or the handling of your Personal Information, please contact us at Info@all4inc.com or via telephone at (610) 933-5246.

Notice Updated: June 28, 2023