



Employee CCPA Notice

Last Updated July 2020

We collect personal information from you in connection with your employment for our purposes including the following:

Category of PI	Examples	Purposes
Identifiers	This may include but is not limited to: name, address, email address, social security number, and driver's license number	Performing services and operations related to your employment; providing benefits, payroll, and other HR functions; security; quality and safety assurance; compliance with laws and regulations
Personal Records	This may include but is not limited to: telephone number, education and employment history, and bank account number	Performing services and operations related to your employment; providing benefits, payroll, and other HR functions; security; quality and safety assurance; compliance with laws and regulations
Personal Characteristics and Traits	This may include but is not limited to: sex, marital status, veteran status, familial status, race, disability, and gender identity	Performing services and operations related to your employment; providing benefits, payroll, and other HR functions; security; quality and safety assurance; compliance with laws and regulations
Commercial Information	This may include but is not limited to: benefits records and records of reimbursements of expenses	Performing services and operations related to your employment; providing benefits, payroll, and other HR functions; compliance with laws and regulations
Geolocation Data	This may include but is not limited to: precise physical location or movements and travel patterns such as tracking equipment on vehicles or company issued devices	Performing services and operations related to your employment; providing benefits, payroll, and other HR functions; security

Sensory Data	This may include but is not limited to: audio and/or visual recordings such as through security cameras in the workplace or pictures taken to document clock-ins	Performing services and operations related to your employment; providing benefits, payroll, and other HR functions; quality and safety assurance
Professional or Employment Information	This may include but is not limited to: resume, background check results, and references	Performing services and operations related to your employment; providing benefits, payroll, and other HR functions; security; quality and safety assurance; compliance with laws and regulations
Non-public Education Records	This may include but is not limited to: educational institution transcripts and records or certification records	Performing services and operations related to your employment; providing benefits, payroll, and other HR functions; compliance with laws and regulations
Inferences from PI Collected	This may include but is not limited to: information regarding your working style provided by you or your managers so that we may work with you more effectively	Performing services and operations related to your employment; providing benefits, payroll, and other HR functions