



California Consumer Privacy Act Applicant Disclosure

Respecting the privacy of all individuals is an essential part of our privacy program. We are committed to the proper handling of the Personal Information collected or processed. This disclosure describes categories of Personal Information we collect and the purposes for which we process that information in accordance with section 1798.100 (b) of the California Consumer Privacy Act. The CCPA defines Personal Information as categories of information that identifies, relates to, describes or is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly to a particular individual or household.

NEP collects personal information of job applicants in connection with its recruitment and hiring activities. Therefore, NEP collects this sensitive information to hire the best qualified applicants and to comply with applicable employment laws. NEP does not sell or otherwise disclose this personal information for monetary consideration or a business purpose to any third parties. The categories and the purposes described below for use of personal information reflects data processed across NEP.

	Categories of Personal Information Collected	Purposes
Category A	Identifiers, such as name, contact information, online identifiers and Social Security numbers and other government-issued ID numbers	1,2,3,4,5
Category B	Personal information, as defined in the California consumer records law, such as name, contact information, insurance policy number, education, employment, employment history financial information, medical information and health information ¹	1,2,3,4,5
Category C	Characteristics of protected classifications under California or federal law, ² such as sex, age, race, religion, national origin, disability, medical conditions and information, citizenship, immigration status and marital status	1,2,3,4
Category D.	Internet or network activity information, such as browsing history and interactions with our website, applications or systems	3
Category E.	Professional or employment-related information, such as work history and prior employer, human resources data and data necessary for benefits and related administrative services	1,2,3,4
Category F.	Education information subject to the federal Family Educational Rights and Privacy Act, such as student records	1,2,3,4
Category G.	Inferences drawn from any of the Personal Information listed above to create a profile or summary above, for example, an individual's preferences, abilities, aptitudes and characteristics	2,3,5

¹ This includes name, signature, social security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information.

² This include sex (including pregnancy, childbirth, breastfeeding, and related medical conditions), age (40 and over), race, color, religion or creed, ancestry, national origin, disability, medical conditions, genetic information AIDS/HIV status, marital status, sexual orientation, gender identity and expression, citizenship, primary language, immigration status, military/veteran status, political affiliation/activities, domestic violence victim status, and request for leave.

Personal Information is collected for the following purposes:

1. To comply with state and federal law and regulations;
2. To evaluate job applicants and candidates for employment;
3. To obtain and verify background checks;
4. To anonymize and/or aggregate data to perform workforce analytics, data analytics, and benchmarking;
5. To provide, validate, or communicate services directly to individuals.

If you have any questions or concerns regarding this Privacy Notice, the Company's Privacy Policy or the collection or your personal information, please contact a member of the Human Resources team at:

humanresources@nepgroup.com.