



# VALLEY REPUBLIC BANK.

## PRIVACY NOTICE FOR CALIFORNIA APPLICANTS/EMPLOYEES

Effective: 1/1/20

Last Reviewed: 5/22/20

### INTRODUCTION

Valley Republic Bank respects the privacy of its employees and job applicants. This policy describes the types of information that the Company may collect from you in the course of seeking or maintaining employment with the Company. This policy also outlines our practices for collecting, using, maintaining, protecting, disclosing and/or selling that information. Please read this policy carefully in order to understand our practices regarding your personal data and become informed on how to seek additional information related to your privacy rights.

### INFORMATION WE COLLECT

The Company collects information that identifies, relates to, describes, references, is reasonably capable of being associated with, or could reasonably be linked (directly or indirectly) with a particular individual, household, or device (“Personal Information”).

Personal information may be collected directly from you, indirectly from you (such as through our website or computer systems which provide data including usage details, IP addresses, and/or information collected through cookies or other tracking technology), or through third-party entities that are affiliated with the Company (including the websites of such entities).

The specific categories of information that the Company has collected within the last 12 months is outlined below.

Category	Examples	Collected
A. Identifiers.	A real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, Social Security number, driver’s license number, passport number, or other similar identifiers.	YES
B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	A 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. Some personal information included in this category may overlap with other categories.	YES

C. Protected classification characteristics under California or federal law.	Age (40 years or older), race, color, ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status, genetic information (including familial genetic information).	YES
D. Commercial information.	Records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.	NO
E. Biometric information.	Genetic, physiological, behavioral, and biological characteristics, or activity patterns used to extract a template or other identifier or identifying information, such as, fingerprints, faceprints, and voiceprints, iris or retina scans, keystroke, gait, or other physical patterns, and sleep, health, or exercise data.	YES
F. Internet or other similar network activity.	Browsing history, search history, information on a consumer's interaction with a website, application, or advertisement.	YES
G. Geolocation data.	Physical location or movements.	YES
H. Sensory data.	Audio, electronic, visual, thermal, olfactory, or similar information.	YES
I. Professional or employment-related information.	Current or past job history or performance evaluations.	YES
J. Non-public education information (per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99)).	Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.	NO
K. Inferences drawn from other personal information.	Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	YES

## USE OF PERSONAL INFORMATION

The Company may use or disclose your Personal Information for any of the following employment-related purposes:

- To fulfill or meet the reason why the information was provided (such as consideration for employment, enrollment with Company programs, obtaining Company-provided benefits or services, etc.);
- To provide you with information related to potential or on-going employment with the Company;
- To create, maintain, customize, and secure Company policies and procedures in accordance with federal, state, or local laws and regulations;

- To process requests, payments, compensation, disclosures, notices, or any other transaction associated with potential or on-going employment with the Company, including but not limited to payroll processing, benefits administration, reporting requirements, and performance management;
- To provide support and response to employment-related inquiries, concerns, or other communications related to potential or on-going employment with the Company;
- To evaluate and assess workplace safety, illness prevention, and other related matters associated with COVID-19 pandemic as recommended by federal, state, and local public health officials;
- To respond to any legal requests for information as required by law, court order, or government regulation;
- For any other purpose specifically permitted by federal, state, or local law, ordinance, or regulation.

## **DISCLOSURE OF PERSONAL INFORMATION**

The Company may disclose Personal Information for any of the purposes noted above. Although the Company is not liable for third-party malfeasance regarding Personal Information, the Company will make reasonable efforts to ensure that the third-party will safeguard Personal Information and will use it only for purpose outlined and authorized by the Company.

The Company may disclose Personal Information to the following:

- Third Party Service Providers: ADP, Empower Retirement, Pensionmark, Marsh & McLennan Insurance Agency, Associates, Anthem, Principal, Discovery, Colonial Life, Employers Workers Compensation Insurance, DiSC, Banktel, Verizon, BAI, Bankers Compliance Group, Survey Monkey, Zoom, Belden Blain Raytis, Work Logic HR, CalChamber, Lighthouse DocuSign, Barbich Hooper King-401(k) TPA, Data Center Inc. (DCI), Q2 E-banking, Wolters Kluwer, Finastra, AccuSystems, ChexSystems, The Independent Bankers' Bank (TIB), Abrigo Inc., Corserv, Harland-Clarke, DocuSign
- Other Company-affiliated service providers who facilitate employment-related functions and are disclosed to employees in advance: ADP, Indeed, Monster, Cal Jobs, National Credit Reporting, National Toxicology Lab, Industrial Medical Group
- Government or regulatory agencies as required by law, including public health officials who may request information relevant to the COVID-19 pandemic.

## **SALE OF PERSONAL INFORMATION**

The Company does not engage in the sale of Personal Information related to employees or job applicants.

## **PRIVACY RIGHTS UNDER THE CALIFORNIA CONSUMER PRIVACY ACT**

Employees with any questions related to their privacy rights under the California Consumer Privacy Act should contact Marcy Unruh, SVP-Administration/HR, in order to request additional information. In

addition, employees and job applicants can obtain information related to specific privacy rights by visiting <https://oag.ca.gov/privacy>.