



California Consumer Privacy Act Applicant Disclosure

Effective Date: 12/31/2020

Dear California Applicant,

In accordance with section 1798.100(b) of the California Consumer Privacy Act (CCPA), this disclosure describes the categories of Personal Information we collect from you and disclose to our service providers in connection with your application for employment with Catalyst Corporate Federal Credit Union. The CCPA defines "Personal Information" as information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual or household.

The categories of job-applicant Personal Information that we collect, receive, maintain and/or share within Catalyst Corporate Federal Credit Union and with our service providers are disclosed below.

Categories of Personal Information and applicable Business Purposes for collected information:

- **Category A.** Identifiers, such as a real name, alias, postal address, email address, social security numbers and other government-issued ID numbers; **Business Purpose:** 1-7
- **Category B.** Personal information, as defined in the California consumer records law, such as name, signature, social security number, address, telephone number, social security numbers and other government-issued ID numbers, education, employment, employment history financial information, medical information and health information; **Business Purpose:** 1-7
- **Category C.** Characteristics of protected classifications under California or federal law, such as sex, age, race, religion, national origin, disability, medical conditions and information, citizenship, immigration status and marital status; **Business Purpose:** 1-3, 5-7
- **Category D.** Commercial information, including records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies; **Business Purpose:** not collected
- **Category E.** Biometric information; **Business Purpose:** not collected
- **Category F.** Internet or other electronic network activity information, including but not limited to browsing history, search history, and information regarding a consumer's interaction with an internet website, application, or advertisement; **Business Purpose:** 7
- **Category G.** Geolocation data, such as device location; **Business Purpose:** not collected
- **Category H.** Audio, electronic, visual, thermal, olfactory, or similar information, such as images and audio, video or call recordings created in connection with our business activities; **Business Purpose:** not collected
- **Category I.** Professional or employment-related information, such as work history and prior employer, human resources data and data necessary for benefits and related administrative services; **Business Purpose:** 1-7
- **Category J.** Education information, defined as information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. sec. 1232g; 34 C.F.R. Part 99); **Business Purpose:** not collected

- **Category K.** Inferences drawn from any of the Personal Information listed above to create a profile about a consumer reflecting the consumer's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes; **Business Purpose: 1,2,4,7**

Purposes for the Collection of Personal Information

Catalyst Corporate Federal Credit Union processes Personal Data pertaining to applicants, as needed for approved Business Purposes, including:

- 1) To process your application;
- 2) To assess your capabilities and qualifications for a job;
- 3) To conduct reference checks;
- 4) To respond to your inquiries and communicate with you about your application;
- 5) To comply with or monitor compliance with any applicable law or regulation;
- 6) To conduct background checks if we offer you a position; and
- 7) To preserve our other legitimate interests; for example, for Catalyst Corporate Federal Credit Union's administrative purposes, aggregate management reporting, internal training, and as generally required to conduct our business.

Sources of Information

Catalyst Corporate Federal Credit Union may obtain information about you from information you provide, from your references, from a background report obtained in connection with your application, and from other sources as permitted by applicable law.

How long is your information stored?

Catalyst Corporate Federal Credit Union stores your Personal Information until it is no longer necessary to address the business purposes discussed above, or until you ask us to correct or delete your Personal Information, subject to our right to retain your Personal Information if we offer you a position and you become an employee, or for other purposes permitted by the CCPA. We may also be required to retain certain information in order to comply with applicable laws or regulations. If you wish to delete your Personal Information, you should submit a verifiable request for deletion by contacting us with the information provided below.

Additional Information

The CCPA requires us to disclose whether we sell your Personal Information. Although we disclose your Personal Information to our service providers for the business purposes discussed above, we do not sell your Personal Information.

Catalyst Corporate Federal Credit Union will not discriminate against any job applicant who has chosen to exercise their rights under the CCPA.

If you have any questions about the collection and processing of your Personal Information, about the security of your Personal Information, or would like to request a copy, a correction, or deletion, of your Personal Information, please contact us at 800-442-5763, ext. 7693 or by email at employment@catalystcorp.org.