



California Consumer Privacy Act Disclosure Current and Former Employees and Job Applicants of Clark Pacific

The California Consumer Privacy Act obligates businesses to, among other things, inform current and former employees and job applicants as to the categories of personal information the business collects about them and the purposes for which the categories of personal information shall be used. As a current or former employee or job applicant of Clark Pacific, this Disclosure is meant to provide that information to you in a way that is easy to read and understandable. If you have any questions, please contact a Human Resource Representative.

Job Applicants

Clark Pacific collects the following categories of personal information about job applicants, for the purposes and uses described below.

Categories and Examples of Data Collected	How Clark Pacific uses your data
Customer Records <i>Cal. Civ. Code sec. 1798.80(e)</i>	
Examples of data collected: Fax, Home Phone, Mobile, Phone Number, Email Address	Used for contacting candidate during recruitment process.
Identifiers <i>Cal. Civ. Code sec. 1798.140(o)(1)(A)</i>	
Examples of data collected: Address, Date of Birth, Gender, Email Address, First Name, Last Name, Middle Name, Social Security, Date of Hire, IP Address	Used for processing application for employment, electronic signature of application, service awards and recognition.
Professional or employment <i>Cal. Civ. Code sec. 1798.140(o)(1)(I)</i>	
Examples of data collected: Employment Authorization, Performance Evaluations, Work History	Used for application process and validation of work history and eligibility relevant to requirements for job application
Protected Characteristics <i>Cal. Civ. Code sec. 1798.140(o)(1)(C)</i>	
Examples of data collected: Gender, Disability, Ethnicity, Veteran Status	Used for maintaining compliance with government required Equal Opportunity reporting
Education <i>Cal. Civ. Code sec. 1798.140(o)(1)(J)</i>	
Examples of data collected: Education History, Educational Degrees	Used for application process and validation of education history and eligibility relevant to requirements for job application

We may update this notice from time to time to reflect changes in the way we process personal information or to clarify information we have provided in the notice. We recommend that you check for updates to this notice from time to time.