



California Consumer Privacy Act Notice at Collection for Applicants and Employees

To comply with the California Consumer Privacy Act (CCPA), SAFE Credit Union (SAFE) is required to notify job applicants, employees, and contract workers of the categories of personal information we may collect and how the personal information will be used.

Information We Collect and Use

| Category | Details |
|--|---|
| Identifiers such as a real name, alias, postal and physical address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, Social Security number, driver's license or state identification card number, passport number, or other similar identifiers | <ul style="list-style-type: none"> • Includes Sensitive Personal Information: Yes • Why We Collect and Use: Verify your identity; contact you regarding the application status and process; administer payroll and employee benefits, assignment of computers and software programs; administer training and meeting registration; conduct surveys • Sold or Shared: Shared • Retention: After applying for employment, during employment, and after employment, as required/allowed by law |
| 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 | <ul style="list-style-type: none"> • Includes Sensitive Personal Information: Yes • Why We Collect and Use: Verify your identity, determine your eligibility for certain positions and responsibilities, administer payroll and employee benefits • Sold or Shared: Shared • Retention: After applying for employment, during employment, and after employment, as required/allowed by law |
| Characteristics of protected classifications under California or federal law. Includes but not limited to: race, color, religion, sex, gender, sexual orientation, marital status, medical condition, military or veteran status, national origin, ancestry, disability, genetic information, age, citizenship, primary language, immigration status | <ul style="list-style-type: none"> • Includes Sensitive Personal Information: Yes • Why We Collect and Use: Monitor and evaluate compliance with equal employment opportunity laws • Sold or Shared: Shared • Retention: After applying for employment, during employment, and after employment, as required/allowed by law |
| Biometric Information. Includes but not limited to: an individual's physiological, biological, or behavioral characteristics | <ul style="list-style-type: none"> • Includes Sensitive Personal Information: Yes • Why We Collect and Use: Verify your identity and maintain security • Sold or Shared: Shared • Retention: During employment as required/allowed by law |
| 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 | <ul style="list-style-type: none"> • Includes Sensitive Personal Information: No • Why We Collect and Use: Maintain security • Sold or Shared: Shared • Retention: During employment as required/allowed by law |

| Category | Details |
|---|---|
| Geolocation Data | <ul style="list-style-type: none"> • Includes Sensitive Personal Information: Yes • Why We Collect and Use: Respond to emergencies • Sold or Shared: Shared • Retention: During employment as required/allowed by law |
| Audio, electronic, visual, or similar information | <ul style="list-style-type: none"> • Includes Sensitive Personal Information: No • Why We Collect and Use: Maintain security • Sold or Shared: Shared • Retention: After applying for employment, during employment, and after employment, as required/allowed by law |
| Professional or employment-related information | <ul style="list-style-type: none"> • Includes Sensitive Personal Information: No • Why We Collect and Use: Assess your qualifications for initial and ongoing employment • Sold or Shared: Shared • Retention: After applying for employment, during employment, and after employment, as required/allowed by law |
| Inferences drawn from information to create a profile about a consumer reflecting the consumer's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes | <ul style="list-style-type: none"> • Includes Sensitive Personal Information: No • Why We Collect and Use: Assess your qualifications for initial and ongoing employment • Sold or Shared: Not Shared • Retention: After applying for employment, during employment, and after employment, as required/allowed by law |

SAFE protects the privacy of personal information collected in accordance with applicable state and federal laws. SAFE does not sell your personal information. We limit our use and sharing of your personal information to that which is necessary to evaluate you for employment or a contractual relationship with SAFE and, if you are employed by SAFE or provide services to SAFE under contract, to administer your employment or contract.

If you want to correct information we have about you, call us or write to us. Because of the way we limit our use and sharing of information about you, you cannot direct us to limit use of or delete your information.

If you want a disclosure of the specific information we have collected about you, or of the categories of information we have collected about you, the categories of sources from which we have collected information about you, the categories of third parties with which we have shared information about you, and our business reasons for sharing your information, you can call us at **(800) 733-7233**, extension **2556** or **2399** or write to us at SAFE Credit Union, Attn: Privacy, 2295 Iron Point Road, Suite 100, Folsom CA 95630-8765. To view SAFE's California Consumer Privacy Act Policy, visit us at safecu.org/privacy.