



## California Consumer Privacy Act Notice at Collection for Applicants and Employees

To comply with regulatory obligations under 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	Examples	We Use it To
Personal Identifiers	Name, physical and mailing address, email address, telephone number, tax identification number, date of birth	Verify your identity, contact you regarding the application status and process, administer payroll and employee benefits
Employment and Education History	Previous employers, schools attended, degrees obtained, certifications, job performance indicators	Assess your qualifications for initial and ongoing employment
Protected Classifications	Gender, ethnicity, race, veteran status, disability status	Comply with equal employment opportunity laws
Biometric	Fingerprints, photographs, voice recordings	Verify your identity and for security purposes
Inferences	Background checks, credit reports, personal/professional references, personality/aptitude tests reflecting character and abilities, behavior attitudes	Verify your identity and assess your qualifications for employment and positive financial standing with SAFE Credit Union
Personal Information of Emergency Contacts	Name, address, phone numbers, date of birth, gender, tax identification number, relationship to the designated individuals	Contact designated individuals in the event of an emergency
Personal Information of Dependents and Beneficiaries	Name, address, phone numbers, date of birth, gender, tax identification number, relationship to employee	Administer employment benefits
Financial	Bank account number	Administer payroll
Geolocation	Physical location or movement	Security purposes
Internet or internal network activity	Browsing or search history	Security purposes

SAFE protects the privacy of personal information collected in accordance with applicable state and federal laws. SAFE does not sell your personal information.

For questions about this notice, contact us at (800) 733-7233, ext. 2556 or ext. 2399