

CALIFORNIA APPLICANT PRIVACY NOTICE

Effective: **January 1, 2023**

Spencer Gifts, LLC ("**Spencer's**," "**we**," "**us**," "**our**") provides this California Applicant Privacy Notice ("**Applicant Notice**") to explain our practices regarding the collection, use, and disclosure of Personal Information of California job applicants, candidates, and other individuals who provide Personal Information through our job application process (collectively, "**Applicants**"), including through our careers website. This Applicant Notice explains what Personal Information we collect about California Applicants, why we collect it, how we use and disclose it, and the rights you have relating to your Personal Information under the California Consumer Privacy Act, as amended (the "**CCPA**").

If you interact with Spencer's as a consumer, you can find our California Consumer Privacy Notice here [California Privacy Act Notice- Spencer's Online](#)

As used in this Applicant Notice, the term "**Personal Information**" means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with you. Personal Information does not include information that is publicly available, de-identified, or aggregated.

Unless otherwise noted the disclosures contained within this Applicant Notice cover our activities in the prior twelve (12) months from the Effective Date as well as our current practices.

I. How and Why We Collect Your Personal Information

We may collect, use, and disclose Personal Information for business purposes consistent with applicable laws as identified below. Where Spencer's discloses applicable Personal Information to recipients, such as our service providers, it does so for the same business purposes described below. These examples may vary depending on the nature of your interactions with us.

Category of Personal Information	Purposes for Collection, Use, and Disclosure
Identifiers including real name, alias, postal address, unique personal identifier, signature, online identifier, IP address, email address, telephone number, account name, driver's license number, passport number, or other similar identifiers	<ul style="list-style-type: none">• To open and maintain your application records• To assess your eligibility for employment• To communicate with you regarding your application• To comply with applicable laws and regulations• To manage the security of our premises and systems• To detect and prevent fraud against you and/or us
Personal Information described in Cal. Civ.	<ul style="list-style-type: none">• To open and maintain your application records

<p>Code§ 1798.S0(e), including the identifiers listed above, social security number, education, employment, and employment history</p>	<ul style="list-style-type: none"> • To assess your eligibility for employment • To communicate with you regarding your application • To comply with applicable laws and regulations • To manage the security of our premises and systems • To detect and prevent fraud against you and/or us
<p>Characteristics of protected classifications under California or federal law, including citizenship, race, sex, gender, medical condition, disability</p>	<ul style="list-style-type: none"> • To comply with applicable laws and regulations
<p>Commercial information, including records of products or services purchased</p>	<ul style="list-style-type: none"> • To reimburse you if you travel for a job interview and seek reimbursement
<p>Internet or other electronic network activity information, including browsing history, search history, and information regarding your interactions with our website or applications</p>	<ul style="list-style-type: none"> • To facilitate your use of our website • To improve our website, set default options, and provide you with a better application experience • To protect the security of our website • To detect and prevent fraud against you and/or us
<p>Sensory information, including closed-circuit images, photographs and video of you, and audio recordings as may relate to your application</p>	<ul style="list-style-type: none"> • To assess your eligibility for employment • To manage the security of our premises and systems
<p>Professional or employment-related information, including:</p> <p>Skills, qualifications, work experience, references, recommendations, and other information included in a resume, CV, application form, or cover letter;</p> <p>Answers to behavioral or other screening questions in an application or interview;</p> <p>Information contained in any personal webpages or documents you choose to share with us;</p> <p>Information relating to professional licenses, training, disciplinary actions, and membership in professional organizations;</p> <p>Information relating to membership in civic organizations</p>	<ul style="list-style-type: none"> • To open and maintain your application records • To assess your eligibility for employment • To comply with applicable laws and regulations • To detect and prevent fraud against you and/or us
<p>Additional types of information, including immigration, visa status, and work authorization information</p>	<ul style="list-style-type: none"> • To open and maintain your application records • To assess your eligibility for employment • To comply with applicable laws and regulations • To detect and prevent fraud against you and/or us

II. Sources of Personal Information

sources. Whether we collected information from a specific source depends on the nature of your interaction with us:

- and throughout your interactions with us, including through company forms.
- **Automatically** when you use our website or access our facilities.
- **From service providers and references**, such as consumer reporting agencies, former employers, or references.

collect.

III. Disclosures of California Applicant Personal Information

Information of California Applicants that we collect in relation to applications for employment at Spencer's. We do not have actual knowledge that we sell or share

We disclosed the Personal Information described in this Applicant Notice to service providers acting on our behalf that help us run our business and manage our human resources activities. We have also disclosed, or may disclose in the future, the Personal Information described in this Applicant Notice in other circumstances when required to or permitted by law. These circumstances include:

- for pre-employment screening purposes, such as background checks;
- disclosures required or permitted by law to defend against legal claims;
- to law enforcement agencies, courts, regulatory agencies and others when the disclosure is required or permitted by law, including to comply with valid legal process; and
- as part of a corporate transaction or proceeding such as a merger, financing, acquisition, bankruptcy, dissolution, or at transfer, divestiture, or sale of all or a portion of our business or assets.

IV. How Long We Keep Applicant Personal Information

We keep the categories of Personal Information described above for as long as is necessary for the purposes described in this Applicant Notice or otherwise authorized by law. This generally means holding the information for as long as one of the following apply:

- Your Personal Information is reasonably necessary to manage our operations, to manage your relationship with us, or to satisfy another purpose for which we collected the information;

- Your Personal Information is reasonably necessary to carry out a disclosed purpose that is reasonably compatible with the context in which the Personal Information was collected;
- The information is reasonably required to protect or defend our rights or property (which will generally relate to applicable laws that limit actions in a particular case); or
- We are otherwise required or permitted to keep your information by applicable laws or regulations.

purpose with the latest period expires. For more information about our retention policies, please contact us using the contact details below

V. Submitting Requests Relating to Your Personal Information

you resident you right certain
rights, a note email _____ or at
request request

law. You may designate an authorized agent to make a request on your behalf; however, you will still need to verify your identity directly with us before your
behalf using the webform or toll-free number listed above.

Know You right what we

The Information you,

- The categories of sources from which the Personal Information was
- Our business purposes for collecting or disclosing Personal Information
- The categories of recipients to which we disclose Personal Information
- The categories of Personal Information that we disclosed for a business purpose, and for each category identified, the categories of recipients to which we disclosed that particular category of Personal Information

(2) The specific pieces of Personal Information we have collected about you

Right to Delete Your Personal Information. You have the right to request that we delete Personal Information we collected from you, subject to certain exceptions.

Right to Correct Inaccurate Information. If you believe that Personal Information we maintain about you is inaccurate, you have the right to request that we correct that information.

Right Out and Personal . do

California Applicants.

not use or disclose Applicant sensitive Personal Information for purposes to which the right to limit use and disclosure applies under the CCPA.

Right for of Rights

right not to receive discriminatory treatment by us, including retaliation against you as an Applicant.

VI. How to Contact Us

If you have any questions about how Spencer's handles your Personal Information or if you need to access this Applicant Notice in an alternative format or language, please contact our Human Resources Department at:

Phone: 800-284-4737

Email: strhr@spencergifts.com