## <u>CPRA PRIVACY NOTICE TO CALIFORNIA JOB APPLICANTS REGARDING THE</u> <u>COLLECTION OF PERSONAL INFORMATION</u>

We collect information that identifies, relates to, describes, references, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer, household, or device ("personal information"). Personal information **does not** include:

- Publicly available information from government records.
- De-identified or aggregated consumer information.
- Information excluded from the CPRA's scope, like:
  - health or medical information covered by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the California Confidentiality of Medical Information Act (CMIA) or clinical trial data;
  - personal information covered by certain sector-specific privacy laws, including the Fair Credit Reporting Act (FCRA), the Gramm-Leach-Bliley Act (GLBA) or California Financial Information Privacy Act (FIPA), and the Driver's Privacy Protection Act of 1994.

The Company is committed to protecting the privacy and security of personal information of all individuals including job applicants. The Company complies with the California Privacy Rights Act (CPRA") and all data privacy and laws in the jurisdictions in which it recruits and hires employees.

We collect only the personal information that is reasonably necessary and proportionate to achieve our business purposes. We do not:

- sell your personal information;
- share or disclose your personal information to third parties other than the entities or service providers listed below;
- share or disclose your sensitive information to third parties for purposes other than those permitted by the CPRA;
- sell or share the personal information of consumers under 16 years of age; or
- permit third parties to collect your personal information on our behalf other than our service providers listed below.

Job applicants with disabilities may access this notice in an alternative format by contacting <u>Privacy@rocket.com</u> or 833-551-0014.

## CATEGORIES OF PERSONAL INFORMATION WE COLLECT AND HOW WE USE, RETAIN, AND SHARE THIS INFORMATION

CATEGORIES OF	PURPOSES FOR	RETENTION	CATEGORIES OF
PERSONAL	COLLECTING THE	PERIOD FOR THE	ENTITIES WITH
INFORMATION WE	PERSONAL	PERSONAL	WHOM WE SHARE
COLLECT	INFORMATION	INFORMATION	THE PERSONAL
			INFORMATION
Identifiers such as	Hire the best-	As long as necessary	Company personnel
name and or alias;	qualified applicants;	to fulfill the purposes	and service providers
gender; postal	to comply with our	for the collection.	involved with hiring
address; e-mail	legal and contractual	Generally, personal	and recruitment;
address; social	requirements in the	information is	background check
security number;	operation of our	retained for the	service providers;
driver's license	business; to comply	duration of our	former employers;
number; state	with governmental	employment	references you
identification card	regulatory,	relationship with you;	provide to us;
number; telephone	contractual, and	plus any legally and	applicable law
number; employment	security requirements	or contractually	enforcement and
history; education;	necessary for the	required record or	government agencies;
signature; parent's	operation of our	data retention period.	and healthcare
name and mother's	business; work place	In addition, the	professionals and
maiden name;	safety and security	personal information	drug testing
fingerprints, face	requirements; and	is retained for any	laboratory personnel.
prints, voice prints,	fraud prevention.	period of time	
and voice recordings;		necessary to protect	
citizenship status; and		our legal rights	
immigration status.		and/or protect our	
		ability to exercise	
		those rights.	

Duotootod asternite	Iling the bast	A a long as most as m	Compose a second
Protected categories	Hire the best-	As long as necessary	Company personnel
such as race, national	qualified applicants;	to fulfill the purposes	and service providers
origin, sex (including	to comply with our	for the collection.	who are involved
pregnancy, childbirth,	legal and contractual	Generally, personal	with hiring and
and related medical	requirements in the	information is	recruitment;
conditions),	operation of our	retained for the	applicable
disability, age,	business; to comply	duration of our	government agencies
citizenship status,	with governmental	employment	for security purposes;
genetic information,	regulatory,	relationship with you;	background check
marital status, sexual	contractual, and	plus any legally and	service providers.
orientation, gender	security requirements	or contractually	
identity and gender	necessary for the	required record or	
expression, medical	operation of our	data retention period.	
conditions, and	business; work place	In addition, the	
military or veteran	safety and security	personal information	
status.	requirements; and	is retained for any	
	fraud prevention.	period of time	
	1	necessary to protect	
		our legal rights	
		and/or protect our	
		ability to exercise	
		those rights.	
Sensitive Personal	Hire the best-	As long as necessary	Company personnel
Information, such as	qualified applicants;	to fulfill the purposes	and service providers
social security	to comply with our	for the collection.	who are involved
number; driver's	legal and contractual	Generally, personal	with hiring and
license number; state	requirements in the	information is	recruitment;
identification card	operation of our	retained for the	applicable
number; passport	business; to comply	duration of our	government agencies
number; racial or	with governmental	employment	for security purposes;
ethnic origin; and	regulatory,	relationship with you;	background check
union membership.	contractual, and	plus any legally and	service providers.
union memoersnip.	security requirements	or contractually	service providers.
	necessary for the	required record or	
	operation of our	data retention period.	
	business; work place	In addition, the	
	safety and security	personal information	
		-	
	requirements; and	is retained for any	
	fraud prevention.	period of time	
		necessary to protect	
		our legal rights	
		and/or protect our	
		ability to exercise	
		those rights.	

Diamatria	III and the three d	A = 1 = =	0
Biometric Information, such as	Hire the best- qualified applicants;	As long as necessary to fulfill the purposes	Company personnel and service providers
fingerprints, voice	to comply with our	for the collection.	who are involved
prints, retinal scans,	legal and contractual	Generally, personal	with hiring and
facial recognition,	requirements in the	information is	recruitment;
hand geometry, and	operation of our	retained for the	background check
the like.	business; to comply	duration of our	service providers; and
	with governmental	employment	applicable
	regulatory,	relationship with you;	government agencies
	contractual, and	plus any legally and	for security purposes.
	security requirements	or contractually	
	necessary for the	required record or	
	operation of our	data retention period.	
	business; work place	In addition, the	
	safety and security	personal information	
	requirements; and	is retained for any	
	fraud prevention.	period of time	
		necessary to protect	
		our legal rights	
		and/or protect our	
		ability to exercise	
T ( ( )1	TT' (1 1 (	those rights.	0 1
Internet or other	Hire the best-	As long as necessary	Company personnel
electronic network	qualified applicants;	to fulfill the purposes for the collection.	involved with hiring
activity information, such as browsing	to comply with our legal and contractual	Generally, personal	and IT; our IT service providers;
history, search	requirements in the	information is	background check
history, and	operation of our	retained for the	service providers; and
information regarding	business; to comply	duration of our	applicable
your interaction with	with governmental	employment	government agencies
an internet website,	regulatory,	relationship with you;	for security purposes.
social media site or	contractual, and	plus any legally and	
application	security requirements	or contractually	
TT	necessary for the	required record or	
	operation of our	data retention period.	
	business; work place	In addition, the	
	safety and security	personal information	
	requirements; and	is retained for any	
	fraud prevention.	period of time	
		necessary to protect	
		our legal rights	
		and/or protect our	
		ability to exercise	
		those rights.	

Audio, electronic,	Hire the best-	As long as necessary	Company personnel
visual, thermal, or	qualified applicants;	to fulfill the purposes	involved with hiring
similar information	to comply with our	for the collection.	and IT; our IT
	legal and contractual	Generally, personal	services providers;
	requirements in the	information is	and our background
	operation of our	retained for the	check service
	business; to comply	duration of our	providers.
	with governmental	employment	-
	regulatory,	relationship with you;	
	contractual, and	plus any legally and	
	security requirements	or contractually	
	necessary for the	required record or	
	operation of our	data retention period.	
	business; work place	In addition, the	
	safety and security	personal information	
	requirements; and	is retained for any	
	fraud prevention.	period of time	
	1	necessary to protect	
		our legal rights	
		and/or protect our	
		ability to exercise	
		those rights.	

Professional or	Hire the best-	As long as necessary	Company personnel
employment-related	qualified applicants;	to fulfill the purposes	and service providers
information such as	1 11 ·	for the collection.	-
	to comply with our		involved with hiring
job preference and	legal and contractual	Generally, personal	and recruitment;
work availability;	requirements in the	information is	background check
qualifications;	operation of our	retained for the	service providers;
employment history	business; to comply	duration of our	applicable law
and experience;	with governmental	employment	enforcement and
compensation;	regulatory,	relationship with you;	government agencies;
military service;	contractual, and	plus any legally and	and healthcare
reference and	security requirements	or contractually	professionals and
background check	necessary for the	required record or	drug testing
information,	operation of our	data retention period.	laboratory personnel.
including relevant	business; work place	In addition, the	
criminal history and	safety and security	personal information	
credit history; pre-	requirements; and	is retained for any	
employment test	fraud prevention.	period of time	
results; post-offer		necessary to protect	
medical and medical		our legal rights	
examination		and/or protect our	
information and		ability to exercise	
results, including		those rights.	
drug test results;		C	
immigration and			
work eligibility; and			
information provided			
by you during the			
interview and hiring			
process			
r-90000	1		

Education	Hire the best-	As long as necessary	Company personnel
information relevant	qualified applicants	to fulfill the purposes	and service providers
to the job	and to comply with	for the collection.	involved with hiring
	our legal and	Generally, personal	and recruitment;
	contractual	information is	background check
	requirements.	retained for the	service providers.
	requirements.	duration of our	
		employment	
		relationship with you;	
		plus any legally and	
		or contractually	
		required record or	
		data retention period.	
		In addition, the	
		personal information	
		is retained for any	
		period of time	
		necessary to protect	
		our legal rights	
		and/or protect our	
		ability to exercise	
		those rights.	
Inferences drawn	Hire the best-	As long as necessary	Company personnel
from the personal	qualified applicants,	to fulfill the purposes	and service providers
information collected	identification	for the collection.	involved with hiring
to determine your	verification, comply	Generally, personal	and recruitment;
abilities and aptitude	with our legal and	information is	background check
	contractual	retained for the	service providers.
	requirements, and to	duration of our	
	establish, exercise	employment	
	our legal and	relationship with you;	
	contractual rights	plus any legally and	
		or contractually	
		required record or	
		data retention period.	
		In addition, the	
		personal information	
		is retained for any	
		period of time	
		necessary to protect our legal rights	
		and/or protect our	
		ability to exercise	
		those rights.	
		mose rights.	

## **1. YOUR PRIVACY RIGHTS**

As a California resident, you have the following privacy rights regarding your personal information:

- The right to know and right to access the personal information we have collected about you, including the categories of personal information, the categories of sources from which the personal information is collected, the business or commercial purpose for collecting, selling, or sharing personal information, the categories of third parties to whom the business discloses personal information, and the specific pieces of personal information the business has collected about the consumer;
- The right to delete personal information that we have collected from you, subject to certain exceptions;
- The right to correct inaccurate personal information that we maintain about you;
- The right of portability, or right to have us transfer your personal information to other persons or entities upon your request;
- The right to limit the use of your sensitive information if we decide in the future to use such information for purposes other than the purposes listed above; and
- The right not to be discriminated against for exercising your of privacy rights.

You can exercise you privacy rights by submitting a request to us by emailing us at: <u>Privacy@rocket.com</u> or calling us at: 833-551-0014; or asking our Human Resources department for a written request form. To protect the security of your personal information, we will require you to provide us with identifying information for you such as personal email address, personal telephone number, employee identification number, and/or other information that we can match with the personal information we have collected about you to verify your identity. You may use an authorized agent to request access to or deletion of your personal information. We will require your authorized agent to provide us with either (1) a power of attorney authorizing the authorized agent to act on your behalf or (2) your written authorization permitting the authorized agent to request access to your personal information on your behalf. Further, we will require you or your authorized agent to provide us with identifying information to verify your identity. We may also require you to either verify your own identity directly with us or directly confirm with us that you provided the authorized agent permission to submit the request.

Within 10 days of receiving your request to know, we will confirm receipt of your request and provide information about how we will process your request. Generally, we will respond to your request within 45 days. If we need more time to respond, we will provide you with notice and an explanation of the reason we need more time to respond. We may deny your request if we cannot verify your identity or are legally permitted to deny your request. If we deny your request, we will explain the basis for the denial, provide or delete any personal information that is not subject to the denial, and refrain from using the personal information retained for any purpose other than permitted by the denial. We will maintain a record of your request and our response for 24 months.

## 2. QUESTIONS

If you have any questions or concerns regarding this Privacy Notice, please contact: <u>Privacy@rocket.com</u>.