



Notice to California Employees and Prospective Employees

The California Consumer Privacy Act requires that we inform California employees and prospective employees of the categories of personal information that we collect and the business or commercial purposes for which that information will be used. That information is provided in the following table:

Categories of Personal Information We Collect	Business or Commercial Purpose for which Personal Information will be Used
<i>Name</i>	We use this information to consider your employment application and to conduct background checks. If you are hired, we use this information for purposes of providing you with employment, including to pay you; to communicate with you; to provide you with benefits; to have you fill out applications and forms; to verify your ability to work in this country; to identify you as a veteran; to have you acknowledge your agreement to certain company policies; to enroll you in our benefits and wellness programs; to comply with state and federal law and regulations; to track time and attendance; and to maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance.
<i>Alias</i>	We use this information to consider your employment application and to obtain and verify background checks.
<i>Email address</i>	We use this information to consider your employment application. If you are hired, we use this information for purposes of providing you with employment, including to pay you and to have you fill out applications and forms. We also use this information for training and communication purposes.



<i>Postal address</i>	We use this information for purposes of providing you with employment, including to pay you; to have you fill out applications and forms; to contact you; to administer and maintain benefits, including group health insurance; for completing tax forms; and for mailings.
<i>Telephone number</i>	We use this information for training and communication purposes and for emergency contact purposes.
<i>Signature</i>	We use this information to consider your employment application and to have you fill out applications and forms.
<i>Social Security Number</i>	We use this information to consider your employment application. If you are hired, we use this information to pay you; to have you fill out applications and forms (e.g., I-9, employment, benefits enrollment (1095- C), and taxes); and to comply with state and federal law and regulations.
<i>Driver's license number</i>	We use this information to consider your employment application. We also use this information to conduct motor vehicle checks for sales employees and to comply with state and federal law and regulations.
<i>Passport number; other type of state identification card number</i>	We use this information to comply with state and federal law and regulations.
<i>Bank account number</i>	We use this information to pay you.
<i>Insurance policy number</i>	We use this information to conduct motor vehicle checks for sales employees.
<i>Other financial information</i>	We use this information to pay you and to administer and maintain benefits.



<p><i>Internet Protocol address; cookies, beacons, pixel tags, mobile ad identifiers, or other similar technology</i></p>	<p>We use this information to review web traffic and events, monitor for virus attacks and web content, and determine bandwidth consumption.</p>
<p><i>Other online identifier; browsing history; and search history; information regarding an employee's interaction with website, application or advertisement; records of products or services purchased, obtained or considered; and purchasing or consuming histories or tendencies</i></p>	<p>We use this information to review web traffic and events, monitor for virus attacks and web content, and determine bandwidth consumption. We also use this information to anonymize and/or aggregate data to perform workforce analytics, data analytics, and benchmarking.</p>
<p><i>Geolocation data</i></p>	<p>We use this information for certain employees to log their attendance at work.</p>
<p><i>Medical information; insurance policy number or subscriber identification number; and any unique identifier used by health insurer to identify consumer</i></p>	<p>We use this information to administer and maintain benefits, including group health insurance.</p>
<p><i>Education information; employment history; and professional or employment-related information</i></p>	<p>We use this information to consider your employment application and to conduct background checks.</p>
<p><i>Imagery of face (photograph)</i></p>	<p>We use photographs on our security badges, which badges are used to grant and monitor employee access to secure company facilities.</p>
<p><i>Voice recordings, from which an identifier template, such as a faceprint, a minutiae template, or a voiceprint, can be extracted</i></p>	<p>We use this information to perform call monitoring and surveillance.</p>



<i>Race, color, sex/gender (includes pregnancy, childbirth, breastfeeding and/or related medical conditions); age (40 and older); national origin; disability (mental and physical including HIV/AIDS, cancer, and genetic characteristics); citizenship status; and military or veteran status</i>	We use this information to comply with state and federal law and regulations.
<i>Marital status</i>	We use this information to provide you with benefits.
<i>Request for family care leave; request for leave for an employee's own serious health condition; and request for pregnancy disability leave</i>	We use this information to administer and maintain benefits, to manage workers' compensation claims, and to process payroll.

Accessibility

We are committed to ensuring this notice is accessible to individuals with disabilities. If you wish to access this notice in an alternative format, please contact us at: DataPrivacy@ergotron.com.