Collection and Use of Personal Information Notice

1. Pursuant to the California Consumer Privacy Act, F. Korbel & Bros., Inc. (the “company”) collects and uses personal information about you for business‐related purposes. Those purposes include communicating with you and handling administrative and other tasks related to your application, your placement with us, your relationship, services or employment with us, any legal requirements applicable to you or us, and appropriate use of the information in the event of legal or compliance issues involving you or the company.
2. We have collected or, may in the future collect, the following categories of personal information about you:

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| **Category of Personal Information Collected** | **Examples** | **Business Purpose for Collection of Personal Information** |
| Identifiers | Your name (including any nickname or alias you have used), signature, postal address, telephone number, mobile number, unique personal identifier, online identifier, Internet Protocol address, e‐mail address, account name, Social Security number, driver’s license or identification number, passport number, or other similar identifiers, education, work history, information on your resume, CV, or bio, awards, certifications, recognitions, professional licenses | Identification and evaluation, job application identification, job application evaluation, communications, payroll and benefit administration, security, legal issues/compliance |
| Benefits, payroll, purchases, security and emergency contact information | Insurance policy number, bank account number, federal and state tax credits claims, credit card number, debit card number, or any other financial information, medical information, health insurance information, beneficiary information, physical characteristics, description, photographs, video, license plate and car information, emergency contact name, emergency contact information and telephone number | Payroll and benefit administration, legal issues/compliance, product purchases, parking space assignment, emergency response, security |
| Protected characteristics under California or federal law | Race, color, ancestry, national origin, citizenship, religion or creed, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, marital status, age, medical condition, physical or mental disability, genetic information (including familial genetic information), veteran or military status | Benefit administration, legal issues/compliance |
| Biometric information | Biological characteristics, or identifying information, such as, fingerprints and temperatures | Cash register login/security, compliance with safety policies |
| Internet, computer, or other similar network activity | Use of the company’s computer system, browsing history, search history, information regarding interaction with a website, application, or advertisement, email, instant messaging, or voicemail messages | Information technology administration, work supervision, investigations, communications, performance evaluation, compliance with company policies and procedures, discipline, legal issues/compliance |

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| **Category of Personal Information Collected** | **Examples** | **Business Purpose for Collection of Personal Information** |
| Geolocation data | Physical location or movements of company provided equipment | Location of lost or missing equipment  |
| Professional or work‐ related information | Current or past job history or performance, conduct, performance evaluations | Evaluation and advancement, investigations, discipline, legal issues/compliance |
| Non‐public education information | Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records | Evaluation and advancement, legal issues/compliance |

1. Much of the information we hold has been or will be provided by you, but some information may come from other internal sources, such as your manager, or external sources, such as previous work references, medical professionals, or tax, judicial, or governmental authorities.
2. Personal information may be retained for a period of time consistent with applicable law.
3. We reserve the right to amend this notice at our discretion and at any time.
4. If you have any questions about this notice, please contact: Chrissy Nelson-HR Department