

Notice At Collection For California PEAK Applicants

PEAK Technical Staffing INC (the “**Company**”) is providing you with this Notice At Collection For California Applicants (“**Notice**”) to inform you about:

1. the categories of Personal Information that the Company collects about applicants who reside in California; and
2. the purposes for which the Company uses that Personal Information.

For purposes of this Notice,

- “**Personal Information**” means information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a natural person that the Company collects about its applicants, who reside in California, in their capacity as applicants for positions with the Company.

Assistance For Disabled Applicants

Alternative formats of this Notice are available to individuals with a disability. Please contact brookerowe@peaktechnical.com or fabiolasuarez@peaktechnical.com for assistance.

1. Identifiers And Professional Or Employment-Related Information

- 1.1 **Personal Information Collected:** The Company collects identifiers and professional or employment-related information, including the following:

Identifiers: real name, nickname or alias, postal address, telephone number, e-mail address, signature, online identifier, Internet Protocol address..

Professional or Employment-Related Information: resume, cover letter, references, past evaluations, membership in professional organizations, professional certifications, and employment history.

1.2 **Purposes of Use:**

Recruiting:	
<ul style="list-style-type: none">• To evaluate applicants' qualifications for employment with the Company• To communicate with applicants• For diversity and inclusion purposes• To arrange and manage Company-sponsored events• To create a talent pool for future job openings• For recordkeeping purposes	<ul style="list-style-type: none">• To demonstrate applicants' agreement to, or acceptance of, documents presented to them, e.g., pre-employment arbitration agreement, acknowledgement of employment application, offer letter• To evaluate and improve the recruiting process
Monitoring, Security, And Compliance:	
<ul style="list-style-type: none">• To monitor use of Company information systems and other electronic resources• To conduct internal audits• To conduct internal investigations• To protect the safety and security of the Company's facilities	<ul style="list-style-type: none">• To report suspected criminal conduct to law enforcement and cooperate in investigations

2. **Internet Or Other Similar Network Activity**

2.1 **Personal Information Collected:** The Company collects information about applicants' use of the PEAK Website or other similar network activity, including the following: browsing history, search history, log in/out and activity on the Company's electronic resources, information regarding an applicant's interaction with an Internet web site, application, or advertisement, and publicly available social media activity.

2.2 **Purposes of Use:** to monitor use of the Company's information systems and other electronic resources or information systems, to conduct internal audits, to conduct internal investigations, to protect the safety and security of the Company's facilities, and to impose discipline.

3. **Profile Data**

3.1 **Personal Information Collected:** The Company collects profile data, including the following: Contact information, resume, cover letters, results of intelligence and aptitude tests

- 3.2 **Purposes of Use:** to evaluate applicants' qualifications for employment with the Company.

Purposes Potentially Applicable To Any Of The Categories Of Personal Information Listed Above

The Company also may use applicants' Personal Information to facilitate administrative functions and information technology operations and for legal reasons and corporate transactions. These functions include, but are not limited to the following:

- to manage and operate information technology and communications systems, risk management and insurance functions, budgeting, financial management and reporting, strategic planning;
- to manage litigation involving the Company, and other legal disputes and inquiries and to meet legal and regulatory requirements;
- in connection with a corporate transaction, sale, or assignment of assets, merger, divestiture, or other changes of control or financial status of the Company or any of its subsidiaries or affiliates; and
- to manage licenses, permits and authorizations applicable to the Company's business operations.