

Disclosure to Job Applicants Pursuant to the California Consumer Privacy Act (CCPA)

Notice at Collection for Applicants

Effective Date: July 1, 2023

As part of your job application and LBS Financial Credit Union's (the Company) evaluation of your candidacy, the Company is collecting, receiving, maintain and using the following types of Personal Information and Sensitive Personal Information about you for human resources, employment, benefits administration, health and safety, and business-related purposes, including for the business purposes listed in the chart below.

We will not sell the personal information we collect. We also will not share it with third parties for cross-context behavioral advertising. We will not sell the sensitive personal information we collect. We also will not share it with third parties for cross-context behavioral advertising. To view our full privacy policy, visit <https://www.lbsfcu.org/california-online-privacy-notice>

We may collect the personal information and sensitive personal information categories listed in the tables below. The tables also list, for each category, use purposes, and whether we sell the information or share it with third parties for cross-context behavioral advertising. We retain this information for as long as necessary to fulfil the purposes we collected it for, including for the purposes of satisfying any legal, accounting, or reporting requirements. To determine the appropriate retention period for personal information, we consider the amount, nature, and sensitivity of the personal information, the potential risk of harm from unauthorized use or disclosure of your personal information, the purposes for which we process your personal information and whether we can achieve those purposes through other means, and the applicable legal requirements.

Personal Information

Category of Personal Information Collected	Business Purpose for Collection	Sold or Shared	Retention
Identifiers (A real name, alias, postal address, unique personal identifier, date of birth, online identifier, email address, account name, Social Security number, driver's license number, passport number, or other similar identifiers.)	1. To comply with state and federal law and regulations requiring employers to maintain certain records; 2. To evaluate your job application and candidacy for employment;	No	4 years from when the record was made or until no longer needed to comply with our legal obligations.

	<p>3. To obtain and verify background check and references; and</p> <p>4. To communicate with you regarding your candidacy for employment.</p>		
<p>California Customer Records personal information</p> <p>(A name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information.)</p>	<p>1. To comply with state and federal law and regulations requiring employers to maintain certain records;</p> <p>2. To evaluate your job application and candidacy for employment;</p> <p>3. To obtain and verify background check and references; and</p> <p>4. To communicate with you regarding your candidacy for employment.</p>	No	Same as above
<p>Protected classification characteristics under California or federal law</p> <p>(Age (40 years or older), race, color, ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status, genetic information (including familial genetic information).</p>	<p>1. To comply with state and federal law and regulations requiring employers to maintain certain records;</p> <p>2. To evaluate your job application and candidacy for employment; and</p> <p>3. To obtain and verify background check and references.</p>	No	Same as above
<p>Commercial information</p> <p>(Records of personal property, products or services purchased, obtained, or considered, or other</p>	<p>1. To comply with state and federal law and regulations requiring employers to maintain certain records;</p>	No	Same as above

<p>purchasing or consuming histories or tendencies.)</p>	<p>2. To obtain and verify background check and references.</p>		
<p>Professional or employment-related information (Current or past job history or performance evaluations)</p>	<p>1. To comply with state and federal law and regulations requiring employers to maintain certain records;</p> <p>2. To evaluate your job application and candidacy for employment;</p> <p>3. To obtain and verify background check and references.</p>	<p>No</p>	<p>Same as above</p>
<p>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.)</p>	<p>1. To comply with state and federal law and regulations requiring employers to maintain certain records;</p> <p>2. To evaluate your job application and candidacy for employment; and</p> <p>3. To obtain and verify background check and references.</p>	<p>No</p>	<p>Same as above</p>
<p>Inferences drawn from other personal information (Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.)</p>	<p>1. To comply with state and federal law and regulations requiring employers to maintain certain records;</p> <p>2. To evaluate your job application and candidacy for employment;</p> <p>3. To obtain and verify background check and references.</p>	<p>No</p>	<p>Same as above</p>

Sensitive Personal Information

Category of Sensitive Personal Information	Business Purpose for Collection	Sold or Shared	Retention
<p>Government identifiers (social security, driver's license, state identification card, or passport number)</p>	<ol style="list-style-type: none"> 1. To comply with state and federal law and regulations requiring employers to maintain certain records; 2. To evaluate your job application and candidacy for employment; 3. To obtain and verify background check and references; and 4. To communicate with you regarding your candidacy for employment. 	No	Same as above
<p>Racial or ethnic origin</p>	<ol style="list-style-type: none"> 1. To comply with state and federal law and regulations requiring employers to maintain certain records. 	No	Same as above
<p>Religious or philosophical beliefs</p>	<ol style="list-style-type: none"> 1. To comply with state and federal law and regulations requiring employers to maintain certain records. 	No	Same as above
<p>Union membership</p>	<ol style="list-style-type: none"> 1. To comply with state and federal law and regulations requiring employers to maintain certain records; 2. To evaluate your job application and candidacy for employment; 3. To obtain and verify background check and references; and 4. To communicate with you regarding your candidacy for employment. 	No	Same as above
<p>Genetic data</p>	<ol style="list-style-type: none"> 1. To comply with state and federal law and 	No	Same as above

	regulations requiring employers to maintain certain records.		
Mail, email, or text messages contents not directed to us	<ol style="list-style-type: none"> 1. To comply with state and federal law and regulations requiring employers to maintain certain records; 2. To evaluate your job application and candidacy for employment; 3. To obtain and verify background check and references. 	No	Same as above
Health information	<ol style="list-style-type: none"> 1. To comply with state and federal law and regulations requiring employers to maintain certain records. 	No	Same as above
Sex life, or sexual orientation information	<ol style="list-style-type: none"> 1. To comply with state and federal law and regulations requiring employers to maintain certain records. 	No	Same as above

If you become employed by the Company, the Company will notify you of additional categories of Personal Information that it collects, receives, and maintains for business purposes. If you have any questions about this Notice or need to access it in an alternative format due to having a disability, please contact us by writing us at LBS Financial Credit Union, P.O. Box 4860, Long Beach, CA 90804-0860, emailing HR@lbsfcu.org or calling 800.527.3328.