



Privacy Notice for California Candidates and Employees

1. Introduction

This Privacy Notice (“**Notice**”) describes how MicroVention, Inc. (“**Company**”, “**we**”, “**us**”, and “**our**”) collects personal information in the context of an individual’s role as a job applicant, candidate, employee, or contractor (“**Candidates and Employees**”), and the purposes for which we use such personal information. We adopt this notice to comply with the California Consumer Privacy Act of 2018 (“**CCPA**”).

1.1 *What Personal Information is Covered by the CCPA?*

Under the CCPA, “**personal information**” is information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular California resident or household.

The CCPA does not apply to certain information, such as information subject to the Health Insurance Portability and Accountability Act (HIPAA) and certain other state or federal privacy laws. This notice also does not apply to information that we collect in connection with non-Candidates and non-Employees.

2. Information We Collect about Candidates & Employees

2.1 *Categories of Personal Information*

The categories of personal information we may collect and process from Candidates and Employees include:

Category	Examples
Identifiers	Name, home address, phone number, personal email address, corporate email address, DOB, Social Security number, driver’s license, license plate, emergency contact and address, dependent contact information, beneficiary contact information, financial information such as W4 and direct deposit, and I-9.
Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e))	Contact information, health information, insurance information, and financial information.
Protected classification characteristics under California or federal law	Age, race, color, citizenship status, ethnicity, disability, marital status, and veteran or military status.
Commercial information	Information about past transactions or purchases for reimbursement.
Biometric information	Fingerprints, voiceprints, and body temperature.
Internet or other similar network activity	Browsing history, search history, information on an interaction with a website, application, or advertisement
Geolocation data	Company-owned device location
Audio, electronic, visual, or similar information	Call and video recordings
Professional or employment-related information	Resume, offer letter, compensation information, corporate email address, job role, occupation/title, office location, office phone number, manager ID, manager name, employment dates, employee ID, profile picture, and performance evaluations
Education Information	Education records, date of graduation
Inferences drawn from other personal information	Certain inferences concerning an individual’s preferences, abilities, aptitudes, and characteristics



We collect personal information relating to Candidates and Employees who are California residents in a variety of contexts, including in connection with applications for employment, Human Resource activities, marketing activities, and other business needs. The categories of personal information that we collect and use about a California resident will depend on our specific relationship or interaction with that individual, and the examples provided in each category above are for illustrative purposes only.

3. Use of Personal Information

3.1 Purposes for which we use Personal Information

We may use personal information relating to Candidates and Employees who are California residents for one or more of the following business purposes:

- Assess suitability, aptitude, skills, qualifications, and interests for employment
- Communicate about the application process and application
- Assist with obtaining an immigration visa or work permit (where required)
- Workflow management, including assigning, managing and administering projects
- Human Resources Operations administration and communication
- Training and talent development
- Payroll and the provision of benefits
- Absence management
- Employee discounts (e.g., gym)
- Scholarship program
- Badging
- Vanpool program
- HR Operations
- HR Communications (e.g., newsletter)
- Job grading activities
- Performance and employee development management
- Helpdesk and IT support services
- Access control
- Security, investigations and audit
- Worker's compensation
- Leaves of absence
- Disable system access
- Terminate building access

In addition to the uses set forth above, MicroVention, Inc. may also use the categories of personal information for one or more of the specific "business purposes" listed in the CCPA:

- Auditing related to a Candidate or Employee;
- Detect security incidents, protect against malicious, deceptive, fraudulent, or illegal activity;
- Secure, detect, or investigate fraud, suspected or actual illegal activity, or other misconduct;
- Debugging to identify and repair errors that impair existing functionality;
- Undertake activities to verify or maintain the quality or safety of a service that is owned or controlled by MicroVention, Inc., and to improve, upgrade, or enhance the service that is owned or controlled by MicroVention, Inc.