



**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:

<b>Category</b>	<b>Examples</b>
Identifiers	Name, home address, phone number, email address, Social Security number, or other similar identifiers
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, marital status, medical condition, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), and veteran or military status
Commercial information	Information about past transactions or purchases for reimbursement
Biometric information	Genetic, physiological, behavioral, and biological characteristics, or activity patterns used to extract a template or other identifier or identifying information, such as, fingerprints, voiceprints, or other physical patterns
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	Information such as work history 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:

- Identifying and evaluating Candidates for potential employment and future roles;
- Recordkeeping in relation to recruiting and hiring;
- Communicating with Candidates during the hiring process;
- Evaluating Employee performance;
- Providing and maintaining Candidate and Employee related services;
- Maintaining security of our facilities, systems, and infrastructure;
- Comply with applicable legal and regulatory requests and obligations, including investigations;
- Seek advice from lawyers, auditors, or other professional advisers;
- Establish or defend legal claims and allegations;
- Carrying out our legal and business purposes, such as complying with federal, state, or local laws, responding to civil, criminal, or regulatory lawsuits or investigations, exercising our rights or defending against legal claims, resolving complaints and disputes, performing compliance activities, performing risk assessment, and otherwise operating, managing, and maintaining our business.

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.