



## CALIFORNIA CONSUMER PRIVACY ACT

### NOTICE OF COLLECTION OF PERSONAL INFORMATION (FOR APPLICANTS FOR EMPLOYMENT)

This Notice of Collection of Personal Information (this “Notice”) applies solely to individuals who reside in the State of California and are applying for an employment position with Saltchuk Resources, Inc., or any of its affiliates, and is provided to comply with the California Consumer Privacy Act of 2018 (“CCPA”).

#### Information We Collect

When you submit your resume to us in connection with your application for employment, it may include (and we may therefore collect) the following categories of information, each of which is defined as “personal information” under the CCPA. This information is obtained directly from you.

Category	Examples
A. Identifiers	Your real name, alias (or names you’ve used in the past), postal address, email address, or other similar identifiers.
B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e))	Your name, signature, address, telephone number, or any certain financial information.
C. Professional or employment-related information	Current or past job history.

#### Use of Personal Information

We may use or disclose the personal information we collect to fulfill or meet the reason for which the information is provided (i.e., in connection with our evaluation of your application for employment and, if you are hired, in connection with your employment and receipt of employee benefits as available pursuant to our employee benefit plans). We may also use or disclose the personal information we collect to respond to law enforcement requests and as required by applicable law, court order or governmental regulations, and as necessary to protect the rights, property or safety of us, our employees, customers or others.

We do not sell your personal information to third parties (as those terms are defined under the CCPA).