

**Truck Hero
California Job Applicant Privacy Notice**

Scope and Overview

Truck Hero, Inc. ("Truck Hero," "we," "our," or "us") is committed to protecting the privacy and security of your personal information. This California Job Applicant Privacy Notice ("Privacy Notice") applies solely to candidates who reside in the State of California and submit an application for an open position to work at Truck Hero ("you").

This Privacy Notice describes how we collect and use your personal information during the application, recruitment, interview, and/or any on-boarding process prior to employment when you choose to apply for an open position at Truck Hero. We will only use your personal information in accordance with this Privacy Notice. We take steps to ensure that the personal information that we collect about you is adequate, relevant, not excessive, and used for limited purposes.

We have adopted this Privacy Notice to comply with the California Consumer Privacy Act of 2018 ("CCPA"). Any terms defined in the CCPA have the same meaning when used in this Privacy Notice.

DISCLAIMER: Providing you with this Privacy Notice is not an indication and does not guarantee that you will be interviewed for the position to which you applied or that you will be offered employment by Truck Hero.

Collection of Personal Information

During the application, recruitment, interview, and/or any onboarding process prior to employment at Truck Hero, we collect information that identifies, relates to, describes, references, is capable of being associated with, or could reasonably be linked, directly or indirectly, with you ("personal information"). In particular, Truck Hero may collect the following categories of personal information from you as an applicant to an open position at Truck Hero, or may have collected the following categories of personal information from you if you applied to an open position at Truck Hero within the last twelve (12) months:

CATEGORY	EXAMPLES OF SPECIFIC PIECES OF PERSONAL INFORMATION WE MAY COLLECT
A. Identifiers	A real name, alias, nickname, signature, postal address, country of residence, email address, telephone number, date of birth, Social Security Number, driver's license number or other government identification, passport number, username, social media profile, social media URL address, account name, unique personal identifiers, online identifier, Internet Protocol (IP) address, device IDs, and other similar identifiers.
B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	Name, signature, Social Security Number, physical characteristics or description, passport number, driver's license or state identification card number, education, employment, and employment history. Some personal information included in this category may overlap with other categories.

C. Protected classification characteristics under California or federal law	Protected classification characteristics include your age, race, skin color, ancestry, ethnicity/national origin, citizenship, religion (includes religious dress and grooming practices), marital status, disability (including mental and physical), sex/gender (includes pregnancy, childbirth, breastfeeding and/or related medical conditions), gender identity, gender expression, sexual orientation, marital status, and veteran or military status.
D. Commercial information	None
E. Biometric Information	None
F. Internet or other similar network activity	Login data and information relating to your interaction with our website or mobile application (if you submit your application via our website or mobile app).
G. Geolocation data	Time zone setting and location.
H. Audio, electronic, visual, thermal, olfactory, or similar information	None
I. Professional or employment-related information	Professional or employment-related data, maintained as part of your application, recruitment, and/or onboarding process that includes, or may be present in, any of the following: a job application, resume, or cover letter; references; education; education level; languages; work experience; badges or skills; title and location of job to which you applied; desired salary or compensation information; or contact information.
J. Non-public education information, per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99))	Information about your educational background, such as education records, report cards, and transcripts that is not publicly available.
K. Inferences drawn from other personal information to create a profile	Profile reflecting your character, characteristics, reputation, preferences, predispositions, behavior, attitudes, or abilities.

Truck Hero may collect and use de-identified, anonymized, and/or aggregated information, which is not considered personal information. Deidentified, anonymized, or aggregated data may be derived from your personal information, but is not considered personal information under CCPA, since it does not directly or indirectly reveal your identity.

Use of Personal Information

Pursuant to the CCPA, we may use the personal information we collect for one or more of the following purposes:

- ✓ To process and review your job application, including any cover letter, resume, and/or references;
- ✓ To consider you for employment opportunities and/or conduct interviews;
- ✓ To contact you if we need more information related to your application or to respond to questions from you;

- ✓ To schedule and/or conduct an interview with you;
- ✓ To assess your qualifications for a particular position;
- ✓ To conduct a background check if we offer you a position, subject to applicable law;
- ✓ To reimburse you for any travel expenses relating to interviews and/or on-boarding;
- ✓ To manage any on-boarding process or procedures;
- ✓ To comply with applicable legal, compliance and/or regulatory obligations (including, for example, to ensure compliance with applicable non-discrimination laws);
- ✓ To defend our rights and property;
- ✓ To detect and protect against security incidents and malicious, deceptive, fraudulent or illegal activity, or violations of Truck Hero's policies or the law; for fraud and crime prevention; and for information protection and cybersecurity;
- ✓ To collect information for internal business, product, strategy, and technological development; or
- ✓ To comply with our disaster recovery, business continuity, and record keeping obligations.

Truck Hero will not collect additional categories of personal information or use the personal information we collect for materially different, unrelated, or incompatible purposes, without providing appropriate notice to you.

Changes to this Notice

We reserve the right to modify or update this Privacy Notice at any time. We will post a copy of any updated Privacy Notice on our website when we make any updates and/or provide appropriate notice to you.

Questions

If you have any questions about this Privacy Notice or how we handle your personal information, please contact us at TruckHeroHR@Truck-Hero.com.