

**NOTICE OF COLLECTION OF PERSONAL INFORMATION FOR CALIFORNIA
RESIDENTS
FOR APPLICANTS**

States Logistics Services, Inc. (“Company”) may collect certain personal information as defined in the California Consumer Privacy Act of 2018 as amended (the “CCPA”). This Notice of Collection of Personal Information (the “Notice”) details Company’s collection of your personal information, and your rights under the CCPA. For avoidance of doubt, this Notice shall only apply to California residents and solely apply to the extent that it is applicable.

Company’s Privacy Policy is available at: <https://stateslogistics.com/privacy-policy/>.

1. COLLECTION OF PERSONAL INFORMATION; BUSINESS PURPOSE

Company may collect, maintain, process, and use certain personal information from you. All personal information collected or processed is voluntarily provided by you to Company. The categories described below explain the Personal Information we have collected, or are collecting, about you:

NON-SENSITIVE PERSONAL INFORMATION

<u>Category</u>	<u>Specific Examples</u>
Identifiers	Real name, signature, alias, address, telephone and mobile phone number, email address, or other similar identifiers.
Education Information	Education history, including student records or transcripts, or other related records.
Professional or Employment-Related Information	Data submitted with or related to employment applications including salary history, employment history, employment recommendations, work authorizations, performance and disciplinary records, and compensation data.
Internet or Other Electronic Network Activity Information	Information relating to your use of Company internet or other electronic networks, including internet browsing history, search history, intranet activity, email communications, social media postings, stored documents and emails, usernames and passwords. Information relating to your use of Company communication systems, including phone calls, call logs, voicemails, text messages, chat logs, app use, mobile browsing and search history, mobile email communications, and any other information related to use of any Company-issued devices.

Audio, electronic, visual, thermal, olfactory, or similar information	Photographs, videos, sound or other similar media formats that may be captured from certain interviews and other recordings relating to your application.
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SENSITIVE PERSONAL INFORMATION

<u>Category</u>	<u>Examples</u>
Identifiers	Date of birth, Social Security number, driver’s license or state ID number, including tax identification numbers or other similar identifiers.
Government Issued Identifiers	Social Security number, driver’s license or state ID number, including tax identification numbers or other similar identifiers, and background checks or criminal history records.
Health Information	Data submitted with or related to employment applications including fitness for duty data and reports, benefit plan enrollment, participation, and claims information, leave of absence information including religious and family obligations, and physical and mental health data concerning employee and their family members.
Insurance Information	Policy number, coverage details, and related information.
Characteristics of Protected Classifications under California or federal law	Racial or ethnic origin, religious or philosophical beliefs, age, disability status, veteran or military status, union membership, or any other characteristics of protected classifications under California or federal law.
Inferences Drawn from Collected Personal Information	Results from Human Capital Analytics, HR Statistical data, and employee surveys that rely on collected personal information, sensitive or non-sensitive, to make inferences.

Company collects the above-referenced personal information for the following purposes:

- **Hiring, Employment, and Administrative Purposes**

- Collect and process employment applications, including confirming eligibility for employment, background and related checks, onboarding, and related recruiting efforts.
- Processing payroll and employee benefit plan and program design and administration including enrollment and claims handling and leave of absence administration.
- Maintaining personnel records and record retention requirements.
- Communicating with employees and/or employees' emergency contacts and plan beneficiaries.
- Complying with applicable state and federal labor, employment, tax, benefits, workers compensation, disability, equal employment opportunity, workplace safety, and related laws.
- Ensuring and enhancing employee productivity and adherence to the Company's policies.
- Investigating complaints, performance issues, and suspected violations of Company policy.
- Design, implement, and promote the Company's diversity and inclusion programs.
- Evaluate an individual's appropriateness for a particular position at the Company or promotion to a new position.
- Evaluate interest in new HR programs, benefit offerings, communication methods, or incentives.
- Prevent unauthorized access to or use of Company systems or property.
- Other business-related purposes not expressly listed herein.

2. USE, SALE, SHARING, OR DISCLOSURE OF PERSONAL INFORMATION

Company does not knowingly or intentionally sell your personal information under the definition of the CCPA. Company may disclose or share certain personal information to certain third parties in order to facilitate business purposes noted in Section 1. Company has shared or disclosed, or will share and disclose, the following categories of personal information to the following parties for a business purpose:

- Payroll processor vendors and other human resources vendors
- Recruiting processor and vendors, including Dayforce and/or VidCruiter
- Legal counsel

3. DATA RETENTION POLICY

Company will retain your personal information, including sensitive personal information for no longer than is reasonably necessary for the purposes stated in this Privacy Policy unless otherwise

required or permitted by law. Specifically, all categories of data are retained for a period of 7 years from the date of creation and receipt, except for certain physical personnel files or data retained for audit or other human resource purposes such as 401(k) plans. After such time, the data will be deleted, unless otherwise required to be retained for legal, compliance, or operational reasons. Historical data may be archived and used for historical report, analysis, and compliance purposes after which it will be deleted in accordance with our data destruction policy.

4. YOUR RIGHTS

California residents have the right to make the following requests to covered businesses. Information regarding how you can utilize your rights is contained in Section 5 of this Notice. These rights include:

- ***Right To Know About Collection, Disclosure or Sale of Personal Information***
- ***Right to Deletion of Personal Information***
- ***Right to Opt-Out of the Sale or Sharing of Personal Information***
- ***Right to Non-Discrimination***
- ***Right to Correct Personal Information***
- ***Right to Opt-Out of Automated Decision Making***
- ***Right to Limit Use and/or Disclosure of Sensitive Personal Information***

Company does not necessarily take any actions or collect any data from you in a manner that implicates your CCPA rights.

5. EXERCISING YOUR RIGHTS UNDER THE CCPA

You may submit requests to Company by the following methods:

- Phone(714) 367-8222
- Email: HR@stateslogistics.com
- Address: HR Department – States Logistics Services, Inc.
5650 Dolly Avenue
Buena Park, CA 90621

After confirming receipt of your request, we'll contact you if we need more information in order to verify it. If we can't verify a request, we may deny it. We will use commercially reasonable efforts to respond to you in the amount of time required by the CCPA.