

Snagajob California Privacy Notice

Last Updated: October 2020

Below is a summary of Snagajob's collection and use of "personal information" (as defined by the California Consumer Privacy Act ("CCPA")) about California residents in connection with our websites and mobile apps that link to this page. This summary uses the word "Services" to refer to the websites and mobile applications owned and operated by us that link to this Privacy Policy, and related online and offline services. For more details, you can read our [Privacy Policy](#).

A. Categories of Information Collected

In connection with the Services, we may collect:

- **Account registration information**, e.g. name, DOB, password, email address, username, phone number, wireless device, security questions and answers, city, state, ZIP code, and U.S. work eligibility ("Yes" or "No")
- **Contact information**, e.g. name, email address, postal address, and phone number
- **Profile information**, you may have choices about the information included in your profile, such as your name, email address, educational history, employment history, professional licenses, city and state, and bio. In accordance with your profile settings, you may be able to choose whether your profile information is visible to Employers on Snagajob's network or the public at large. Be aware that any information included in your public or shared profile may be read, collected, and used by others who access it.
- **Demographic and statistical information**, e.g. gender, race, age, date of birth, health information, apparel size, marital status, military and veteran status, nationality, disability information, criminal history information, educational history, employment history, professional licenses and memberships, schedule and availability, access to transportation, and responses to tests and surveys.
- **Personal identifiers and employment eligibility information**, e.g. photographs, driver's license number, operator's license number, motor vehicle license number, passport number, Social Security Number, other state or federal-issued identification numbers, and information you provide on tax and other government forms.
- **Application responses**, e.g. when you submit an application using the Services, we may collect application question responses, documents uploaded for job applications, and results of background checks and identity verification. Some of this information may be added to your Snagajob profile.
- **Financial and transactional information**, e.g. bank account number and paycard information.
- **Customer service information**, e.g. questions and other messages you address to us directly through online forms, by mail, over the phone, or by post; and summaries or voice recordings of your interactions with our customer support team.
- **Communications with other users**, e.g. your in-Services messages and information surrounding those messages such as the date/time of the communication.
- **Research, survey, or sweepstakes information**, e.g. if you participate in an internal Snagajob survey or sweepstakes on our Services or areas we can improve, we collect information needed for you to participate (such as contact information) and to fulfill your prize.
- **Information about others**, e.g. if you submit information about your references or former employers; or if you use a "tell-a-friend" tool (or similar feature) that allows you to send information to another person, we will collect, at a minimum, the recipient's

contact information. In providing this information, you represent that you are authorized to provide it.

- **Device information and identifiers**, e.g. IP address; browser type and language; operating system; platform type; device type; software and hardware attributes; and unique device, advertising, and app identifiers.
- **Connection and usage data**, e.g. information about files you download, domain names, landing pages, browsing activity, dates and times of access, pages viewed, forms you complete or partially complete, search terms, uploads or downloads, whether you open an email and your interaction with email content, access times, error logs, and other similar information.
- **Social media information**, e.g. if you access the Services through a third-party connection or log-in, we may have access to log-in information you provide to that social network, information you provide to us directly through our pages on social networking and blogging platforms (e.g. Facebook, Instagram, Snapchat, Wordpress, and Twitter).
- **Geolocation**, e.g. city, state, country, and ZIP code associated with your IP address.
- **Other information**, e.g. any other information you choose to directly provide to us in connection with your use of the Services.

B. Purposes of Use

The information we collect was and continues to be used for providing our Services, facilitating employment applications, employment onboarding, sending communications, personalizing the Services, engaging in transactions, improving the Services, securing our Services and users, detecting and preventing fraud, defending our legal rights, and complying with the law, as described in more detail in the "Purpose of Use " section of our [Privacy Policy](#).

C. "Sale" Opt-Out Right

California residents may opt out of the "sale" of their personal information. The CCPA broadly defines of "sale" in a way that may include when we share your information with Employers and others to provide you with job and other offers and opportunities that may be of interest to you.

If you would like to opt out of Snagajob's use of your information for such purposes that are considered a "sale" under California law, you may do so as outlined on the following page: [Do Not Sell My Personal Information](#).