

# Snagajob California Privacy Notice

**Last Updated: January 1, 2023**

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 Privacy Notice applies to information that we collect and process when you interact with our website and applications and related online and offline services (collectively, the "Services"). For more details, you can read our [Privacy Policy](#).

This notice provides information about our practices in the 12 months leading up to the effective date of this Policy in relation to the categories of personal information that we collect from California residents generally – including the categories of sensitive personal information (race, ethnicity, health information, citizenship status, precise location information) – the purposes for which we use the information, the categories of third parties to whom we disclose the information for business purposes, our "sales" and "sharing" of information (as defined by the CCPA), and retention practices.

## A. Categories of Information Collected

### **SEEKER – INFO WE COLLECT, PURPOSES, AND THIRD PARTIES**

<b>Categories of information collected</b>	<b>Purposes of use</b>	<b>Categories of third parties to whom we disclose the information for business and operational purposes (See "How We Disclose Information We Collect" in our Privacy Policy for additional information)</b>
<b>Account registration information</b> , e.g. email address and password	<ul style="list-style-type: none"><li>• Provide the Services</li><li>• Communicate with you</li><li>• Secure our Services and users</li><li>• Fraud prevention and legal purposes</li></ul>	<ul style="list-style-type: none"><li>• Service providers</li><li>• Entities for legal and security purposes</li><li>• Entities for sales or transfer of business or assets</li><li>• Others with your consent</li></ul>
<b>Contact information</b> , e.g. name, email address, postal address, and phone number	<ul style="list-style-type: none"><li>• Provide the Services</li><li>• Application information and employment onboarding</li><li>• Communicate with you</li><li>• Personalize your experience</li><li>• Secure our Services and users</li><li>• Fraud prevention and legal purposes</li></ul>	<ul style="list-style-type: none"><li>• Employers</li><li>• Service providers</li><li>• Entities for legal and security purposes</li><li>• Entities for sales or transfer of business or assets</li><li>• Others with your consent</li></ul>

<p><b>Profile information</b>, you may have choices about the information included in your profile, such as your name, email address, educational history, employment history, professional licenses, compensation, skills, interests, citizenship status and U.S. work eligibility, references, job and career preferences, location and postal address information (including city, state, and ZIP code), 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.</p>	<ul style="list-style-type: none"> <li>• Provide the Services</li> <li>• Application information and employment onboarding</li> <li>• Personalize your experience</li> <li>• Secure our Services and users</li> <li>• Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Employers</li> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>
<p><b>Demographic and statistical information</b>, e.g. gender, age, date of birth, ability to meet physical demands of position, apparel size, marital status, military and veteran status, race, ethnicity, national origin, 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.</p>	<ul style="list-style-type: none"> <li>• Provide the Services</li> <li>• Application information and employment onboarding</li> <li>• Communicate with you</li> <li>• Personalize your experience</li> <li>• Secure our Services and users</li> <li>• Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Employers</li> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>
<p><b>Personal identifiers and employment eligibility information</b>, e.g. photographs, driver's license number, operator's license number, motor vehicle license number, passport number, Social Security Number, other government and work identification numbers and licenses, and information you provide on tax and other government forms.</p>	<ul style="list-style-type: none"> <li>• Provide the Services</li> <li>• Application information and employment onboarding</li> <li>• Secure our Services and users</li> <li>• Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Employers</li> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>
<p><b>Application responses</b>, e.g. when you</p>	<ul style="list-style-type: none"> <li>• Provide the Services</li> </ul>	<ul style="list-style-type: none"> <li>• Employers</li> </ul>

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.	<ul style="list-style-type: none"> <li>• Application information and employment onboarding</li> <li>• Secure our Services and users</li> <li>• Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>
<b>Financial and transactional information</b> , e.g. bank account number and paycard information.	<ul style="list-style-type: none"> <li>• Employment onboarding</li> <li>• Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Employers</li> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>
<b>Customer service information</b> , 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 visual or voice recordings of your interactions with our customer support team.	<ul style="list-style-type: none"> <li>• Provide the Services</li> <li>• Communicate with you</li> <li>• Secure our Services and users</li> <li>• Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>
<b>Communications with other users</b> , e.g. your in-Services messages and information surrounding those messages such as the date/time of the communication. This might include requests, questions, and/or issues regarding your account, profile, or applications, our Services, or other topics you might raise.	<ul style="list-style-type: none"> <li>• Provide the Services</li> <li>• Employment onboarding</li> <li>• Secure our Services and users</li> <li>• Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Employers</li> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>
<b>Research, survey, or sweepstakes information</b> , e.g. if you participate in a Snagajob survey, promotion, or sweepstakes on our Services or areas we can improve, we collect information needed for you to participate (such as contact	<ul style="list-style-type: none"> <li>• Provide the Services</li> <li>• Communicate with you</li> <li>• Secure our Services and users</li> <li>• Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>

information) and to fulfill your prize.		
<p><b>Information about others</b>, 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.</p>	<ul style="list-style-type: none"> <li>● Provide the Services, including to those you refer</li> <li>● Employment onboarding</li> <li>● Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>● Employers</li> <li>● Service providers</li> <li>● Entities for legal and security purposes</li> <li>● Entities for sales or transfer of business or assets</li> <li>● Others with your consent</li> </ul>
<p><b>Device information and identifiers</b>, 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.</p>	<ul style="list-style-type: none"> <li>● Provide the Services</li> <li>● Personalize your experience</li> <li>● Secure our Services and users</li> <li>● Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>● Service providers</li> <li>● Entities for legal and security purposes</li> <li>● Entities for sales or transfer of business or assets</li> <li>● Others with your consent</li> </ul>
<p><b>Connection and usage data</b>, 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.</p>	<ul style="list-style-type: none"> <li>● Provide the Services</li> <li>● Personalize your experience</li> <li>● Secure our Services and users</li> <li>● Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>● Service providers</li> <li>● Entities for legal and security purposes</li> <li>● Entities for sales or transfer of business or assets</li> <li>● Others with your consent</li> </ul>
<p><b>Social media information</b>, 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).</p>	<ul style="list-style-type: none"> <li>● Provide the Services</li> <li>● Communicate with you</li> <li>● Personalize your experience</li> <li>● Secure our Services and users</li> <li>● Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>● Service providers</li> <li>● Entities for legal and security purposes</li> <li>● Entities for sales or transfer of business or assets</li> <li>● Others with your consent</li> </ul>

<b>Geolocation</b> , e.g. city, state, country, and ZIP code associated with your IP address.	<ul style="list-style-type: none"> <li>• Provide the Services</li> <li>• Personalize your experience</li> <li>• Secure our Services and users</li> <li>• Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>
<b>Other information</b> , e.g. any other information you choose to directly provide to us in connection with your use of the Services.	<ul style="list-style-type: none"> <li>• All purposes listed above</li> </ul>	<ul style="list-style-type: none"> <li>• Employers</li> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>

#### **EMPLOYER– INFO WE COLLECT, PURPOSES, AND THIRD PARTIES**

<b>Categories of information collected</b>	<b>Purposes of use</b>	<b>Categories of third parties to whom we disclose the information for business and operational purposes (See “How We Disclose Information We Collect” in our Privacy Policy for additional information)</b>
<b>Account registration information</b> , e.g. name, phone number, email address, postal address, account username, password, security questions and answers.	<ul style="list-style-type: none"> <li>• Provide the Services</li> <li>• Communicate with you</li> <li>• Personalize your experience</li> <li>• Secure our Services and users</li> <li>• Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>
<b>Business or company information</b> , e.g. business name, industry, FEIN, business phone number, postal address, location(s), links to external business websites, pictures, business logo.	<ul style="list-style-type: none"> <li>• Provide the Services</li> <li>• Personalize your experience</li> <li>• Secure our Services and users</li> <li>• Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Seekers</li> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>

<p><b>Financial and transactional information</b>, e.g. financial account or credit card information, billing address.</p>	<ul style="list-style-type: none"> <li>• Provide the Services</li> <li>• Fraud detection and prevention</li> <li>• Secure our Services and users</li> <li>• Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>
<p><b>Employment opportunity information</b>, e.g. title, wage range, location(s), availability information, desired qualifications and skills, job description and expectations, job postings.</p>	<ul style="list-style-type: none"> <li>• Provide the Services</li> <li>• Personalize your experience</li> <li>• Communicate with you</li> <li>• Application information and Employment onboarding</li> </ul>	<ul style="list-style-type: none"> <li>• Seekers</li> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>
<p><b>Communications with other users</b>, e.g. your in-Services messages and information surrounding those messages such as the date/time of the communication.</p>	<ul style="list-style-type: none"> <li>• Provide the Services</li> <li>• Secure our Services and users</li> <li>• Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Seekers</li> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>
<p><b>Information about others</b>, e.g. 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.</p>	<ul style="list-style-type: none"> <li>• Provide the Services, including to the entity you refer</li> <li>• Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Seekers</li> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>
<p><b>Social media information</b>, e.g. if you access the Services through a third-party connection or log-in, we may have access to log-in information you</p>	<ul style="list-style-type: none"> <li>• Provide the Services</li> <li>• Communicate with you</li> <li>• Personalize your experience</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> </ul>

provide to that social network and information you provide to us directly through our pages on social networking and blogging platforms (e.g. Facebook, Instagram, Snapchat, Wordpress, and Twitter).	<ul style="list-style-type: none"> <li>• Secure our Services and users</li> <li>• Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>
<b>Connection and usage data</b> , 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.	<ul style="list-style-type: none"> <li>• Provide the Services</li> <li>• Personalize your experience</li> <li>• Secure our Services and users</li> <li>• Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>
<b>Geolocation</b> , e.g. city, state, country, and ZIP code associated with your IP address or derived through Wi-Fi triangulation.	<ul style="list-style-type: none"> <li>• Provide the Services</li> <li>• Personalize your experience</li> <li>• Secure our Services and users</li> <li>• Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>
<b>Other information</b> , e.g. any other information you choose to directly provide to us in connection with your use of the Services.	<ul style="list-style-type: none"> <li>• All purposes listed above</li> </ul>	<ul style="list-style-type: none"> <li>• Seekers</li> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>

#### **SUPPLIERS, BUSINESS PARTNERS, AND SIMILAR BUSINESSES – INFO WE COLLECT, PURPOSES, AND THIRD PARTIES**

Categories of information collected	Purposes of use	Categories of third parties to whom we disclose the information for business and operational purposes (See “How We Disclose Information We Collect” in our Privacy Policy for additional information)

<p><b>Contact and business information</b>, e.g. name, business name, business phone number, email address and postal address, government identifier, industry, location(s), other information relating to your employer, and information you choose to provide us.</p>	<ul style="list-style-type: none"> <li>• Provide the Services</li> <li>• Secure our Services and users</li> <li>• Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>
<p><b>Financial and transactional information</b>, e.g. financial account or credit card information, billing address.</p>	<ul style="list-style-type: none"> <li>• Provide the Services</li> <li>• Fraud detection and prevention</li> <li>• Secure our Services and users</li> <li>• Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>
<p><b>Communications with us</b>, e.g. your name, email address, phone number, contents of communications with us, and information surrounding those messages such as the date/time of the communication. This might include requests, questions, and/or issues regarding your food orders, your account, our Services, or other topics you might raise.</p>	<ul style="list-style-type: none"> <li>• Provide the Services</li> <li>• Secure our Services and users</li> <li>• Fraud prevention and legal purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>
<p><b>Events and Programs</b>, e.g. if you register for or attend a Snagajob event or program, we may collect your name, email address, phone number, and attendance-related information.</p>	<ul style="list-style-type: none"> <li>• Provide the Services</li> <li>• Communicate with you</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> <li>• Entities for legal and security purposes</li> <li>• Entities for sales or transfer of business or assets</li> <li>• Others with your consent</li> </ul>

#### B. "Sale" and "Sharing" Opt-Out Right

California residents may opt out of the "sale" and "sharing" of their personal information. As explained in the **"Notice of Right to Opt Out of Sales of Personal Information and Processing/Sharing of Personal Information for Targeted Advertising Purposes"** section in our Privacy Policy, we sometimes disclose information to unaffiliated third-party advertising providers for targeted advertising purposes, so that we can provide you with more relevant and tailored ads regarding our services, or use analytics partners to assist us in analyzing use of our services and our user/customer base. The disclosure of your personal information to these third parties to assist us in providing these services may be considered a "sale" of personal information under the CCPA, or, the "sharing" of your personal information for purposes of "cross-context behavioral advertising."



The following chart lists the categories of personal information we have sold or shared over the last 12 months and the categories of third parties to which we have sold or shared:

Category of Personal Information	Categories of Third Parties to Which we Have "Sold" this PI	Categories of Third Parties to Which we Have "Shared" this PI
Identifiers	Analytics providers	Ad networks and advertising partners
Transactional information	Analytics providers	Ad networks and advertising partners
Internet network and device activity data	Analytics providers	Ad networks and advertising partners

If you would like to opt out of Snagajob's *online* disclosure such as through cookie and pixel technology of your personal information for purposes that could be considered "sales" or "sharing," please review the information in the "[Online and Mobile App Advertising](#)" section of our Privacy Policy and follow the instructions below. You can also submit a request to opt out of our *offline* disclosures of information that are subject to applicable opt out rights by visiting this [link](#). You may be permitted to designate an authorized agent to submit such requests on your behalf. Please note that we do not knowingly sell the personal information of minors under 16 years of age without legally-required affirmative authorization.

Please be aware that if you submit a sale opt-out request, your profile information may still be visible to Employers on Snagajob's network who are searching for eligible job applicants or the public at large in accordance with your profile settings. You can adjust your profile settings by visiting this page.

### **Instructions For Opting Out of Online Disclosures**

#### **Online Advertising Opt Out Options**

*Digital Advertising Alliance ("DAA") and Network Advertising Initiative ("NAI") Opt-Outs.* The Digital Advertising Alliance ("DAA") and the Network Advertising Initiative ("NAI") offer tools to provide consumers with choices as to whether participating third parties can use your information to provide targeted advertising. To opt out of sharing your information with such participating third parties for targeted advertising, please use the following tools:

For websites: the DAA WebChoices Tool, available at <http://optout.aboutads.info/?c=2&=EN>, and the NAI Consumer Opt-Out Tool, available at <http://optout.networkadvertising.org/?c=1>. For mobile applications: the DAA AppChoices Tool, available at <http://www.aboutads.info/appchoices>.

#### **Mobile Ad Settings**

If you no longer wish to receive interest-based advertising on your mobile applications, please refer to your device's operating system settings. Information on "limit ad tracking" settings for many common operating systems is available on NAI's Mobile Choices page: <https://www.networkadvertising.org/mobile-choice>.

#### **Facebook Ad Preferences**

Facebook offers settings that may control what information Facebook uses about you or your device activity for advertising purposes. Login to Facebook and go to Settings > Ads > Ad Settings (web) or Ad Preferences > Ad Settings (app) for more information.

Please Note:

- The opt-outs described above are device- and browser-based. Because the information being shared relates to your device ID and/or browser ID, you must opt out on each device and each browser where you want your choice to apply.
- Opt-outs may be stored via cookies. If you clear cookies, your opt-out will no longer be valid and you must opt out again where you want your choices to apply.
- We do not maintain or control the opt-out mechanisms and settings above and is not responsible for their operation.
- Exercising these choices does not prevent us from delivering contextual advertising, conducting cross-device tracking for us to serve you first-party ads directly, or using information for non-targeted advertising purposes, such as attribution and analytics.
- We may also still share some personal information with our partners to help us perform functions such as measuring ad effectiveness, controlling how many times you see an ad, determining ad performance, providing and securing ad, providing aggregate statistics and analytics, and/or reducing ad fraud. In such instances, these partners will act as our services providers.

The above choices will not opt you out of the use of previously collected and shared information or all interest-based advertising (such as that conducted on other sites).

#### C. "Shine the Light" Disclosure

The California "Shine the Light" law gives residents of California the right under certain circumstances to opt out of the sharing of certain categories of personal information (as defined in the Shine the Light law) with third parties for their direct marketing purposes. We do not share your personal information with third parties for their own direct marketing purposes.

#### D. Retention

We will keep your personal information for as long as necessary to fulfill the purposes described above, unless a longer retention is required or permitted by law. We may delete or de-identify your information sooner if we receive a verifiable deletion request, subject to exemptions under applicable law. The retention period that applies to your information may vary depending on the services you use and how you interact with them. We may retain cached or archived copies of your information.