



First American Bank California HR Privacy Notice

Privacy Information for California Applicants

We collect Personal Information from Applicants and comply with the California Consumer Privacy Act and related laws and regulations (“California privacy laws”). This California HR Privacy Notice applies to California Applicants (“you” or “your”).

“Personal Information” means information that is linked or reasonably linkable to a particular individual or household. However, the following categories of information are not Personal Information:

- Publicly available information;
- Deidentified or aggregated data; or
- Information otherwise excluded from the scope of California privacy laws.

This Privacy Notice provides the following information to California Applicants:

- Categories of Personal Information we collect;
- Purposes for which we use Personal Information;
- Categories of Personal Information we disclose to third parties;
- Categories of third parties to which we disclose Personal Information; and
- How Applicants can exercise their rights under California privacy laws:
 - The rights to access, correct, or delete Personal Information;
 - The right to limit the use of sensitive Personal Information in certain circumstances; and
 - The rights to opt out of targeted advertising, sales of Personal Information, or profiling.

Categories of Non-Sensitive Personal Information

The table below outlines the non-sensitive categories of Personal Information First American Bank collects about Applicants and whether and how they are disclosed to third parties.

We collect Non-Sensitive Personal Information from the following sources:

- Directly from our Applicants
- Inferences from your activity using our services
- From our business partners (“business partners” are companies that we have a pre-existing commercial relationship with)

Category of Personal Information: Identifiers
Examples
Identifiers may contain the following: names, alias, physical addresses, email addresses, Internet Protocol (IP) address.

Purpose(s) for Collection
<ul style="list-style-type: none"> • To open and maintain your application records • To assess your eligibility for employment • To communicate with you regarding your application • To comply with applicable laws and regulations • To manage the security of our systems • To detect and prevent fraud against you and/or us
Targeted Advertising
We do not engage in targeted advertising or disclose this information for targeted advertising purposes.
Sale
This information is not sold to third parties.
Other Disclosures
This information may be disclosed to Processors. We disclose Identifiers to enable our processors to provide services on our and/or your behalf.
Retention Period
We retain this information as dictated by applicable regulations.
Category of Personal Information: Personal Characteristics
Examples
Personal Characteristics may contain the following: age, gender.
Purpose(s) for Collection
<ul style="list-style-type: none"> • To comply with applicable laws and regulations

Targeted Advertising
We do not engage in targeted advertising or disclose this information for targeted advertising purposes.
Sale
This information is not sold to third parties.
Other Disclosures
This information may be disclosed to Processors. We disclose Personal Characteristics to enable our processors to provide services on our and/or your behalf.
Retention Period
We retain this information as dictated by applicable regulations.
Category of Personal Information: Internet/Electronic Activity
Examples
Internet/Electronic Activity may contain the following: Device ID, browsing history, search history, and information regarding your interactions with our websites, applications, or advertisements.
Purpose(s) for Collection
<ul style="list-style-type: none"> • To facilitate your use of our website • To improve our website, set default options, and provide you with a better application experience • To protect the security of our website to detect and prevent fraud against you and/or us
Targeted Advertising
We do not engage in targeted advertising or disclose this information for targeted advertising purposes.
Sale
This information is not sold to third parties.

Other Disclosures
This information may be disclosed to Processors. We disclose Internet/Electronic Activity to enable our processors to provide services on our and/or your behalf.
Retention Period
We retain this information for 3 years, or as dictated by applicable regulations.
Category of Personal Information: Professional Information
Examples
Professional Information may contain the following: Skills, qualifications, employment history, work experience, and other information included in a resume, CV, or application form.
Purpose(s) for Collection
<ul style="list-style-type: none"> • To open and maintain your application records • To assess your eligibility for employment • To comply with applicable laws and regulations • To detect and prevent fraud against you and/or us
Targeted Advertising
We do not engage in targeted advertising or disclose this information for targeted advertising purposes.
Sale
This information is not sold to third parties.
Other Disclosures
This information may be disclosed to Processors. We disclose Professional Information to enable our processors to provide services on our and/or your behalf.
Retention Period
We retain this information as dictated by applicable regulations.

Category of Personal Information: Educational Information
Examples
Educational Information may contain the following: School(s) attended, level of education, degree obtained, and other information relating to your secondary and post-secondary education.
Purpose(s) for Collection
<ul style="list-style-type: none"> • To open and maintain your application records • To assess your eligibility for employment • To comply with applicable laws and regulations
Targeted Advertising
We do not engage in targeted advertising or disclose this information for targeted advertising purposes.
Sale
This information is not sold to third parties.
Other Disclosures
This information may be disclosed to Processors. We disclose Educational Information to enable our processors to provide services on our and/or your behalf.
Retention Period
We retain this information as dictated by applicable regulations.

Categories of Sensitive Personal Information

The table below outlines the categories of Sensitive Personal Information First American Bank collects about Applicants and whether they are disclosed to third parties.

We collect Sensitive Personal Information from the following sources:

- Directly from our Applicants
- Inferences from your activity using our services
- From our business partners (“business partners” are companies that we have a pre-existing commercial relationship with)

Category of Sensitive Personal Information:
Government ID Information

Examples

Government ID Information may contain the following: social security, driver's license, state identification card, or passport number or similar government ID.

Purpose(s) for Collection

- To open and maintain your application records
- To assess your eligibility for employment
- To communicate with you regarding your application
- To comply with applicable laws and regulations
- To manage the security of our systems
- To detect and prevent fraud against you and/or us

Targeted Advertising

We do not engage in targeted advertising or disclose this information for targeted advertising purposes.

Sale

This information is not sold to third parties.

Other Disclosures

This information may be disclosed to Processors. We disclose Government ID Information to enable our processors to provide services on our and/or your behalf.

Retention Period

We retain this information as dictated by applicable regulations.

Category of Sensitive Personal Information:
Sensitive Category Information

Examples

Sensitive Category Information may contain the following: racial or ethnic origin, religious beliefs, mental or physical health diagnosis, or immigration status.

Purpose(s) for Collection
<ul style="list-style-type: none"> To comply with applicable laws and regulations.
Targeted Advertising
We do not engage in targeted advertising or disclose this information for targeted advertising purposes.
Sale
This information is not sold to third parties.
Other Disclosures
This information is not otherwise disclosed to third parties.
Retention Period
We retain this information as dictated by applicable regulations.

Use of Personal Information

We use Personal Information for the purposes described above. Other examples of how we may use your Personal Information within First American Bank include:

- Disclosing applicants' submitted Personal Information with our HR department and other employees to process applications.

Personal Information may also be used or disclosed as otherwise permitted or required by applicable law.

Disclosing Personal Information

We disclose Personal Information to the following categories of third parties:

- Processors (also referred to as "Service Providers" or "Contractors" in California law): We use processors to securely handle Personal Information on our behalf for our business purposes and only on our instructions. California privacy laws and our contracts with these companies prevent them from using your Personal Information for their own purposes.

See the tables above for more details about how different categories of Personal Information are disclosed.

We do not sell Personal Information to anyone. We do not share Personal Information for advertising purposes.

Exercising Your Personal Information Rights

California Applicants have the following rights under California privacy laws:

- The right to know the Personal Information we have collected about them, including the categories of sources from which we collected the Personal Information, the purpose(s) for collecting, selling, or sharing your Personal Information, and the categories of third parties to whom we have disclosed your Personal Information
- The rights to correct, or delete Personal Information;
- The right to limit the use of Sensitive Personal Information in certain circumstances;
- The rights to opt out of targeted advertising, sales of Personal Information, or profiling; and
- The right not to receive discriminatory treatment for exercising their privacy rights.

If you are a California Applicant, you can submit a request to exercise your Personal Information rights under California privacy laws by visiting our online portal at <https://www.requesteasy.com/638e-0934> or calling our toll-free number at (866) 469-0015.

To protect your privacy, we may need to authenticate your identity before we respond to your rights request. We will verify your identity by sending an email to your email address on file with a link to click. If you do not complete the verification process, we may be unable to process your request. Any information you provide to authenticate your identity will only be used to process your rights request and not for any other purpose. Please be aware that we do not accept or process rights requests submitted through other means.

We will respond to your rights request within 45 days, though in certain cases we may inform you that we will need up to another 45 days to act on your request. If we suspect fraudulent or malicious activity on or from your account, we will delay taking action on your request until we can appropriately verify your identity and the request as authentic. Also note that each of the rights are subject to certain exceptions.

We reserve the right to decline to process, or charge a reasonable fee for, requests from a Applicant that are manifestly unfounded, excessive, or repetitive.

Notice of Right to Limit the Use of Sensitive Personal Information

You have the right to limit some uses of Sensitive Personal Information. You may direct companies not to use Sensitive Personal Information except as necessary to provide goods or services you have requested or other exempt purposes.

However, we only use Sensitive Personal Information for purposes that are exempt from this right, such as to provide you with goods or services you have requested, to detect and prevent security incidents, or verifying the quality of our goods and services. The full list of these exempt purposes are specified in California Code of Regulations, Title 11, Section 7027(m).

Children's Data

We do not knowingly collect or use the Personal Information of children under 16. If you believe that we have collected the Personal Information of a child under 16, please contact us at fabprivacy@firststambank.com.

Authorized Agent Requests

California privacy law allows you to designate an authorized agent to make a rights request on your behalf. Your authorized agent may submit such a request by following the same method described above. We may require verification of your authorized agent in addition to the information for verification above for Applicants and households.

Contact Us

If you have any questions or concerns regarding this California HR Privacy Notice, contact us at fabprivacy@firstambank.com.

Last updated: August 01, 2023