



GENERAL NOTICE AT COLLECTION FOR APPLICANTS

We may collect any of the following categories of personal information, depending on the circumstances, and as permitted by applicable law. We use and maintain personal information in the context of your role as a job applicant, as follows:

The California Consumer Privacy Act, as amended by the California Privacy Rights Act, requires California Waste Recovery Systems (the “Company”) to notify you of the personal information we collect as part of your application for employment, how we use that information, and how long we will maintain it. [We also may collect your personal information for purposes of account administration if you are a customer of California Waste Recovery Systems. You will receive a separate notice regarding our use of your information associated with your personal account.]

In addition to the items in the chart to the right, we may use or retain any personal information we collect to comply with recordkeeping obligations under federal, state, or local law, or to defend and exercise legal claims.

The Company does not sell any of the information listed above, meaning we do not give your personal information to any third party in exchange for monetary or other valuable consideration. We also do not share any of the information listed above to any third party for the purpose of cross-context behavioral advertising.

The Company will protect the privacy of information collected in accordance with applicable state, federal, and local laws. If you have any questions about the use of your personal information or would like to receive this notice in a different format to accommodate a disability, please contact Human Resources at 209-369-6887.

Personal identifiers (e.g., real name, alias, postal address, unique personal identifier, online identifier, email address, account name)	Assessing your qualifications for the job; contacting you regarding your application	The longest of: applicable recordkeeping requirements under federal, state, or local law; the expiration of any applicable statute of limitations, or; as needed to meet generally accepted accounting principles
Professional, employment, and educational information	Assessing your qualifications for the job	The longest of: applicable recordkeeping requirements under federal, state, or local law; the expiration of any applicable statute of limitations, or; as needed to meet generally accepted accounting principles
Medical and health information (e.g., ability to perform certain functions)	Providing reasonable accommodations; establishing ability or skill to perform certain job duties	The longest of: applicable recordkeeping requirements under federal, state, or local law; the expiration of any applicable statute of limitations, or; as needed to meet generally accepted accounting principles
Characteristics of protected classifications under California or federal law	Compliance with reporting obligations relating to equal opportunity; analyzing diversity statistics in hiring as part of the Company's diversity, equity, and inclusion programs	The longest of: applicable recordkeeping requirements under federal, state, or local law; the expiration of any applicable statute of limitations, or; as needed to meet generally accepted accounting principles
Audio or visual information (e.g., photographs, video, or recordings)	Security	The longest of: applicable recordkeeping requirements under federal, state, or local law; the expiration of any applicable statute of limitations, or; as needed to meet generally accepted accounting principles
Background check reports or other compiled profiles (e.g., criminal history, credit information)	Assessing your qualifications for the job.	The longest of: applicable recordkeeping requirements under federal, state, or local law; the expiration of any applicable statute of limitations, or; as needed to meet generally accepted accounting principles
Screening tests reports, assessments, or results (e.g., skills assessments, drug test results)	Assessing your qualifications for the job; establishing ability or skill to perform certain job duties	The longest of: applicable recordkeeping requirements under federal, state, or local law; the expiration of any applicable statute of limitations, or; as needed to meet generally accepted accounting principles
Personal or professional references	Assessing your qualifications for the job; establishing ability or skill to perform certain job duties	The longest of: applicable recordkeeping requirements under federal, state, or local law; the expiration of any applicable statute of limitations, or; as needed to meet generally accepted accounting principles
Licenses	Assessing your qualifications for the job; establishing ability or skill to perform certain job duties	The longest of: applicable recordkeeping requirements under federal, state, or local law; the expiration of any applicable statute of limitations, or; as needed to meet generally accepted accounting principles