

JOB APPLICANT PRIVACY NOTICE FOR CALIFORNIA RESIDENTS

Effective Date: 12/31/2019

This Privacy Notice applies solely to job applicants of OFS Brands Holdings, Inc. (“we,” “us,” or “our”) who reside in the State of California (“you”). We adopt this notice to comply with the California Consumer Privacy Act (“CCPA”), as amended, and its implementing regulations.

Assistance for Disabled Employees

Alternative formats of this Privacy Notice are available to individuals with a disability. Please contact OFS Brands Holdings, Inc. at privacy@ofs.com or 800.521.5381 for assistance.

Definition Specific to this Privacy Notice

“Personal Information” under the CCPA means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer/job applicant or household. Personal Information does not include publicly available information obtained from government records; deidentified or aggregated consumer information that cannot be reconstructed to identify you; any information covered under the Gramm-Leach-Bliley Act or the California Financial Information Privacy Act, activities covered by the Fair Credit Reporting Act, or protected health information as defined under the Health Insurance Portability and Accountability Act.

The Personal Information We Collect

The chart below shows the categories of Personal Information we collect about you in the job applicant context; examples of the type of Personal Information in each category; and the business purpose(s) for which that category of Personal Information is collected in the job applicant context.

<u>Category of Personal Information</u>	<u>Examples</u>	<u>Business Purpose(s) for Collection</u>
Unique identifiers	Name, signature, address, telephone email, account name, SSN, DL number, passport number, online identifier, IP address	Hiring, government recordkeeping compliance and reporting, and identification and contact purposes
Protected class data	Characteristics of protected classifications under California or federal law, including: race, ancestry, national origin, age (40 years or older), marital status, sex, sexual orientation,	Government regulation and recordkeeping compliance purposes

	medical condition, disability, genetics, and veteran or military status	
Employment information	Professional or employment-related information	Hiring, promotional opportunity practices, and government reporting and recordkeeping compliance purposes
Personality characteristics	Self-response, free-choice adjective selection of self-identified traits of behavior and perceived expected behavior	Hiring and other employment action purposes
Inferences	Inferences drawn from any of the information identified in this subdivision to create a profile about a consumer reflecting the consumer's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes	Hiring, job placement, employee relations, and other employment action and practice purposes

Additional Information

If you would like additional information regarding this Privacy Notice, please contact OFS Brands Holdings, Inc. at privacy@ofs.com or 800.521.5381 for assistance.

Changes to this Privacy Notice

OFS Brands Holdings, Inc. reserves the right to amend this Privacy Notice at our discretion and at any time, consistent with the CCPA and California law. If we make changes to this Privacy Notice, we will notify you and will post an updated notice online.