

## **CALIFORNIA PRIVACY RIGHTS NOTICE FOR JOB APPLICANTS**

Effective Date:

Under the California Consumer Privacy Act (“CCPA”), Springboard is required to inform California resident job applicants about the categories of personal information we collect about you and the purposes for which we will use this information. This notice contains disclosures required by the CCPA and applies only to personal information that is subject to the CCPA.

**CATEGORIES OF PERSONAL INFORMATION WE COLLECT.** We collect the following categories of personal information about our job applicants who are California residents:

- First and last name, email address, and other identifiers and personal information provided by you in your online job applicant profile, job application, and job application materials
- Social security number, driver’s license or state identification number, address, telephone number, education, employment, employment history, credit history
- Characteristics of protected classifications under California or federal law (such as race or gender)

**HOW WE USE JOB APPLICANTS’ PERSONAL DATA.** We use and disclose the personal information we collect for our business purposes. These business purposes include, without limitation:

- Processing, evaluating, and communicating with you about your application, including to check references or your background, and communicating with you about other jobs that may interest you.
- Other business purposes as identified in the CCPA, which include:
  - Auditing related to our interactions with you;
  - Legal compliance;
  - Detecting and protecting against security incidents, fraud, and illegal activity;

- Debugging;
- Performing services (for us or our service provider) such as account servicing and analytics;
- Internal research for technological improvement;
- Internal operations;
- Activities to maintain and improve our business; and
- Other one-time uses.

We may collect information about you that is unrelated to your job application with Springboard. If you are a Springboard student or otherwise use the Springboard website or services, the pertinent privacy practices can be found in our [Privacy Policy](#). Furthermore, your rights with respect to your personal information collected by Springboard, whether or not related to your job application, are set forth in the Privacy Policy.

**Contact Us.** For questions or concerns about Springboard's practices, please contact us at [hello@springboard.com](mailto:hello@springboard.com).