



## California Consumer Privacy Act Employee Disclosure

Respecting the privacy of our employees is an essential part of our privacy program. We are committed to the proper handling of the Personal Information collected or processed in connection with your employment relationship with us. This disclosure describes categories of Personal Information we collect and the purposes for which we process that information in accordance with Section 1798.100 (b) of the California Consumer Privacy Act (CCPA). The CCPA defines Personal Information as categories of information that identifies, relates to, describes or is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly to a particular individual or household.

We collect, receive, maintain and/or share Personal Information with our service providers: ADP, eDrugtest, The Applicant Manager. The categories and the purposes described below for use of Personal Information reflects data processed by the above-mentioned service providers' products.

	<b>Categories of Personal Information Collected</b>
Category A	Identifiers, such as name, contact information, online identifiers and Social Security numbers and other government-issued ID numbers.
Category B <sup>1</sup>	Personal information, as defined in the California consumer records law, such as name, contact information, education, and employment, employment history.
Category C <sup>2</sup>	Characteristics of protected classifications under California or federal law, such as sex, age, race, religion, national origin, disability, medical condition and information, citizenship, immigration status and marital status.
Category I	Professional or employment-related information, such as work history and prior employer.
Category J	Education information subject to the federal Family Education Rights and Privacy Act, such as student records.

<sup>1</sup>This includes name, signature, social security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, education, employment, or employment history.

<sup>2</sup>This includes sex (including pregnancy, childbirth, breastfeeding, and related medical conditions, age (40 and over), race, color, religion or creed, ancestry, national origin, disability, medical conditions, genetic information, AIDS/HIV status, marital status, sexual orientation, gender identify and expression, citizenship, primary language, immigration status, military/veteran status, political affiliation/activities, domestic violence victim status, and request for leave.

Personal Information is collected for the following purposes:

1. To comply with state and federal law and regulations;
2. To evaluate job applicants and candidates for employment;
3. To obtain and verify background checks;

If you have any questions about the collection and processing of your Personal Information or about the security of your Personal Information, please contact Midwest Veterinary Supply Human Resources.