

Privacy Notice for California Job Applicants

Last updated: March 2024

1. Introduction

This privacy notice is designed to inform you about the personal information GE Appliances (**GE Appliances, we, or us**) collect, use, and disclose about you in accordance with the California Consumer Privacy Act (**CCPA**). It applies to our handling of your personal information in connection with our online and offline recruitment activities. We are committed to protecting your privacy and ensuring that your personal information is handled in a responsible and secure manner.

2. Information We Collect

Personal information

We collect the following categories of personal information about you:

- **Personal identifiers**, such as your name, address, phone number, email address, unique personal identifier, online identifier, Internet Protocol address, account name, driver's license, passport number
- **California employment records information**, such as Social Security Number, photograph, address, telephone number, passport number, driver's license or state identification card number, education, current employment, employment history, membership in professional organizations, licenses and certifications, bank account, and other financial, medical or health insurance information
- **Protected classification characteristics under California or federal law**, such as age (40 years or older), race, national origin, citizenship, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, military and veteran status
- **Internet or other similar network activity information**, including activity on GE Appliances' information systems (such as internet browsing history, search history, intranet activity, email communications, social media postings, stored documents and emails, usernames, and passwords) and activity on communications systems (such as phone calls, voicemails, text messages, chat messages)
- **Sensory and surveillance data**, such as COVID-19 related temperature checks, call monitoring, video and other surveillance of our premises and operations
- **Professional or employment-related information**, such as employment application information (work history, academic and professional qualifications, educational records, references, and interview notes, background check, drug testing results), job qualifications and work eligibility, including your visa and immigration status, and health information, such as your medical history and disability status
- **Non-public education information**, such as education records, degrees and vocational certifications obtained, report cards, and education transcripts

Sensitive personal information

Sensitive personal information is a subtype of personal information consisting of specific information categories. While we collect information that falls within the sensitive personal information categories listed in the table below, the CCPA does not treat this information as sensitive because we do not collect or use it to infer characteristics about a person.

- **Government identifiers**, such as your Social Security number, driver's license, state identification card, and passport and visa information, and immigration status and documentation
- **Account access credentials**, such as user names, account numbers, or card numbers combined with required access/security code or password
- **Precise geolocation**, such as physical access to a GE Appliances office location
- **Racial or ethnic origin**
- **Citizenship or immigration information**
- **Union membership**
- **Health information**, including job restrictions and workplace illness and injury information
- **Sex life or sexual orientation information**

3. Sources of Personal Information

We collect personal information from the following sources:

- You, when you provide it to us directly, such as when you apply for a job, complete a form, or contact us
- Third parties, such as your references, recruiters, background check companies, credit bureaus, your legal representatives, and government agencies
- Publicly available sources, such as the internet and social media

We collect only the personal information necessary for the purposes described in this privacy notice.

4. How We Use Your Information

We use your personal information for the following business purposes:

- To process and communicate with you about your employment application
- To verify your employment references, background checks, and related assessments
- To comply with legal and regulatory requirements, including monitoring and reporting on diversity requirements, and to operate our business
- As needed to address health, medical, or emergency issues
- To verify your identity and to protect the security of our people, property, systems, and data
- To improve our employment-related services
- To respond to your requests, to enable you to use our systems, products, and services, and to inform you about opportunities, events, services, and employment-related requirements

- To respond to regulators, law enforcement authorities, other government officials, or to respond to your data subject requests
- To resolve disputes, perform investigations, and defend our legal interests
- For other uses as agreed by you and us or as otherwise permitted by law

5. How Long We Retain Your Information

Your personal information will be stored by us and our service providers in accordance with applicable law to the extent necessary for the processing purposes set out in this Notice. Subsequently we will delete your information, unless we are legally obligated to keep your information longer, such as to comply with legal, tax, accounting, or auditing purposes.

6. How We Disclose Your Information

Disclosure within GE Appliances

Your personal information is disclosed for business purposes within GE Appliances. Our employees are authorized to access personal information only to the extent necessary to serve the purposes described in this Notice and to perform their jobs. They are bound by appropriate confidentiality agreements.

Disclosure with service providers

We share your personal information with third parties to perform services on our behalf, under instructions, in accordance with our agreements, and in compliance with appropriate technical and organizational security measures to protect your information. Service providers perform functions such as:

- managing GE Appliances and hosted websites and applications, and providing related IT infrastructure
- background or employment check services
- auditing, tax, and similar services
- maintaining data and cybersecurity services, web analytics
- providing business, legal, compliance, and financial advisory services

Disclosure with third parties

We disclose your personal information to third parties, including governmental authorities or public authorities, courts, for legal processes or protection of life and safety where we believe that access, use, preservation, or disclosure of the information is reasonably necessary, including:

- To comply with laws, regulations, or legal process, or to respond to lawful requests
- To enforce or apply our legal agreements
- To protect the rights, interests, property, or safety of GE Appliances, our employees, business partners, consumers, and others
- In connection with claims, disputes, or litigation

- When interacting with government agencies, regulators, and law enforcement agencies
- To protect you and others from fraudulent, abusive, or unlawful use of our websites, and other fraudulent activity
- Disclosures to other third parties with your consent

7. How We Secure Your Personal Information

GE Appliances has implemented appropriate technical, physical, and organizational measures designed to protect your personal information against accidental or unlawful destruction or accidental loss, damage, alteration, and unauthorized disclosure or access, as well as other forms of unlawful processing.

8. Your Rights Under the CCPA

The CCPA provides you with certain rights regarding your personal information, including the right to:

- Know what personal information we collect, use, and disclose about you
- Request a copy of your personal information
- Correct any inaccurate personal information, unless retained solely for legal or compliance purposes and as otherwise set out in the CCPA
- Delete your personal information, unless retained for solely for legal or compliance purposes and otherwise as set out in the CCPA
- Opt out of the sale or sharing of your personal information

The categories of personal information and sensitive personal data we collect about you are set out in section 2 of this Notice and the business purposes are set out in section 4. Our retention practices are set out in section 5. We process the sensitive information set out in section 2 only for the business purposes described in section 4.

To the extent we “sell” or “share” information with third parties (as those terms are defined under the CCPA) you have a right at any time to opt out on a going-forward basis. You may opt out of the sale or sharing of your cookie data for data analytics or targeted advertising by using our cookie preference tools, which you can access via the **Cookie Settings** link on our webpages and apps or by enabling the [Global Privacy Control](#) on your browser. Within the bounds of processing your job application, we do not otherwise sell or share your personal information as defined in CCPA. If you purchase our products or services, we will process your personal information in accordance with our published [Privacy Statement](#).

We will not discriminate against you, including any retaliation against you, for exercising your rights under the CCPA.

How to Exercise Your Rights

To submit a request to exercise one of the privacy rights identified above, you may:

- Navigate to our [Data Subject Requests webform](#); or
- Call us toll-free at 1-833-524-9055.

Before processing your request, we may need to verify your identity by asking for additional information.

Authorized Agents

In certain circumstances you are permitted to designate an authorized agent to exercise your privacy rights using the methods designated above. Please provide the agent with written permission, signed by you, authorizing the agent to submit the request on your behalf. The agent must submit that written permission along with the request. Depending on the evidence provided and your state of residence, we may still need to reach out to you to confirm that the authorized agent has permission to act on your behalf and to verify our identity in connection with the request.

Appealing Rights Decisions

Depending on your state of residence, you may be able to appeal to us if we refuse to take action on your exercise of certain choices described above. All appeal requests should be submitted via our [Data Subject Requests webform](#).

We are committed to protecting your privacy and ensuring that your personal information is handled in a responsible and secure manner. If you have any questions about this privacy notice, please do not hesitate to contact your HR business partner.