



## CCPA Privacy Notice

### Privacy Statement-California

Star Staffing (The Company) adopts this notice to comply with the California Consumer Privacy Act of 2018 (“CCPA”) and other California privacy laws. Employees are hereby notified that the Company has collected the following categories of personal information from employees, their emergency contacts, and their dependents since January 1, 2019.

#### Purpose of Collected Information:

Star Staffing collects the following information for employment purposes only. The company does not sell any personal information that is collected.

#### Information We Collect:

Category	Examples	Collected
A. Identifiers	A real name, alias, postal address, unique personal identifier, online identifier, internet protocol address, e-mail address, account name, social security numbers, driver’s license number, passport number, or other similar identifiers	YES
B. Personal Information categories listed in the California Consumer Records statute	A name, signature, social security number, address, telephone number, passport number, insurance policy number, driver’s license or state identification card number, education, employment, employment history, bank account number, banking and financial information, medical information or health insurance information. Some information in this category may overlap with other categories.	YES
C. Protected classification	Age (40 year or older), race,	YES



characteristics under California or Federal Law	color, ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, gender expression, sex (including gender, pregnancy or childbirth and related medical conditions, sexual orientation, veteran or military status, genetic information (including familial genetic information).	
D. Professional or employment- related information	Current or past job history or performance evaluations	YES
E. Inferences drawn from other personal information	Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	YES

**Categories of Use:**

We may use your personal information for the following purposes:

**Transactional Purposes:** We use your contact information to communicate about employment related information.

**Analytical Purposes:** We use your other identifying information, internet activity and browsing history, commercial information, demographic information, and geolocation data to analyze preferences, trends and statistics.

**Marketing and Promotional Purposes:** We use your contact information, commercial information, demographic information, internet or other electronic activity, geolocation data, and inferences to:

Inform you of our new services and promotions;

Provide you with and measure and optimize targeted advertising;

Run contests and promotions,

Provide you with career advice and other information from and about Star Staffing including personalized marketing communications.

**Maintenance and Improvement of Services and Website:** We use your contact information, commercial information, and internet activity and browsing history to:

Provide and maintain functionality on our website, including our live chat features;

Handle your request for services; and

Help us diagnose technical and service problems and administer our offices, websites and apps.



**Review and Content Creation Purposes:** We use your contact information, commercial information, and audio and visual information to enable reviews of our products and to display content that you have created and allowed us to display on our website and services and on social media and other advertising.

**Security and Fraud Prevention:** We use your contact information, other identifying information, commercial information, financial information, geolocation data, internet activity and browsing history, and inferences to protect this website, our company, and others and to prevent fraud, and misconduct.

If you have questions about this notice, please contact Human Resources.