

California Consumer Privacy Act Notice for Applicants

Under the California Consumer Privacy Act (“CCPA”), CU Business Group. (the “Company”) is required to notify you of the personal information we collect to determine whether applicants are a good fit for the job and our business. We collect the following information from all applicants:

Category of Personal Information	Intended Use
Contact information	Reaching you regarding your application process
Employment and education history	Assessing your qualifications for the job
Relevant non-public licenses and certifications	Assessing your qualifications for the job

If you are selected for a conditional offer of employment or further prescreening, we may collect the following additional categories of information:

Category of Personal Information	Intended Use
Background check reports compiled in-house or from third parties, including criminal history, exclusionary lists, credit information (where permitted by law), reputation, character, personal characteristics, and inferences or compiled profiles regarding the same	Assessing your qualifications and fitness for the job, consistent with applicable law
Personality and aptitude test results and any associated profiles or inferences	Evaluating your skills and fitness for the job
Personal/professional references and any associated reports, summaries, or inferences	Assessing your qualifications and fitness for the job

The Company will protect the privacy of information collected in accordance with applicable state, federal, and local laws. If you have any questions about the use of your personal information or would like to receive this notice in a different format to accommodate a disability, please contact peopleops@cubg.org. You may also view the Company’s privacy policy at <https://cubg.org/terms/>.