

## Notice at Collection for California Applicants and Employees

This Notice at Collection is for those who reside in the State of California acting as a job applicant to, an employee of, owner of, director of, officer of, medical staff member of, or contractor (“you”) of the NewRez Family of Companies (“we”). This notice is provided pursuant to the California Consumer Privacy Act of 2018 (Cal. Civ. Code § 1798.100 et seq. (“CCPA”) and any terms defined in the CCPA have the same definitions when used in this Notice.

### Collection of Personal Information

The purpose of this Notice at Collection is to provide you with timely notice, at or before the point of collection, about the categories of personal information to be collected from you and the purposes for which the personal information will be used.

We Collect	Categories of Personal Information
<input checked="" type="checkbox"/>	<b>A. Identifiers:</b> For example, a real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, social security number, driver’s license number, passport number, or other similar identifiers.
<input checked="" type="checkbox"/>	<b>B. Personal Information Categories from Cal. Civ. Code § 1798.80(e):</b> For example, a name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver’s license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information.
<input checked="" type="checkbox"/>	<b>C. Characteristics of CA or Federal Protected Classifications:</b> For example, race, age, gender, familial status, disability, or veteran status.
<input type="checkbox"/>	<b>D. Commercial Information:</b> For example, records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.
<input checked="" type="checkbox"/>	<b>E. Biometric Information:</b> For example, physiological, biological or behavioral characteristics, including an individual’s deoxyribonucleic acid (DNA), that can be used, singly or in combination with each other or with other identifying data, to establish individual identity. Biometric information includes, but is not limited to, imagery of the iris, retina, fingerprint, face, hand, palm, vein patterns, and voice recordings, from which an identifier template, such as a faceprint, a minutiae template, or a voiceprint, can be extracted, and keystroke patterns or rhythms, gait patterns or rhythms, and sleep, health, or exercise data that contain identifying information
<input checked="" type="checkbox"/>	<b>F. Internet or Other Similar Network Activity:</b> For example, browsing history, search history, and information regarding a consumer’s interaction with an Internet Web site, application, or advertisement
<input checked="" type="checkbox"/>	<b>G. Geolocation Data:</b> For example, information that can be used to determine a device’s physical location
<input type="checkbox"/>	<b>H. Sensory or Surveillance Data:</b> For example, audio, electronic, visual, thermal, olfactory, or similar information that can be linked or associated with a particular consumer or household

<input checked="" type="checkbox"/>	<b>I. Professional or Employment-Related Information:</b> For example, compensation, evaluations, performance reviews, personnel files and current and past job history.
<input type="checkbox"/>	<b>J. Education Information</b> ( <i>defined as information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. section 1232g, 34 C.F.R. Part 99)</i> ): Education records directly related to a student maintained by an education institution or party acting on its behalf, for example, non-public information that can be used to distinguish or trace an individual's identity in relation to an educational institution either directly or indirectly through linkages with other information.
<input checked="" type="checkbox"/>	<b>K. Profile Data:</b> For example, inferences drawn from personal information to create a profile about a consumer reflecting the consumer's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

**Please note that Personal Information does not include:**

- Publicly available information from government records.
- Deidentified or aggregated consumer information.
- Information excluded from the CCPA's scope, like:
  - health or medical information covered by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the California Confidentiality of Medical Information Act (CMIA) or clinical trial data;
  - personal information covered by certain sector-specific privacy laws, including the Fair Credit Reporting Act (FCRA), the Gramm-Leach-Bliley Act (GLBA) or California Financial Information Privacy Act (CalFIPA), and the Driver's Privacy Protection Act of 1994.

**Use of Personal Information for Business Purposes**

We may use the personal information we collect for one or more of the following business purposes:

- To fulfill or meet the reason for which the information is provided
- To assess you as an applicant
- To evaluate you as an employee
- For our internal operation purposes
- To enroll in health insurance or during a leave of absence period
- Fraud and security detection
- Debugging to identify and repair errors
- Servicing transactions and accounts (*e.g.*, maintaining and servicing accounts, payment processing) and providing services on behalf of business or service provider (*e.g.*, financing, analytics)
- To evaluate or conduct a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of our assets, whether as a going concern or as part of a bankruptcy, liquidation, or similar proceeding, in which personal information held by us is among the assets transferred
- Undertaking internal research for technological development and demonstration

- To share the personal information with service providers to carry out other business purposes

We will not collect additional categories of personal information without providing you a new Notice at Collection disclosing those categories. We will not use your personal information for a purpose materially different from those disclosed in this Notice at Collection unless we directly notify you and obtain explicit consent to use it for the new purpose.

**Contact Information**

If you have any questions or comments about this notice or the ways in which we collect and use your information, please do not hesitate to contact us at:

Phone: 866-317-2347

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