

Effective Date: May 27, 2024

## **CALIFORNIA APPLICANT PRIVACY NOTICE**

The purpose of this Applicant Privacy Notice (“**Applicant Privacy Notice**”) is to inform Magnet Forensics, Inc. and its affiliates’ (collectively, “**MFI**,” “**Company**,” “**us**,” “**we**,” or “**our**”) California workforce job applicants of our practices regarding the collection, use, and disclosure of their personal information (“**Applicant Personal Information**”), and the rights they have under the California Consumer Privacy Act, as amended (the “**CCPA**”). “**Applicant**” means California residents applying for workforce jobs with MFI.

This Applicant Privacy Notice should be read in conjunction with our [Privacy Policy](#), applicable [Terms and Conditions](#), and any other documents that govern your relationship with us. By using our website, products, and services (collectively, “**Services**”), including submitting a job application with us, you consent to our Terms and Conditions and the privacy practices disclosed in this Applicant Privacy Notice. Please do not use our Services if you do not consent.

If you interacted with us in your capacity as a consumer, please review our [Privacy Policy](#) for more information.

Unless otherwise noted, the disclosures herein cover our activities in the twelve (12) months preceding the Effective Date, as well as our current practices.

### **I. How and Why We Collect, Use, and Disclose Your Applicant Personal Information**

As used in this Applicant Privacy Notice, the term “**Applicant Personal Information**” means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with Applicants. Applicant Personal Information does not include information that is publicly available, de-identified, or aggregated, and the CCPA exempts certain additional categories of information from its purview, such as information subject to other laws and regulations. This Applicant Privacy Notice applies only to information governed by the CCPA.

MFI may collect, use, and disclose Applicant Personal Information for business purposes consistent with applicable laws as identified below. Where MFI discloses applicable Applicant Personal Information to recipients, such as our service providers, it does so for the same business purposes described below. These examples may vary depending on the nature of your interactions with us.

<b>Category of Applicant Personal Information</b>	<b>Business Purposes for Collection, Use, or Disclosure</b>	<b>Categories of Recipients to whom Applicant Personal Information is Disclosed for a Business Purpose</b>
<b>Identifiers</b> such as name, alias, telephone number, email address, mailing	<ul style="list-style-type: none"><li>• To open and maintain your application records</li><li>• To assess your eligibility to work with us</li></ul>	<ul style="list-style-type: none"><li>• Service providers</li><li>• Affiliates</li><li>• Information technology vendors</li></ul>

<p>address, IP address, or other similar identifiers</p>	<ul style="list-style-type: none"> <li>• To communicate with you regarding your application</li> <li>• To comply with applicable laws and regulations</li> <li>• To manage the security of our premises and systems</li> <li>• To detect and prevent fraud against you and/or us</li> </ul>	
<p><b>Personal information described in Cal. Civ. Code § 1798.80(e)</b> such as name, electronic signature, address, telephone number, education, employment history</p> <p><i>Some of these pieces of information may overlap with other categories.</i></p>	<ul style="list-style-type: none"> <li>• To open and maintain your application records</li> <li>• To assess your eligibility to work with us</li> <li>• To communicate with you regarding your application</li> <li>• To comply with applicable laws and regulations</li> <li>• To manage the security of our premises and systems</li> <li>• To detect and prevent fraud against you and/or us</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> <li>• Affiliates</li> <li>• Information technology vendors</li> </ul>
<p><b>Characteristics of protected classifications</b> under California or federal law, including age, marital status, race, ethnic origin, sex, gender, sexual orientation, gender identity, military or veteran status, medical condition, and disability</p>	<ul style="list-style-type: none"> <li>• To comply with the U.S. Equal Employment Opportunity Commission (“EEOC”) and other applicable laws and regulations</li> <li>• To assess your eligibility to work with us</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> <li>• Affiliates</li> </ul>
<p><b>Internet or other electronic network activity information</b> such as browser type and language, operating system, website usage, emails, or text message communications</p>	<ul style="list-style-type: none"> <li>• To communicate with you</li> <li>• To improve our website</li> <li>• To protect the security of our website</li> <li>• To detect and prevent fraud against you and/or us</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> <li>• Information technology vendors</li> </ul>
<p><b>Geolocation data</b> such as location data inferred from your device IP address, or</p>	<ul style="list-style-type: none"> <li>• To help you find jobs that are close to your location</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> <li>• Information technology vendors</li> </ul>

<p>your device and mobile location</p>		
<p><b>Sensory information</b>, such as security camera recordings if you interview at our facilities, photographs to the extent contained on documents you provide, audio recordings of phone calls and/or phone interviews</p>	<ul style="list-style-type: none"> <li>• To open and maintain your application records</li> <li>• To detect and prevent fraud against you and/or us</li> <li>• For safety and security</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> <li>• Affiliates</li> </ul>
<p><b>Professional or employment-related information</b> such as skills, qualifications, work experience, references, recommendations, and other information included in a resume, CV, or application form;</p> <p>Answers to behavioral or other screening questions in an application or interview;</p> <p>Information contained in any websites or documents you choose to share with us;</p> <p>Information relating to professional licenses, training, or disciplinary actions.</p>	<ul style="list-style-type: none"> <li>• To open and maintain your application records</li> <li>• To assess your eligibility to work with us</li> <li>• To comply with applicable laws and regulations</li> <li>• To detect and prevent fraud against you and/or us</li> <li>• For safety and security</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> <li>• Affiliates</li> </ul>
<p><b>Non-public education information</b>, including school(s) attended, grades, and other information relating to your education</p>	<ul style="list-style-type: none"> <li>• To open and maintain your application records</li> <li>• To assess your eligibility to work with us</li> <li>• To assess qualifications for a particular job or task</li> <li>• To comply with applicable laws and regulations</li> <li>• To manage workplace safety and security</li> <li>• To verify your identity and stated credentials</li> </ul>	<ul style="list-style-type: none"> <li>• Background check providers</li> <li>• Information technology vendors</li> </ul>
<p><b>Inferences</b> used to create a profile reflecting your</p>	<ul style="list-style-type: none"> <li>• We will only use this information for recruitment</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> </ul>

preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes	efforts and will not impact your current application or future ability to work with us with us.	
<b>Personal Information that does not fall directly within the categories listed in the CCPA</b> such as, immigration, visa status, and work authorization information	<ul style="list-style-type: none"> <li>• To open and maintain your application records</li> <li>• To assess your eligibility to work with us</li> <li>• To comply with applicable laws and regulations</li> <li>• To detect and prevent fraud against you and/or us</li> <li>• For safety and security</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> <li>• Affiliates</li> </ul>

## II. Sensitive Personal Information

MFI may collect, use, and disclose sensitive Applicant Personal Information for valid business purposes consistent with applicable laws as identified below. Where MFI transfers applicable sensitive Applicant Personal Information to recipients, such as our service providers, it does so for the same business purposes described below. These examples may vary depending on the nature of your interactions with us.

<b>Category of Sensitive Applicant Personal Information</b>	<b>Purposes for Collection, Use, or Disclosure</b>	<b>Categories of Recipients to whom Applicant Personal Information is Disclosed for a Business Purpose</b>
<b>Personal Information that reveals an Applicant's racial origin.</b>	<ul style="list-style-type: none"> <li>• To process job applications and maintain records</li> <li>• To complete activities related to recruiting and onboarding</li> <li>• To verify your identity and stated credentials</li> <li>• To comply with applicable laws and regulations</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> <li>• Data analytics providers</li> <li>• Background check vendors</li> </ul>
<b>Personal Information collected and analyzed concerning an Applicant's health.</b>	<ul style="list-style-type: none"> <li>• To assess your eligibility to work with us</li> <li>• To comply with applicable laws and regulations</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> </ul>

<b>Citizenship and immigration status.</b>	<ul style="list-style-type: none"> <li>• To assess your eligibility to work with us</li> <li>• To comply with applicable laws and regulations</li> </ul>	<ul style="list-style-type: none"> <li>• Service providers</li> </ul>
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In addition to the categories of Applicant Personal Information above, we may also collect Applicant Personal Information that you submit to us on a voluntary basis which we would not otherwise request. For example, information included on your CV when you submit an application to us, or information you may volunteer in an interview.

### III. Disclosing Your Applicant Personal Information

We may disclose each of the categories of Applicant Personal Information identified above to the respectively identified categories of recipients for operational or business purposes consistent with the purposes for collection or use designated, as is reasonably necessary and proportionate to achieve those purposes, or for another purpose that is compatible with the context in which the Applicant Personal Information was collected including, but not limited to:

- Helping to ensure security and integrity;
- Debugging, repairing, and improving functionality;
- Short-term, transient use;
- Performing services on our behalf;
- Internal research for technological development; and
- Verifying quality and/or safety.

In addition to the other purposes for collection, use, and disclosure of Applicant Personal Information described in this Applicant Privacy Notice, we may collect, use, and disclose Applicant Personal Information as required by law, regulation or court order; to respond to governmental and/or law enforcement requests; to identify, contact or bring legal action against someone who may be causing injury to or interfering with our or others' rights or property; to support any actual or threatened claim, defense or declaration in a case or before any jurisdictional and/or administrative authority, arbitration or mediation panel; or in connection with disciplinary actions/investigations. Likewise, we may use and disclose Applicant Personal Information to other parties in connection with the sale, assignment, merger, or reorganization.

### IV. Sources of Applicant Personal Information

We may collect Applicant Personal Information from the following sources:

- **Directly from you.** For example, throughout the application process with us, including through our IT systems, company forms, and other processes where you submit information to us.

- **Automatically when using our electronic systems.** For example, we may collect your usage history when you use our websites, systems, and applications.
- **Automatically when you visit our facilities.** For example, security camera footage.
- **From service providers that help us run our business.** For example, information technology vendors and other service providers.

We may also collect publicly available information about you, including information that is lawfully made available to the general public from federal, state, or local government records.

#### **V. Sales and Sharing of Applicant Personal Information**

We do not sell Applicant Personal Information or share it for cross-context behavioral advertising. If you also interact with us as a consumer, please review our [Privacy Policy](#) for more information about our practices in that context. We do not have actual knowledge that we sell or share the Applicant Personal Information of consumers under sixteen (16) years of age.

#### **VI. How Long We Keep Your Applicant Personal Information**

Depending on the purposes for collection, Applicant Personal Information may be retained for as long as one of the following apply:

- Retention is reasonably necessary to manage our operations, to manage your relationship with us, or to satisfy another purpose for which we collected the Applicant Personal Information;
- Retention is reasonably necessary to carry out a disclosed purpose that is reasonably compatible with the context in which the Applicant Personal Information was collected;
- Retention is reasonably required to protect or defend our rights or property (which will generally relate to applicable laws that limit actions in a particular case); or
- We are otherwise required or permitted to keep Applicant Personal Information by applicable laws or regulations.

Where Applicant Personal Information is used for more than one purpose, it will be retained at least as long as the latest period provides. Under some circumstances, we may maintain Applicant Personal Information indefinitely according to legal or regulatory requirements, including applicable legal holds, or for data backup or recovery purposes.

#### **VII. Submitting Requests Relating to Your Applicant Personal Information**

If you are a resident of California, you have the right to submit certain requests relating to your Applicant Personal Information as described below. To exercise any of these rights, please email us at [dpo@magnetforensics.com](mailto:dpo@magnetforensics.com). or call us toll-free at 1-844-638-7884. Please note that if you submit a request to know, request to delete, or request to correct, you will be asked to provide two-to-three (2-3) pieces of Applicant Personal Information that we will match against our records to verify your identity. You may designate an authorized agent to make a request on your behalf; however, you will still need to verify your identity directly with us before your request can be processed.

**Right to Know.** You have the right to know what Applicant Personal Information we have collected about you, which includes:

- (1) The categories of Applicant Personal Information we have collected about you, including:
  - a. The categories of sources from which the Applicant Personal Information was collected;
  - b. Our business purposes for collecting the Applicant Personal Information;
  - c. The categories of recipients to which we disclose Applicant Personal Information;
  - d. The categories of Applicant Personal Information that we disclosed for a business purpose, and for each category identified, the categories of recipients to which we disclosed that particular category of Applicant Personal Information.
- (2) The specific pieces of Applicant Personal Information we have collected about you.

**Right to Delete Your Personal Information.** You have the right to request that we delete Applicant Personal Information we collected from you, subject to certain exceptions.

**Right to Correct Inaccurate Information.** If you believe that Applicant Personal Information we maintain about you is inaccurate, you have the right to request that we correct that information.

**Right to Opt-Out of Sales and Sharing of Personal Information.** We do not sell Applicant Personal Information or share it for cross-context behavioral advertising.

**Right to Limit Use and Disclosure of Sensitive Personal Information.** We do not use or disclose sensitive Applicant Personal Information for purposes to which the right to limit use and disclosure applies under the CCPA.

**Right to Non-Discrimination for the Exercise of Your Privacy Rights.** If you choose to exercise any of your privacy rights under the CCPA, you also have the right not to receive discriminatory treatment by us, including retaliation against you as a job applicant.

#### **VIII. Text/SMS Messages**

You may opt in to receiving text messages on the mobile phone number(s) you share with us during the application process. By participating, you consent to receive text messages sent by an automatic telephone dialing system, which may contain recruiting/advertising messages. Consent to these terms is not a condition of being hired, contracted, or leased. You may opt out at any time. You also agree that MFI's service providers may receive in real time and log your text messages with MFI.

#### **IX. Security**

We take steps to ensure that your information is treated securely and in accordance with this Applicant Privacy Notice. Unfortunately, no system is 100% secure, and we cannot ensure or

warrant the security of any information you provide to us. To the fullest extent permitted by applicable law, we do not accept liability for unauthorized access, use, disclosure, or loss of Applicant Personal Information.

By using our Services or providing Applicant Personal Information to us, you agree that we may communicate with you electronically regarding security, privacy, and administrative issues relating to your use of our Services. If we learn of a security system's breach, we may attempt to notify you electronically by posting a notice on our Services, by mail, or by sending an email to you.

**X. Change in Statement**

We reserve the right to amend this Applicant Notice at any time without advance notice in order to address future developments of MFI, our website, or changes in industry or legal trends. We will post the revised Applicant Notice on our website at <https://www.magnetforensics.com/careers-at-magnet/>. You can determine when the Applicant Notice was revised by referring to the "Effective Date" legend on the top of this Applicant Notice. Any changes will become effective upon the posting of the revised Applicant Notice on our website.

**XI. How to Contact Us**

If you have any questions about how MFI handles your Applicant Personal Information or if you need to access this Applicant Privacy Notice in an alternative format or language, please contact us at:

Email: [dpo@magnetforensics.com](mailto:dpo@magnetforensics.com)  
Toll-free phone: 1-844-638-7884