



## -CONSUMER PRIVACY NOTICE - FOR CALIFORNIA RESIDENTS ONLY

This Consumer Privacy Notice (“Notice”) provides you with information about what Red River Technology LLC and its affiliates (collectively referred to as “Company”, “we”, “our” or “us”) may collect about you, how this information may be used by Company, your privacy rights and the Company’s obligations in accordance with California Consumer Privacy Act of 2018 (“CCPA”) and the California Privacy Rights Act of 2020 (“CPRA”).

This Notice applies solely to applicants and employees of Red River Technology LLC who are California residents (an individual in California for other than a temporary or transitory purpose or an individual domiciled in California) (“Consumer”). In this Notice, we will refer to Consumers as “you”.

**Where We Get Your Information.** The Company may collect information about you from the following sources: 1) you; 2) prior employers, references, recruiters, job-related social media platforms (e.g. LinkedIn); 3) third-party sources of demographic information; 4) third-party companies, such as background check companies, drug testing facilities; 4) publicly accessible sources; 5) our website through the use of cookies; 6) claim administrators and investigators; and 7) our IT systems, including security cameras and door entry systems.

**Personal and Sensitive Personal Information That We Are Collecting.** Personal Information, generally, is a fact about an individual which, if combined with one or more other facts about that individual, would enable others to determine the specific person to whom these facts apply. Sensitive Personal Information is a subset of Personal Information that requires greater security protections and standards of care in handling. It is information that if lost, compromised, or disclosed could result in substantial harm, embarrassment, inconvenience, or unfairness to an individual. Below are the categories of Personal Information we collect:

- Personal identifiers and information, such as legal name, signature, SSN, physical characteristics or description, address, telephone/cell phone number, passport number, driver’s license or state identification card number, federal identification authorizing work in the United States, access and/or passcodes, insurance policy number, education, employment, employment history, bank account number, other financial information, medical information, or health insurance information;
- Characteristics of protected classifications under California or federal law, such as age, marital status, gender, sex, race, color, disability, citizenship, primary language, immigration status, military/veteran status, disability, request for leave, and medical conditions;
- Dependent’s or spouse’s personal information, such as their full name, address, date of birth and social security numbers;
- Commercial information, such as transaction information and purchase history (e.g., in connection with travel or other reimbursements);
- Internet or network activity information, such as browsing history and interactions with our online systems and websites and any personal information that you provide while accessing the Company’s computer systems, such as personal credit card information and passwords;
- Audio, electronic, visual, and similar information;
- Sensory or surveillance information, call monitoring and video surveillance;

- Health and safety information, such as health conditions (if relevant to your employment), job restrictions, workplace illness and injury information, and health insurance policy information;
- Professional or employment-related information, such as work history and prior employers;
- Non-public education information;
- Inferences drawn from any of the Personal and Sensitive Personal Information listed above to create a profile or summary about, for example, an individual's preferences and characteristics.

You have the right to request that we disclose to you the specific Personal Information we may collect or retain about you. If requested, we shall provide you with a copy of your Personal Information as permitted by the CCPA/CPRA and in a format that is easily understandable to the average consumer and, to the extent technically feasible, in a structured, commonly used, machine-readable format.

In certain circumstances, subject to exceptions, you have the right to request deletion of Personal Information or to request correction of any inaccurate Personal Information we have collected about you. Upon verifying the validity of such a correction request, we will use commercially reasonable efforts to correct your Personal Information as directed, considering the nature of the Personal Information and the purposes of maintaining your Personal Information. You have a right to limit the Company's use and disclosure of Sensitive Personal information other than what would be reasonably expected.

**How Your Personal and Sensitive Personal Information is Used and Shared.** We may use Personal and Sensitive Personal Information:

- To operate, manage, and maintain our business
- For hiring, retention, and employment purposes, including for:
  - Background checks, onboarding process
  - Employee benefits administration,
  - Timekeeping, payroll and expense report administration
  - Employee training
  - The creation, maintenance and security of your online employee accounts,
  - Reaching your emergency contacts when needed (such as when you are injured)
  - Employee job performance
  - And other human resources purposes
- To operate, manage, and maintain our business and to otherwise accomplish our business purposes and objectives, including, for example:
  - Conducting research, analytics, and data analysis
  - Managing and maintaining access to the Company facilities, equipment and systems
  - Quality and safety assurance measures
  - Conducting risk and security controls and monitoring
  - Protecting confidential and trade secret information
  - Detecting and preventing fraud
  - To exercise or defend the legal rights of the Company and its employees, affiliates, customer, contractors, and agents
  - Performing identity verification
  - Performing accounting, audit, and other internal functions, such as internal investigations

- Engaging in corporate transactions requiring review of employee records, such as evaluating for potential mergers and acquisitions of the Company
- Complying with the law, legal process, and internal policies
- Any other purposes authorized by the California Privacy Protection Agency, California or Federal law.

**Selling and Sharing of Personal Information.** The Company does not sell your Personal Information. We may share your information with service providers that assist us in operating, managing and maintaining our business. Examples include data hosting providers, recruitment agencies, IT and software providers, background check companies, HR system providers, including benefits and payroll providers. You have the right to limit how your Sensitive Personal Information is disclosed or shared with third parties, as defined in the CCPA/CPRA. Our third-party service providers are typically subject to security and confidentiality obligations and are only permitted to process information for a specified, legitimate business purpose and in accordance with our instructions. The Company does not share your Personal Information where sharing is defined as disclosing personal information with third parties for cross-contextual behavioral advertising purposes (targeted advertising).

**Data Retention.** The Company uses a reasonable standard of care to store and protect your Personal Information. We use appropriate physical, technical and organizational security measures and procedures to protect Personal Information from unauthorized use, loss, alteration, destruction or modification. The Company retains the information it receives about you for a period of: seven years or less from the end of your employment with Company unless a shorter or longer period is required under Company’s record retention policy, is necessary to satisfy the purpose for the Company collecting and retaining your PI or required by California or Federal law or a customer contract

**For Inquiries and/or to Submit Requests for Information, Deletion or Correction.** Please call 1-800-769-3060 and request to speak to the Director of Human Resources or email HR@redriver.com. for questions about the Company’s policy, to access this Notice in an alternative format due to having a disability, or to submit your requests to know specific pieces of Personal Information or request deletion or correction of information. We will not discriminate against you for exercising your rights as described in this Notice.

Please note that the above rights are not absolute, and the Company may be entitled to refuse requests, wholly or partly, where exceptions under applicable law apply. We also reserve the right to modify this Notice at any time and in any manner. Any new version will be provided to you or posted here:

- <https://redriver.wd5.myworkdayjobs.com/en-US/redrivercareers/login>
- <https://redriver.wd5.myworkdayjobs.com/en-US/redrivercareers/introduceYourself>
- <https://redriver.wd5.myworkdayjobs.com/redriver2>

## Record of Changes

Version/Date	Description	Author
v.12212022	Initial Notice Creation	Contracts & Compliance
v.07102023	2023 Notice Review and Update	Contracts & Compliance

