



CALIFORNIA APPLICANT PRIVACY NOTICE

Purpose

This California Applicant Privacy Notice applies to California residents who apply for employment with Chroma Color Corporation. This notice describes the categories of personal information collected during the recruiting and hiring process, the purposes for which the information is used, the categories of third parties with whom information may be shared, and rights that may be available under California law.

Categories of Personal Information We Collect

Identifiers; professional and employment information; educational information; recruiting information; background screening information where permitted by law; work authorization information; information collected through recruiting systems and applicant tracking systems; and other information voluntarily provided by applicants.

Sensitive Personal Information

When permitted by law and necessary for recruiting, hiring, legal compliance, or workplace administration, we may collect Social Security numbers, government-issued identification numbers, background check information, and work authorization information. We do not sell sensitive personal information.

Purposes for Collection and Use

Evaluate qualifications, verify information, conduct interviews and assessments, perform background screening, determine employment eligibility, comply with legal obligations, defend or resolve legal claims, and maintain recruiting records.

Categories of Recipients

Recruiting and applicant tracking system providers, background screening providers, human resources service providers, information technology providers, professional advisors, and government agencies when required by law. Applicants may provide information directly to certain service providers through their systems or platforms.

Retention

Applicant information is retained as long as reasonably necessary for recruiting, hiring, legal, regulatory, recordkeeping, and business purposes. If hired, certain applicant information may become part of personnel records.

California Privacy Rights

Subject to applicable legal exceptions, California residents may have rights to access, correct, or delete certain personal information and obtain information regarding categories of information collected and disclosed.

Contact Information

Privacy@chromacolors.com
Phone: 815-385-8100

Changes to This Notice

The Company may update this notice periodically to reflect changes in legal requirements or business practices.