



APPLICANT PRIVACY NOTICE

1. Purpose

Chroma Color Corporation ("the Company") collects and uses personal information from individuals who apply for employment with the Company. This Applicant Privacy Notice describes the types of information we may collect during the recruiting and hiring process, how we use that information, and with whom we may share it.

2. Information We Collect

Depending on the position and stage of the recruitment process, we may collect:

- Contact information, such as name, address, telephone number, and email address
- Employment history and professional qualifications
- Educational background
- Resumes, cover letters, and application materials
- Interview notes and recruiting communications
- References and reference check information
- Licenses, certifications, and other credentials
- Background screening information, where permitted by law
- Information necessary to verify identity and eligibility to work
- Information voluntarily provided during the application process

3. How We Use Applicant Information

We may use applicant information to:

- Evaluate qualifications for employment
- Verify information submitted by applicants
- Communicate regarding employment opportunities
- Schedule and conduct interviews
- Conduct background checks and reference checks, where permitted by law
- Assess suitability for employment
- Comply with legal and regulatory requirements
- Protect the Company's legal interests
- Maintain recruiting and hiring records

4. Sources of Information

We may obtain applicant information from:

- The applicant directly
- Recruiting platforms and job boards
- References provided by the applicant
- Background screening providers
- Publicly available professional sources
- Employment agencies and recruiters



5. Sharing of Information

Applicant information may be shared with:

- Human Resources personnel
- Hiring managers and interview teams
- Recruiting and applicant tracking system providers
- Background screening providers
- Information technology service providers
- Professional advisors, including attorneys and auditors
- Government agencies or law enforcement when required by law

The Company does not sell applicant personal information.

6. Data Security

The Company uses reasonable administrative, technical, and physical safeguards designed to protect applicant information from unauthorized access, use, or disclosure.

7. Retention

Applicant information will be retained for as long as reasonably necessary to fulfill recruiting, hiring, legal, regulatory, and business purposes. If an applicant becomes an employee, certain information collected during the application process may become part of the employee's personnel record.

8. Additional Rights for California Residents

Applicants who are California residents should review the Company's **California Applicant Privacy Notice**, which provides additional information regarding California privacy rights and disclosures.

9. Contact Information

Questions regarding this notice may be directed to privacy@chromacolors.com or Chroma Color Corporation, Chief Human Resources Officer, 3900 W. Dayton St., McHenry IL 60050, Phone: 815-385-8100.

10. Changes to this Notice

The Company may update this Applicant Privacy Notice from time to time. Updated versions will be posted as appropriate.