

To California Residents

Effective 4/1/2024

We take your privacy seriously. This Privacy policy for California Residents defines how we collect, use, retain, and disclose personal information about California residents. It also explains certain new rights that California residents have under the California Consumer Privacy Act, as amended by the California Privacy Rights Act (together, the "CCPA"). These include the right to access, delete, and correct their data. Visit our [Privacy Policy](#) for more information.

Personal Information We Collect

CSI collects the following categories/specific pieces of personal information protected by the CCPA:

- **Identifiers:**
Identifiers such as a real name, alias, postal address, unique personal identifier (such as a device identifier; cookies, beacons, pixel tags, mobile ad identifiers and similar technology; customer number, unique pseudonym, or user alias; telephone number and other forms of persistent or probabilistic identifiers), online identifier, internet protocol address, email address, account name, Social Security number, driver's license number, passport number, and other similar identifiers
- **Additional Data Subject to Cal. Civ. Code § 1798.80:**
Signature, physical characteristics or description, state identification card number, insurance policy number, education, bank account number, credit card number, debit card number, and other financial information, medical information, and health insurance information
- **Protected Classifications:**
Characteristics of protected classifications under California or federal law, such as race, color, national origin, religion, age, sex, gender, gender identity, gender expression, sexual orientation, marital status, medical condition, ancestry, genetic information, disability, citizenship status, and military and veteran status
- **Commercial Information:**
Commercial information, including records of personal property, products or services purchased, obtained, or considered, and other purchasing or consuming histories or tendencies
- **Biometric Information:**
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.
- **Online Activity:**
Internet and other electronic network activity information, including, but not limited to, browsing history, search history, and information regarding your interaction with websites, applications, or advertisements
- **Geolocation Data:**
Include elements such as location information (e.g., city and state, or precise location information if location services are active on your device).

- **Sensory Information:**
Audio, electronic, visual, thermal, olfactory, and similar information
- **Employment Information:**
Professional or employment-related information
- **Education Information:**
Education information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. Sec. 1232g; 34 C.F.R. Part 99)
- **Inferences:**
Inferences drawn from any of the information identified above to create a profile about you reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

Purpose of Collection

We may use the categories of personal information listed above for the purposes described in this CCPA Privacy Policy.

CSI collects this information for use in business operations, employment verification and decision-making, payroll, benefits administration, responses to law enforcement requests, in preparation of compulsory tax returns or government agency reports, and otherwise as required or permitted by applicable law, court order, or regulation.

The personal information described in this policy may be disclosed to third parties such as payroll companies, insurance providers, and benefits administrators. CSI may also share this information with clients when placing an employee on assignment. CSI requires the client to execute a non-disclosure agreement before CSI will provide to the client any employee’s personal information.

In addition, we may use these categories of personal information for certain business purposes specified in the CCPA, as described in this table.

| Purposes | Categories of Personal Information |
|---|---|
| Performing services, including maintaining or servicing accounts, providing services, processing, or fulfilling placement services, verifying candidate and customer information, processing payroll, processing expenses, advertising or marketing services, providing analytics services, or providing similar services | <ul style="list-style-type: none"> • Identifiers • Additional Data Subject to Cal. Civ. Code § 1798.80 • Protected Classifications • Commercial Information • Biometric Information • Online Activity • Geolocation Data • Sensory Information • Employment Information • Education Information • Inferences |
| Auditing related to current interactions with you, including, but not limited to, counting ad impressions to unique visitors, verifying positioning and | <ul style="list-style-type: none"> • Identifiers • Additional Data Subject to Cal. Civ. Code § 1798.80 • Protected Classifications • Commercial Information • Biometric Information |

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| <p>quality of ad impressions, and auditing compliance</p> | <ul style="list-style-type: none"> • Online Activity • Geolocation Data • Sensory Information • Employment Information • Education Information • Inferences |
| <p>Short-term, transient use, including, but not limited to, the contextual customization of ads shown as part of the same interaction</p> | <ul style="list-style-type: none"> • Identifiers • Additional Data Subject to Cal. Civ. Code § 1798.80 • Protected Classifications • Commercial Information • Biometric Information • Online Activity • Geolocation Data • Sensory Information • Employment Information • Education Information • Inferences |
| <p>Detecting security incidents, protecting against malicious, deceptive, fraudulent, or illegal activity, and prosecuting those responsible for that activity</p> | <ul style="list-style-type: none"> • Identifiers • Additional Data Subject to Cal. Civ. Code § 1798.80 • Protected Classifications • Commercial Information • Biometric Information • Online Activity • Geolocation Data • Sensory Information • Employment Information • Education Information • Inferences |
| <p>Debugging to identify and repair errors that impair existing intended functionality</p> | <ul style="list-style-type: none"> • Identifiers • Additional Data Subject to Cal. Civ. Code § 1798.80 • Protected Classifications • Commercial Information • Biometric Information • Online Activity • Geolocation Data • Sensory Information • Employment Information • Education Information • Inferences |
| <p>Undertaking internal research for technological development and demonstration</p> | <ul style="list-style-type: none"> • Identifiers • Additional Data Subject to Cal. Civ. Code § 1798.80 • Protected Classifications • Commercial Information • Biometric Information • Online Activity • Geolocation Data • Sensory Information |

| | |
|---|---|
| | <ul style="list-style-type: none"> • Employment Information • Education Information • Inferences |
| Undertaking activities to verify or maintain the quality or safety of a service or device that is owned or controlled by us, and to improve, upgrade, or enhance the service or device that is owned, provided, or controlled by us | <ul style="list-style-type: none"> • Identifiers • Additional Data Subject to Cal. Civ. Code § 1798.80 • Protected Classifications • Commercial Information • Biometric Information • Online Activity • Geolocation Data • Sensory Information • Employment Information • Education Information • Inferences |

Sources of Personal Information

We may have obtained personal information about you from various sources, as described below:

- Directly from you, such as when you contact us
- From your devices, such as when you visit our Site
- Our Affiliates
- Vendors who provide services on our behalf
- Our joint marketing partners
- Social networks
- Online advertising services
- Government entities
- Consumer data resellers

Sharing Personal Information

Data Shared with Third Parties

We may share your data with third parties in relation to employment opportunities, employment, unemployment, or payroll processing as required by our business processes or by request from a government entity. Your data may also be shared with third-party marketing and service providers to improve services offered or in relation to targeted communications to you such as collecting feedback from a job assignment or interview process.

The categories of third parties and data shared are described in the table below.

| Categories of Third-Party | Categories of Data Shared with Third Parties |
|----------------------------|---|
| Analytics and Optimization | <ul style="list-style-type: none"> • Job Postings • Job Applications • Site Activity and Usage • Feedback |

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|--|---|
| Cloud Storage, Computing Platforms and Associated Tools and Software Providers | <ul style="list-style-type: none"> • Diversity and Inclusion Information • Profile Information • Support History • Job Applications • Login Information • Online Activity • User Feedback • Content You Contributed |
| Customer and Candidate Relationship Management | <ul style="list-style-type: none"> • Job Postings • Profile Information • Protected Classifications • Marketing Activity • User Feedback |
| Information Technology Service and Support Providers | <ul style="list-style-type: none"> • Geolocation Data • Mailing Address • Full Name • Signature • Username Identifiers |
| Email and Email Delivery Providers | <ul style="list-style-type: none"> • Profile Information • Job Applications • Job Interests • Marketing Activity • User Feedback |
| Employers | <ul style="list-style-type: none"> • Personal Identifiers • Job Applications • Profile Information • Salary Requirements • Employment History • Education History • Criminal Background Check Results (pass/fail) • Drug Screening Results (pass/fail) |
| Payroll Processing, Financial Transaction, Accounting, and Audit providers | <ul style="list-style-type: none"> • Personal Identifiers • Full Name • Mailing Address • Salary Information • Tax Exemptions • Banking Information |
| Government entities | <ul style="list-style-type: none"> • Data Subject to Cal. Civ. Code § 1798.80 • Identifiers • Protected Classifications • Biometric Information • Geolocation Data • Employment Information • Education Information • Salary Information • Performance Information |

Sale of Data

CSI values the privacy of your data and as such, does not engage in the practice of selling consumer data. CSI has not sold data to any third parties within the last 12 months.

Know Your CCPA Rights

The California Consumer Privacy Act, as amended by the California Privacy Rights Act (together, the “CCPA”) aims to provide California residents with additional privacy rights, including the right to access, delete, limit, and correct their personal data. If you are a California resident, CCPA secures your consumer privacy rights, including the right to:

- **Know** (1) the categories and/or specific pieces of personal information they have collected about you, (2) the categories of sources for that personal information, (3) the purposes for which the business uses that information, (4) the categories of third parties with whom the business discloses the information, and (5) the categories of information that the business sells or discloses to third parties. You can make a request to know up to twice a year, free of charge.
- **Delete** personal data we collected from you. [Exercise your right delete.](#)
- **Correct** inaccurate personal information that we maintain about you. Exercise your right to correct.
- **Access** the personal information that we hold about you, including specific pieces of personal information CSI has collected about you.
- **Limit** the use and disclosure of certain sensitive personal information to uses necessary to provide the products and services reasonably expected by the consumer requesting them. This right is limited to sensitive personal information collected or processed for the purpose of inferring characteristics about you. [Exercise your right to limit the use of your sensitive information.](#)
- **Opt-out of selling or sharing** your personal information including via a user-enabled global privacy control. [Exercise your right to opt-out.](#)
- **Non-Discrimination and equal** treatment if you choose to exercise any of your rights under the CCPA.

Exercising Your CCPA Rights To:

Know, Delete or Correct Your Personal Information

To exercise your right to know, delete, or correct your personal information, please submit a verifiable consumer request to CSI by one of the following:

- Phone: 888.341.3586
- Visiting our website

CSI will provide this information for the 12-month period preceding your request free of charge.

Demographic Data

Equal Employment Opportunity/Demographic Data. CSI collects demographic data as part of our commitment to inclusivity and fairness in the hiring process. Sharing of this data with us is optional and includes the following categories:

- Age (Birth year)
- Race & Ethnicity

- Gender
- Disability status
- LGBTQ+ Community Membership
- Arrest or conviction history
- Veteran status

Limit the Use of My Demographic Data

To limit the use of your demographic data described above:

- You can update or remove your data at any time by visiting our website
- Call our designated toll-free telephone number for CCPA requests: 888.341.3586

Opt-Out of Selling or Sharing My Personal Information

To exercise the right to opt-out of selling or sharing your personal data, you (or your authorized representative) may submit a request to us by:

- Visiting our website
- *Call our designated toll-free telephone number for CCPA requests 888.341.3586*

Verifying Requests

To help protect your privacy and maintain security, we will take steps to verify your identity and prove California residency before granting you access to your personal information or complying with your request. We require you to provide verifiable information by providing a government issued ID and/or utility bill: full name, street address, city/state, and zip/postal code.

In addition, if you do not wish to not share your personal information through means of government issued identification and you ask us to provide you with specific pieces of personal information, we will require you to sign a notarized declaration under penalty of perjury, that you are the consumer whose personal information is the subject of the request. If you designate an authorized agent to make an access or deletion request on your behalf (a) we may require you to provide the authorized agent notarized written permission to do so, and (b) for deletion requests, we may require you to verify your own identity directly with us (as described above).

CCPA NOTICE AT COLLECTION

The CCPA requires businesses to give consumers certain information in a “notice at collection.” A notice at collection must list the categories of personal information businesses collect about consumers and the purposes for which they use the categories of information. This section is intended to provide the *Notice at Collection* required under the CCPA.

- CSI may collect personal information from you and use it for specific purposes. For a list of the categories of personal information that we collect and the purposes for which we use such personal information, see the following sections above:
 - **Information We Collect**
 - **Purpose of Collection**
- CSI does not sell your personal information. We may share personal information to third parties. To opt-out of sharing of personal information, see section [Opt-Out of Selling or Sharing My Personal Information](#) above.
- For more information about our California privacy policy see [CSI's Privacy Statement for California Residents](#).
- For our general privacy policy, see our [Privacy Statement](#).

Policy Changes

CSI may periodically update or amend this CCPA Policy, whether due to changes in the law or changes in procedure. CSI reserves the right to make such updates or amendments as it deems appropriate or necessary. If the policy is updated or amended, current employees and contractors can request a copy of the most current version.

We last approved and updated this policy on 04/01/2024.