

CCPA Notice at Collection for California Applicants for Employment

Effective - January 1, 2023

The California Consumer Privacy Act of 2018, as amended by the California Privacy Rights Act of 2020 (collectively, the CCPA), grants California residents rights regarding their personal information and requires California businesses to inform California candidates applying for employment as to how their personal information and sensitive personal information (as defined in the CCPA) is collected, used and stored.

This Notice at Collection for California Applicants for Employment (“Notice at Collection”) describes how Mapp Biopharmaceutical, Inc. (“Mapp”) collects and uses applicant (hereafter “your”) personal information, including sensitive personal information, for human resources, employment, benefits administration, health and safety, and other business-related purposes. Mapp is committed to properly handling the personal information collected or processed in connection with your potential employment relationship with us.

Mapp will not sell any personal information or sensitive personal information we collect about our applicants for employment or share such information with third parties for cross-context behavioral advertising.

The following table lists the categories and type of personal information Mapp may collect from applicants for employment, including, for each category, our expected retention period and collection and use purposes.

CCPA Personal Information Category	Retention Period	Business Purpose
Identifiers, such as your name, contact information, signature, and similar information.	4 Calendar Years	<ul style="list-style-type: none">Recruit and process employment applications, including verifying eligibility for employment and conducting background and related checks.Maintain applicant records and comply with record retention requirements.Provide applicants with human resources management services and applicant data maintenance and support services.Collect and maintain information regarding employee benefits.Comply with applicable state and federal labor, employment, disability, equal employment opportunity, and related laws.Respond to law enforcement requests and as required by applicable law or court order.Exercise or defend the legal rights of the Company and its employees, applicants, affiliates, customers, contractors, and agents.Organize and coordinate business operations and activities, including use of third-party vendors to process or store information when necessary.
California Customer Records employment and personal information, such as your name, signature, physical characteristics or description,	4 Calendar Years	<ul style="list-style-type: none">Recruit and process employment applications, including verifying eligibility for employment and conducting background/references and related checks.

<p>photograph, address, telephone number, education, current employment, employment history, membership in professional organizations, and licenses and certifications.</p>		<ul style="list-style-type: none"> • Comply with applicable state and federal labor, employment, disability, equal employment opportunity, and related laws. • Maintain applicant records and comply with record retention requirements. • Provide applicants with human resources management services and applicant data maintenance and support services. • Collect and maintain information regarding employee benefits. • Respond to law enforcement requests and as required by applicable law or court order. • Exercise or defend the legal rights of the Company and its employees, applicants, affiliates, customers, contractors, and agents. • Organize and coordinate business operations and activities, including use of third-party vendors to process or store information when necessary.
<p>Protected classification characteristics under California or federal law, such as race, color, ancestry, national origin, citizenship, physical or mental disability, sex (including gender), and military and veteran status.</p>	<p>4 Calendar Years</p>	<ul style="list-style-type: none"> • Comply with federal and state equal employment opportunity laws. • Design, implement, and promote the Company's diversity and inclusion programs. • Perform workforce analytics, data analytics, and benchmarking. • Maintain applicant records and comply with record retention requirements. • Provide applicants with human resources management services and applicant data maintenance and support services. • Collect and maintain information regarding employee benefits. • Exercise or defend the legal rights of the Company and its employees, applicants, affiliates, customers, contractors, and agents. • Organize and coordinate business operations and activities, including use of third-party vendors to process or store information when necessary.
<p>Surveillance data, video surveillance taken in common areas of Mapp's building</p>	<p>Vendor keeps historical data on surveillance for several months</p>	<ul style="list-style-type: none"> • Comply with applicable state and federal laws, including on workplace health and safety. • Prevent unauthorized access to or use or loss of Company property. • Exercise or defend the legal rights of the Company and its employees, applicants, affiliates, customers, contractors, and agents. • Organize and coordinate business operations and activities, including use of third-party

		vendors to process or store information when necessary.
Professional or employment-related information , such as employment application information; work history; academic and professional qualifications; educational records; references; interview notes; reference checks; work authorizations; and information submitted by applicant for accommodation requests.	4 calendar years	<ul style="list-style-type: none"> Recruit and process employment applications, including verifying eligibility for employment and conducting background/references and related checks. Maintain applicant records and comply with record retention requirements. Provide applicants with human resources management services and applicant data maintenance and support services. Collect and maintain information regarding employee benefits. Comply with applicable state and federal labor, employment, tax, benefits, workers' compensation, disability, equal employment opportunity, workplace safety, and related laws. Exercise or defend the legal rights of the Company and its employees, applicants, affiliates, customers, contractors, and agents. Organize and coordinate business operations and activities, including use of third-party vendors to process or store information when necessary.

Sensitive personal information is a subtype of personal information consisting of specific information categories. While Mapp collects information that falls within the sensitive personal information categories listed in the table below, the CCPA does not treat this information as sensitive because Mapp does not collect or use it to infer characteristics about a person.

CCPA Sensitive Personal Information Category	Retention Period	Business Purpose
Government identifiers , such as your immigration status and documentation.	Dependent on filing dates	<ul style="list-style-type: none"> Recruit and process employment applications, including to verify eligibility for employment and conducting background and related checks. Inquire about immigration matters when indicated by applicant process, including communication with immigration counsel and immigration officials. Maintain applicant records and comply with record retention requirements. Provide applicants with human resources management services and applicant data maintenance and support services. Respond to law enforcement requests and as required by applicable law or court order.

		<ul style="list-style-type: none">• Organize and coordinate business operations and activities, including use of third-party vendors to process or store information when necessary.
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If you have any questions about this Notice of Collection or need to access this Notice of Collection in an alternative format to accommodate a disability, please contact accomodations@mappbio.com or (858) 224-9669.