

**Privacy Notice for California Applicants**

**California law requires that we provide you this notice about the collection and use of your personal information. We encourage you to read it carefully.**

*Effective Date: January 1, 2020*

# Introduction

This notice (“**Notice**”) describes the categories of personal information that Mapp Biopharmaceutical, Inc. (“**Company**”, “**we**”, “**us**” and “**our**”) collects about California residents who apply or are recruited for a job with us or one of our affiliates (“**applicants**”), and the purposes for which we use that information.

For purposes of this Notice, “**personal information**” has the meaning given in the California Consumer Privacy Act of 2018 (the “**CCPA**”) but excludes information exempted from the CCPA’s scope.

This Notice does not create or form part of any contract for employment or otherwise.

If you have questions about this Notice, please contact (858) 625-0334.

# Information we collect about applicants

* 1. *Categories of personal information*

The categories of personal information we may collect and process during the application and recruitment process include:

* + - **Contact information,** such as home address, telephone number, and email address;
		- **Information from job application materials or recruiters**, such as your job application, resume or CV, cover letter, references, work history, whether you are subject to prior employer obligations, and information that third parties provide about you;
		- **Professional qualifications**, such as licenses, permits, memberships, degrees, and certifications;
		- **Information from the application process**, such as any phone-screens, interviews, evaluations and outcomes of recruiting exercises;
		- **Immigration status** and other information that would allow us to verify your employment eligibility;
		- **Biographical information**, such as name, gender, date of birth, race/ethnicity, veteran status, disability, professional history, references, language proficiencies, education details, and information you make publicly available through job search or career networking sites;
		- **Job preferences**, such as desired position and compensation, location preferences and willingness to relocate;

# Employment history;

# Records Check, such as information necessary to complete education verification, motor vehicle records, and/or other personal records checks, when permitted by law, and information received during these checks;

# Information needed to understand and assess accommodation requests regarding potential disabilities or other health conditions; and

* **Other information you provide to us.**

Providing personal information to us is voluntary. However, if you do not provide sufficient information, we may be unable to consider your application.

In certain cases, we may ask you for additional information for purposes of complying with applicable laws. We will do so only when permitted by applicable law.

* 1. *Sources of personal information*

We collect personal information from you when you apply for a job and throughout the job application or recruitment process. We may also collect your personal information from other sources and combine it with the personal information you provide to us. For example, we may collect your personal information from:

* + - **Professional references** that you authorize us to contact;

# Employment agencies and recruiters; and

* + - **Your educational institutions.**
1. **How we use personal information about applicants**
	1. *Purposes for which we use personal information*

We may use the categories of personal information above for the following purposes**:**

* + - **Recruitment management.** Managing recruitment generally, such as:
			* operating the careers website we maintain at <https://mappbio.applicantpro.com/jobs/> or any other site to which this Notice is posted (“**Careers Site**”);
			* recruiting, interviewing and evaluating job applicants;
			* conducting reference checks;
			* analyzing and improving our application and recruitment processes;
			* accommodating disabilities or health conditions;
			* communicating with you regarding your candidacy, opportunities with the Company or about the Careers Site and any changes to applicable terms or policies; and
			* other business operations.
		- **Compliance, safety and fraud prevention**, such as:
			* complying with or monitoring compliance with legal and other requirements, such as reporting and equal employment opportunities/affirmative action monitoring requirements;
			* complying with internal policies and procedures;
			* complying with lawful requests and legal process, such as to respond to subpoenas or requests from government authorities;
			* protecting our, your or others’ rights, safety and property;
			* investigating and deterring against fraudulent, harmful, unauthorized, unethical or illegal activity, or conduct in violation of our policies or procedures; and
			* sharing information with government authorities, law enforcement, courts or private parties where we have a good-faith belief it is necessary for the foregoing purposes.

* + - **Analytics.** Creating anonymous, aggregated or de-identified data that we use and share to analyze our application and recruitment activities, business and for other lawful business purposes.
	1. *Sharing personal information*

We may share your personal information with other parties as necessary for the purposes described above. For example, we may share your personal information with:

* + - **Company service providers.** Companies that provide us with services that help us manage the recruiting process and operate our business such as job boards, recruiters, interviewing, pre-employment screening, travel booking and expense reimbursement (where applicable), relocation (where applicable), and recruitment analytics.
		- **Government authorities, law enforcement and others.** Government authorities, law enforcement, courts, and others as described in the compliance, safety and fraud prevention section above.
		- **Business transfers.** Parties to transactions and potential transactions whereby we sell, transfer or otherwise share some or all of our business or assets, including your personal information, such as a corporate divestiture, merger, consolidation, acquisition, reorganization or sale of assets, or in the event of bankruptcy or dissolution.
		- **Professional advisors.** Lawyers, immigration advisors, and other outside professional advisors.
		- **Customers and business partners**. Customers, other companies and individuals with whom the Company does business or is exploring a business relationship.

# Other information about this Notice

* 1. *Third parties*

This Notice does not address, and we are not responsible for, the practices of any third parties, which have their own rules for how they collect and use your personal information. Our links to third party websites or services are not endorsements.

* 1. *Changes to this Notice*

We reserve the right to change this Notice at any time. The “Effective Date” heading at the top of this Notice indicates when it was last revised. Any changes will become effective when we post the revised notice on our Job Openings Site.

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# Your obligations

Among other obligations, including without limitation the obligation to provide complete and accurate information in recruiting documents and processes, it is your responsibility to ensure that information you submit does not violate any third party’s rights.

You should keep your personal information on file with the Company up to date and inform us of any significant changes to it.