



ELITE STAFFING, INC. CALIFORNIA PRIVACY POLICY

PURPOSE AND INTENT

Elite Staffing, Inc. and its operating groups, parent(s), subsidiaries and affiliates (collectively, “the Company”) are committed to protecting the privacy and security of your personal information. This California privacy policy describes how we collect, use, retain, secure and disclose personal information about you (our “Information Practices”). This privacy policy is in addition to our main Privacy Policy located at: [Privacy Policy | Elite Staffing | Elite USA \(elitestaffinginc.com\)](http://elitestaffinginc.com/privacy-policy) and is intended to comply with the California Consumer Privacy Act, California Privacy Rights Act (“CPRA”), and applicable regulations (together the “CPRA”).

It is important that you understand this California privacy policy, together with any other privacy notices we may provide on specific occasions when we are collecting or processing personal information about you, so that you are aware of how and why we are using such information. If you have any questions about this privacy policy or our Information Practices, please contact us at: hr@elitestaffinginc.com.

If you wish to access this California privacy policy in an alternate format or require an accommodation to access this privacy policy, please contact us at: hr@elitestaffinginc.com.

DATA PROTECTION PRINCIPLES

We collect, use, retain, and share your personal information in accordance with certain data privacy and data protection principles. Specifically, the personal information we collect about you is:

- used lawfully, fairly and in a transparent way;
- collected only for valid purposes that we have clearly explained to you and not used in any way that is incompatible with those purposes;
- reasonably necessary and proportionate to achieve these purposes;
- accurate and kept up to date;
- kept only as long as necessary for these purposes; and
- kept securely.

If we intend to collect, use, retain, or share your personal information for any purpose that is incompatible with the purposes for which your personal information was collected, we will obtain your consent to do so.

For the purposes of this privacy policy, “personal information” means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or household.

PERSONAL INFORMATION WE COLLECT AND HOW WE COLLECT IT, USE IT, AND RETAIN IT

We collect, receive, use and retain personal information for the following purposes. **However, we do not:**

- **sell your personal information;**
- **share or disclose your personal information to third parties other than the entities or service providers listed below;**
- **share or disclose your sensitive information to third parties for purposes other than those listed below or otherwise permitted by the CPRA;**
- **sell or share the personal information of consumers under 18 years of age; or**
- **permit third parties to collect your personal information on our behalf other than our service providers listed below.**

The categories of Personal Information we have collected during the previous twelve months include:

Categories of Personal Information Collected	Sources of the Personal Information	Purposes for Collecting the Personal Information	Retention Period for the Personal Information
<u>Identifiers</u> such as name, address, unique personal identifier, online identifier, internet protocol address, email address, account name, or other similar identifiers	You, analytics tools, and our service providers and business partners	Provide and promote our products and services; manage our business relationship; perform accounting other internal business functions; comply with applicable laws; exercise and defend our legal rights; and other short-term transient use	As long as necessary to fulfill the purposes for the collection. Generally, personal information is retained for the duration of our relationship with you, plus any legally required record or data retention period and/or any period of time necessary to exercise our legal rights
<u>Internet or other electronic network activity information</u> , such as browsing history, search history, and information regarding your interaction with an internet website, social media site or application	You, analytics tools, and IT service providers	Provide and promote our products and services; manage our business relationship; perform accounting other internal business functions; comply with applicable laws; exercise and defend our legal rights; detect security incidents	As long as necessary to fulfill the purposes for the collection. Generally, personal information is retained for the duration of our relationship with you, plus any legally required record or data retention period and/or any period of time

		and protect against malicious, deceptive, fraudulent, or illegal activity; comply with applicable laws; exercise and defend our legal rights	necessary to exercise our legal rights
<u>Audio, electronic, visual, thermal, or similar information</u>	You, our recording device	Provide and promote our products and services; quality control; manage our business relationship; perform accounting other internal business functions; comply with applicable laws; exercise and defend our legal rights; and other short-term transient use	As long as necessary to fulfill the purposes for the collection. Generally, personal information is retained for the duration of our relationship with you, plus any legally required record or data retention period and/or any period of time necessary to exercise our legal rights
<u>Professional or employment-related information</u> such as job title; business address; and business email address	You, analytics tools, and our service providers	Provide and promote our products and services; manage our business relationship; perform accounting other internal business functions; comply with applicable laws; exercise and defend our legal rights; and other short-term transient use	As long as necessary to fulfill the purposes for the collection. Generally, personal information is retained for the duration of our relationship with you, plus any legally required record or data retention period and/or any period of time necessary to exercise our legal rights
<u>Commercial information, including products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies</u>	You, analytics tools, and our service providers	Provide and promote our products and services; manage our business relationship; perform accounting other internal business functions; comply with applicable laws; exercise and defend our legal rights; and other short-term transient use	As long as necessary to fulfill the purposes for the collection. Generally, personal information is retained for the duration of our relationship with you, plus any legally required record or data retention period and/or any period of time necessary to exercise our legal rights

<u>Inferences drawn from the personal information collected</u>	You, analytics tools, and our service providers	Provide and promote our products and services; manage our business relationship; perform accounting other internal business functions; comply with applicable laws; exercise and defend our legal rights; and other short-term transient use	As long as necessary to fulfill the purposes for the collection. Generally, personal information is retained for the duration of our relationship with you, plus any legally required record or data retention period and/or any period of time necessary to exercise our legal rights
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HOW WE SHARE PERSONAL INFORMATION

We may disclose your personal information to the following categories of recipients, including for the business purposes described above:

- Our affiliate companies;
- Our trusted third-party services providers and partners who assist us in providing our products and services and operating our business;
- Competent law enforcement agencies, courts, and government agencies to comply with our legal obligations and exercise our legal rights;
- Appropriate entities in connection with any proposed purchase, merger, or acquisition; and
- Other persons and entities with your consent to the disclosure.

YOUR PRIVACY RIGHTS

As a California resident, you have the following privacy rights regarding your personal information:

- The right to know and right to access the personal information we have collected about you, including the categories of personal information; the categories of sources from which the personal information is collected; the business or commercial purpose for collecting, selling, or sharing personal information; the categories of third parties to

whom the business discloses personal information; and the specific pieces of personal information the business has collected about the consumer;

- The right to delete personal information that we have collected from you, subject to certain exceptions;
- The right to correct inaccurate personal information that we maintain about you;
- The right of portability, or right to have us transfer your personal information to other persons or entities upon your request; and
- The right not to be discriminated against for exercising your privacy rights.

You can exercise your right to know, delete, or correct your Personal Information by submitting a request to us by using the webform by clicking this [“Right to Know, Delete or Correct”](#) link; emailing us at: hr@elitestaffinginc.com or calling us at: (800) 423-5595. To protect the security of your personal information, we will require you to verify your identity by providing us with identifying information such as your personal email address, personal telephone number, home address, and/or other information that we can match with the personal information we have already collected about you to verify your identity.

You may use an authorized agent to exercise your right to know, delete, or correct your Personal Information. We will require your authorized agent to provide us with either (1) a power of attorney authorizing the authorized agent to act on your behalf or (2) your written authorization permitting the authorized agent to request access to your personal information on your behalf. Further, we will require you or your authorized agent to provide us with identifying information to verify your identity. We may also require you to either verify your own identity directly with us or directly confirm with us that you provided the authorized agent permission to submit the request.

DATA SECURITY

While no data security system can fully protect personal information from unauthorized data breaches, we have implemented reasonable safeguards and controls, consistent with its legal obligations under California and other local, state and federal laws. The Company is committed to: (i) seeking to safeguard all personal information that you provide to us; (ii) seeking to ensure that it remains confidential and secure; and (iii) taking all reasonable steps to ensure that personal privacy is respected. All our data is stored in written or electronic form on our servers and computers and in various physical locations. We maintain physical, electronic and procedural safeguards to protect your personal information from misuse, unauthorized access or disclosure and loss or corruption by computer viruses and other sources of harm. We restrict access to personal information to those staff members of the Company and our services providers who need to know that information for the purposes identified in our privacy policy and privacy notices.

We have put in place procedures to deal with any suspected data security breach and will notify you and any applicable regulator of a suspected breach where we are legally required to do so.

PERSONAL INFORMATION OF MINORS

The Company does not collect, sell or share personal information for individuals under the age of 18.

CHANGES TO THIS PRIVACY POLICY

As we strive to improve our practices, we may revise the Company's privacy policy from time to time. This privacy policy is not a contract, and we reserve the right to change this policy at any time and to notify you of those changes by posting an updated version of this policy. It is your responsibility to check this policy from time to time for any changes.

This privacy policy was last updated in January 2024.

QUESTIONS AND FURTHER INFORMATION

If you have any questions or would like further information regarding this privacy policy or our privacy practices, please contact us at: hr@elitestaffinginc.com.