

California Candidate Privacy Notice

Effective Date: January 1, 2023

The purpose of this California Candidate Privacy Notice (“**Notice**”) is to inform individuals who inquire about and/or apply for employment (“**you**” or “**Job Candidates**”) with Autonomic, LLC (“**Autonomic**” or “**we**” or “**us**”) of the categories of personal information we collect and the purposes for which we use and disclose such personal information for business purposes. This Notice is intended to comply with the California Consumer Privacy Act of 2018, as amended by the California Privacy Rights Act of 2020, effective January 1, 2023 (collectively “**CPRA**”) and applies solely to Job Candidates who reside in the State of California.

1. Categories of Personal Information We Collect

This section sets forth the categories of “personal information” (as such term is defined under the CPRA) we may collect about you when you inquire about and/or apply for employment at Autonomic. In particular, we have collected the following categories of personal information in the preceding twelve (12) months from one or more of the Job Candidates.

- **Identifiers**, such as your name, postal address, email address, or other similar identifiers.
- **Personal Information Categories listed in California Customer Records Statute**, such as name, address, telephone number, or employment history. Some personal Information included in this category may overlap with other categories.
- **Characteristics of protected classifications under California or federal law**, such as gender, medical conditions, marital status, sex, race, national origin, or citizenship.
- **Professional or employment-related information**, such as current or past job history, or performance evaluations;
- **Non-public education information**, such as education records maintained by an educational institution; and/or
- **Personal information collected and analyzed concerning an individual’s health**, such as your vaccination record.

2. Sources of Personal Information

We collect personal information about you from a variety of sources, including:

- information you provide to us directly;
- information from public sources (such as public social media profiles on LinkedIn); and/or
- information from other third parties (such as prior employers, professional references, pre-employment and background check services).

We may combine information that we receive from the various sources described in this Notice, including third party sources and public sources, and use or disclose it for the purposes set forth in this Notice.

3. How We Use Your Personal Information

We may use or disclose personal information we collect for one or more of the following business purposes:

- to open and maintain candidate records and communicate with you regarding your interest in a job opportunity with us, your application for employment, or updates on your candidacy;
- to assess your suitability for a position at Autonomic;
- to determine your eligibility to work and fulfill our obligations to relevant government authorities;
- to arrange or reimburse travel where you require travel to interview with us or in connection with your candidacy for employment, contact you during travel, as necessary with travel service providers, or in an emergency situation;
- to conduct equal opportunity and diversity monitoring where permitted or required by law;
- to address our legal obligations, and to monitor and address workplace and individuals' safety, including disease prevention and control;
- to comply with applicable legal and regulatory requests and obligations (including investigations);
- to establish or defend legal claims and allegations;
- for security or the prevention, detection, or investigation of fraud, suspected or actual illegal activity, or other misconduct; and/or
- to seek advice from lawyers, auditors and other professional advisers.

We will not collect any additional categories of personal information or use the personal information we collected for materially different, unrelated, or incompatible purposes without providing you notice.

4. Disclosure of Personal Information for a Business Purpose

We may share your personal information by disclosing it to a third party for a business purpose. We only make these business purpose disclosures under written contracts that describe the purposes, require the recipient to keep the personal information confidential, and prohibit using the disclosed information for any purpose except performing the contract.

During the past 12 months, we have disclosed for our business purposes the categories of personal information listed above to the following categories of third parties:

- affiliates and subsidiaries;
- service Providers;
- with third parties at your direction or that are required by law or legal process;
- professional advisors;
- entities to which you have consented to the disclosure; and/or

- to the public if you choose to make such information available.

We do not disclose your personal information to third parties for cross-context behavioral advertising.

5. Sale of Personal Information

We do not sell (as such term is defined under the CPRA) your personal information to third parties. This means that we do not sell, rent, share, or otherwise disclose your personal information to third parties in exchange for monetary or other valuable consideration.

6. How long we retain your personal information

We will only retain your personal information for as long as reasonably necessary to fulfill the purposes we collected it for, including satisfying any legal, regulatory, tax, accounting or reporting requirements. To determine the appropriate retention period for personal information, we consider the amount, nature and sensitivity of the personal information, the potential risk of harm from unauthorized use or disclosure of your personal information, the purposes for which we process your personal information and whether we can achieve those purposes through other means, and the applicable legal, regulatory, tax, accounting or other requirements.

When we have no ongoing legitimate business need to process your personal information, we will either delete or anonymize it or, if this is not possible (e.g., because your personal information has been stored in backup archives), we will securely store your personal information and isolate it further from any further processing until deletion is possible.

7. Your California Rights under the CPRA

Subject to certain legal exceptions, the CPRA provides California residents with specific rights regarding their personal information. This section describes your CPRA rights and explains how to exercise those rights.

Right to Know and Data Portability

Subject to certain exceptions, you have the right to request that we disclose certain information to you about our collection and use of your personal information over the past 12 months (the “right to know”). Once we receive your request and confirm your identity, we will disclose to you:

1. The categories of personal information we collected about you;
2. The categories of sources for the personal information we collected about you;
3. Our business or commercial purpose for collecting that personal information;
4. The categories of third parties with whom we share that personal information, including identifying the personal information categories that each category of recipient obtained; and

5. The specific pieces of personal information we collected about you (also called a data portability request).

Right to Delete

Subject to certain exceptions, you have the right to request that we delete any of your personal information that we collected from you and retained.

Right to Correct

Subject to certain exceptions, you have the right to correct inaccurate personal information that we maintain about you.

How to Exercise your CPRA Rights

To exercise your rights to know, or delete or correct under the CPRA, please submit a request by emailing us at privacy@autonomic.com or mailing us at 3251 Hillview Ave., Suite 200, Palo Alto, CA 94304 Attn: Autonomic Legal.

Only you, or someone legally authorized to act on your behalf, may make a request to know or delete related to your personal information. You may only submit a request to know twice within a 12-month period. Your request must provide sufficient information that allows us to reasonably verify you are the person about whom we collected personal information or an authorized representative.

We cannot respond to your request or provide you with personal information if we cannot verify your identity or authority to make the request and confirm the personal information relates to you. We will only use personal information provided in the request to verify the requestor's identity or authority to make it.

Response Timing and Format

We will confirm receipt of your request within ten (10) business days. If you do not receive confirmation within the 10-day timeframe, please reach out to Autonomic's General Counsel.

We endeavor to substantively respond to a verifiable consumer request within forty-five (45) days of its receipt. If we require more time (up to another forty-five (45) days), we will inform you of the reason and extension period in writing. Any disclosures we provide will only cover the 12-month period preceding our receipt of your request. The response we provide will also explain the reasons we cannot comply with a request, if applicable.

We do not charge a fee to process or respond to your verifiable consumer request unless it is excessive, repetitive, or manifestly unfounded. If we determine that the request warrants a fee, we will tell you why we made that decision and provide you with a cost estimate before completing your request.

8. Non-discrimination

We will not discriminate against you for exercising any of your CPRA rights.

9. Updates

We may amend this Notice from time to time. When we do, we will post the revised Notice on our website indicating when the Notice was last updated.