



US METRO BANK CALIFORNIA PRIVACY NOTICE FOR CALIFORNIA EMPLOYMENT APPLICANTS

Last Updated: December 2022

This Privacy Notice for California Residents (this “Notice”) applies solely to residents of the State of California (“consumers” or “you”) and supplements the information contained in any other Privacy Statement or Notice provided by US Metro Bank (“Bank”, “our” or “we”). This Notice is adopted to comply with the California Consumer Privacy Act of 2018 (“CCPA”) and as amended, the California Privacy Rights Act of 2020 (collectively, “CPRA”). This Notice describes how US Metro Bank collects, uses, and discloses information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with you or your household (“personal information”). The information on this page complements the disclosures regarding your rights under federal laws and regulations (e.g., the Gramm-Leach-Bliley Act). For more information, please visit <https://www.usmetrobank.com/privacy-policy/>

Keeping Personal Information secure is one of our most important priorities. Consistent with our obligations under applicable laws and regulations, we maintain physical, technical, electronic, procedural and organizational safeguards and security measures that are designed to protect personal data against accidental, unlawful, or unauthorized destruction, loss, alteration, disclosure, or access, whether it is processed by us or elsewhere.

COLLECTION OF PERSONAL INFORMATION

For our recruitment purposes, we may collect, store, and process the following categories of personal information:

CATEGORY	EXAMPLES
Personal Identifiers	A real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, Social Security number, driver's license number, passport number, state or government issued individual license number or other similar identifiers.
Personal Information categories listed in the California Customer Records Statute (Cal. Civ. Code § 1798.80 (e))	A name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information, some personal information included in this category may overlap with other categories.
Characteristics of Protected Classes under California or Federal law	Age, race, color, ancestry, national origin, characteristics such as sex and marital status; medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status, genetic information (including familial genetic information).
Sensitive Personal Information	Social Security number, driver's license, state identification card, or passport number; your account log-in, along with any required security or access code, password, or credentials allowing access to an account; racial or ethnic origin, religious beliefs, or union membership; the contents of your mail, email, and text messages unless US Metro Bank was the intended recipient of the communication; genetic data; health data; precise geolocation data; biometric information; and sex life or sexual orientation data
Biometric Information	fingerprints
Internet or other similar network activity	Browsing history, search history, information on a consumer's interaction with a website or application,
Geolocation Information	Physical location, movements
Sensory Information	Audio, electronic, or similar information we capture through your communications with us, e.g. voice recordings of telephone conversations, emails and instant messaging, and security images captured in our offices
Application information	Current or past job history; current or past location information; current or past employer information; core workforce and/or job information; resumes, references, and interview notes; Survey data collected through recruiting process; beneficiary, dependent, and contact information



SOURCE OF PERSONAL INFORMATION

The categories of sources from whom we collected this Personal Information are:

- Directly from you when you provide this information to us, when you request information, when you access and use certain work areas and systems, or otherwise interact with us
- From recruiters who interact directly with you thru the recruitment process
- From previous employers and or references where you provided us permission to contact
- From Third Parties (e.g. former employers, regulatory authorities, background check, benefit or other service providers)

USE OF PERSONAL INFORMATION

US Metro use the Personal Information we collect from you for a variety of purposes permitted by law, including:

- To determine eligibility for employment including qualifications, background checks and pre- employment screening
- To assess qualifications for a particular job
- To comply with applicable labor or employment statutes
- To prosecute or defend legal claims
- To ensure the security of company-held information
- To perform analysis to optimize our recruiting process and identify areas of focus
- Other purposes as required

SHARING or SELLING YOUR PERSONAL INFORMATION

We do not sell Personal Information subject to the CCPA, including Personal Information of minors under the age of 16. For purposes of this Disclosure, "sold" means the disclosure of Personal Information to a third-party for monetary or other valuable consideration. We also do not share your personal information with third parties for cross-context behavioral advertising. For this reason, we do not offer a right to opt-out of sale or sharing.

RECORD RETENTION PERIOD

Except as otherwise permitted or required by applicable law or regulation, we make reasonable efforts to retain your personal information only as long as we believe necessary to fulfill the purposes for which the personal information was collected, and as directed by our record retention policies.

QUESTIONS or CONCERNS

You may contact us with questions or concerns about this Disclosure and our practices by:

Write us at:

US Metro Bank
Attn: Human Resource Dept.
9866 Garden Grove Blvd.
Garden Grove, CA 92844

or Call us at [714-620-8888](tel:714-620-8888)

or Visit us at <https://www.usmetrobank.com/privacy-policy/>

CHANGES TO THIS CALIFORNIA CONSUMER PRIVACY ACT NOTICE

We may change or update this Disclosure from time to time. When we do, we will provide the revised notice with a new "Last Updated" date.