

**Job Applicants Applying for Employment or Temporary Staffing with Staffmark, Independent Contractors, and Existing Staffmark Employees**

Staffmark collects and processes Personal Information and Sensitive Personal Information from applicants for employment with Staffmark, to make employment decisions that involve you and determine your eligibility for temporary staffing employment and/or full time employment with Staffmark, fulfill human resource, employment, and benefit administration purposes, where necessary to comply with any local, state, and federal legal obligations and laws, and for you to maintain your online account with us and personalize your preferences. Staffmark may also use the Personal Information or Sensitive Personal Information collected to maintain your employee account with us or provide you with employment as a temporary with another entity. As part of its regular course of business for job applicants and employees with Staffmark, Staffmark collects, and has in the last 12 months collected, the following Personal Information or Sensitive Personal Information:

<b>Category of Information</b>	<b>Source(s) of Personal Information</b>	<b>Business purpose for which the information is collected</b>	<b>Third Parties with whom information may be shared</b>
<p><i>Personal identifiers</i> you provide when you apply for a job, supply information for your benefits, or in context of your employment with us, such as your first and last name, address, email address, unique personal identifiers, nickname, telephone number, date of birth, signature, family name, including your mother’s maiden name, and online identifiers, username and/or account name</p> <p><i>Personal Identifiers qualifying as Sensitive Personal Information</i> you provide when you apply for a job, supply information for your benefits, or in context of your employment with us, such as your social security number,</p>	<p>Job Applicant/ Employee (directly or via third party or service provider website or application)</p> <p>Third Parties and/or Service Providers used for assignment applications, selections, and scheduling</p>	<p>Employment and application evaluation</p>	<p>Staffing Clients/Customers</p> <p>Service providers and websites/apps that assist with scheduling and assignment availability</p>

driver license number and expiration date, passport number, and/or other government identification numbers, and immigration and work authorization status.			
<p><i>Demographic information</i> such as age, marital status, sex, gender (including gender identity, gender expression), and veteran or military status.</p> <p><i>Demographic Information qualifying as Sensitive Personal Information</i> such as racial or ethnic origin, citizenship status, physical or mental disabilities, or medical conditions.</p>	Job Applicant/ Employee (directly or via third party or service provider website or application)	Employment  Benefits Administration	Service providers  Benefit providers and Administrators  Government agencies  Staffing Clients/ Customers
<i>Financial information</i> such as banking information for direct deposit, debit card number, credit card number, tax selections, pay rate, PayCard information, payroll deduction information, and health insurance information	Job Applicant/ Employee (directly or via third party or service provider website or application)	Employment  Benefits Administration	Service providers  Benefit providers and Administrators
<i>Professional and employment-related information</i> such as current or past employment history, salary information, employee status and title, job evaluations, employment status, work schedule, job assignments, hours worked, training and development information, performance evaluation information, disciplinary and counseling	Job Applicant/ Employee (directly or via third party or service provider website or application)  Applicant's professional references	Employment  Benefits Administration	Service providers  Staffing Clients/ Customers

information, and termination information			
<i>Biometric information qualifying as Sensitive Personal Information</i> such as facial recognition, fingerprints, retina scans, voice recordings,	Job Applicant/ Employee	Employment, including time entry	Service providers (with your express consent)
<i>Sensory data</i> such as your audio and visual information when conducting interview through voice and video calls	Job Applicant/ Employee	Employment	
<i>Internet or other similar network connectivity</i> , such as IP address, browsing history, search history, cookies, applications, email use, and interaction with Staffmark’s websites and interactive apps	Job Applicant/ Employee  User web browser	Service Providers	Service providers
<i>Geolocation data qualifying as Sensitive Personal Information</i> that can be used to identify your physical location or movements	Staffmark internal records, including for job assignments  Job Applicant/ Employee (directly or through scheduling and work selection apps and websites such as, but not limited to, Indeed Flex and WorkNOW, through the use of our website, by clocking in and out, and location of job assignments)  Third Parties and/or Service	Employment, including facilitating selection and scheduling of assignments	Service providers  Staffing Clients/ Customers

	Providers used for assignment applications, selections, and scheduling		
<i>Education information</i> such as education history, grades, transcripts, and disciplinary history	Job Applicant/ Employee	Employment evaluation	Staffing Clients/ Customers
<i>Health and Safety Information qualifying as Sensitive Personal Information</i> such as health conditions, if relevant to your employment, job restrictions, workplace accident and illness information, and health insurance policy information	Job Applicant/ Employee	Employment  Employment accommodation  Benefits Administration	Government agencies  Benefit providers  Staffing Clients/ Customers
<i>Inferences</i> drawn from <i>personal preferences</i> you provide to us, such as characteristics, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes for a job or task	Job Applicant/ Employee  Staffmark internal records	Employment evaluation	Staffing Clients/ Customers
<i>Beneficiary Information</i> of your beneficiaries and dependents and Emergency Contact Information of person(s) you designate as your emergency contact(s)	Job Applicant/ Employee	Benefits Administration  Emergencies	Service providers  Benefit providers and Administrators