

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

Staffmark collects and processes 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 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:

Category of Information	Source(s) of Personal Information	Business purpose for which the information is collected	Third Parties with whom information may be shared
<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, social security number, driver license number and expiration date, passport number, and/or other government identification numbers, immigration and work authorization status, signature, family name, including your mother’s maiden name, and online identifiers, username and/or account name</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>
<p><i>Demographic information</i> such age, color, ancestry, national origin, citizenship, marital status, physical or mental</p>	<p>Job Applicant/ Employee (directly or via third party or service provider</p>	<p>Employment</p> <p>Benefits</p>	<p>Service providers</p> <p>Benefit providers and</p>

disability, medical condition, sex, gender (including gender identity, gender expression), and veteran or military status	website or application)	Administration	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, medical 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 information, and termination information	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
<i>Biometric information</i> such as facial recognition, fingerprints, retina scans, voice recordings, and others	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	

<p><i>Internet or other similar network connectivity, such as IP address, browsing history, search history, cookies, applications, email use, and interaction with Staffmark's websites and interactive apps</i></p>	<p>Job Applicant/ Employee</p> <p>User web browser</p>	<p>Service Providers</p>	<p>Service providers</p>
<p><i>Geolocation data that can be used to identify your physical location or movements</i></p>	<p>Staffmark internal records, including for job assignments</p> <p>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)</p> <p>Third Parties and/or Service Providers used for assignment applications, selections, and scheduling</p>	<p>Employment, including facilitating selection and scheduling of assignments</p>	<p>Service providers</p> <p>Staffing Clients/ Customers</p>
<p><i>Education information such as education history, grades, transcripts, and disciplinary history</i></p>	<p>Job Applicant/ Employee</p>	<p>Employment evaluation</p>	<p>Staffing Clients/ Customers</p>
<p><i>Health and Safety Information such as health conditions, if relevant to your employment, job restrictions, workplace</i></p>	<p>Job Applicant/ Employee</p>	<p>Employment</p> <p>Employment</p>	<p>Government agencies</p>

accident and illness information, and health insurance policy information		accommodation Benefits Administration	Benefit providers Staffing Clients/ Customers
<i>Inferences drawn from 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