

Recruiting and Professional Placement Position Applicants

As part of Staffmark’s recruiting division, Staffmark solicits, recruits, and evaluates applicants for professional placement positions, for customers and clients that hire Staffmark to fill those positions directly at their companies. As part of its recruiting and professional placement business, Staffmark collects and has in the last 12 months collected, the following personal information from applicants while acting as a recruiter for clients and customers:

Category of Information	Source(s) of Personal Information	Business purpose for which the information is collected	Third Parties with whom information may be shared
<i>Personal identifiers</i> you provide when you apply for the professional position job posting or submit your resume to us, such as your first and last name, address, email address, telephone number, and username and/or account name	Applicant	Employment evaluation, recruitment, and placement, including for future professional placement position openings	Clients/Customers
<i>Limited demographic information</i> such as age, gender, and citizenship status for work authorization purposes	Applicant		
<i>Professional and employment-related information</i> such as current or past employment history, salary information, employee status and title, employment status, resume	Applicant Applicant’s professional references Publicly available information		
<i>Education information</i> such as education history, grades, transcripts, and disciplinary history	Applicant Publicly available information		
<i>Inferences drawn from personal preferences</i> such as	Applicant Applicant’s		

characteristics, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes for a job or task	professional references		
<i>Internet or other similar network connectivity, such as IP address, browsing history, search history, cookies, and interaction with Staffmark's websites and apps</i>	Applicant/Applicant's web browser	Personalize content and experiences. Operate, understand, optimize, develop, or improve our sites and applications	Service Provider

Other Consumers

Category of Information	Source(s) of Personal Information	Business purpose for which the information is collected	Third Parties with whom information may be shared
<i>Personal identifiers</i> you provide including your first and last name, address, company name, email address, telephone number, and username and/or account name	Consumer Vendors Prospective Job Applicants	Marketing Communications Business to Business Communications	Service Providers
<i>Professional and employment-related information</i> such as current or past employment history, salary information sought, position sought, resume, personal preferences, and	Consumer Vendors Prospective Job Applicants	Potential future employment opportunities	
<i>Internet or other similar network connectivity, such as IP address, browsing history, search history, cookies, and interaction with Staffmark's</i>	Consumer Prospective Job Applicants	Personalize content and experiences. Maintain,	

websites and WorkNow app	<p>Website visitors*</p> <p>*some information collected may be anonymous</p>	<p>operate, and improve our websites and applications, personalize your browsing experience, and run analytics</p>	
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