

## 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 age, gender  | 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<br>Applicant’s professional references<br>Publicly available information |  |   |
| <i>Education information</i> such as education history, grades, transcripts, and disciplinary history  | Applicant<br>Publicly available information  |  |   |
| <i>Inferences drawn from personal preferences</i> such as characteristics, predispositions, behavior, attitudes, intelligence,   | Applicant<br>Applicant’s professional references                                   |  | Clients/Customers                                 |

|   |                                   |   |                  |
|---|-----------------------------------|---|------------------|
| abilities, and aptitudes for a job or task  |                                   |   |                  |
| <i>Internet or other similar network connectivity, such as IP address, browsing history, search history, cookies, and interaction with Staffmark's websites and WorkNOW app</i> | Applicant/Applicant's web browser | Personalize content and experiences.<br><br>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 you provide including your first and last name, address, company name, email address, telephone number, and username and/or account name</i>             | Consumer<br>Vendors<br>Prospective Job Applicants           | Marketing Communications<br><br>Business to Business Communications                         | Service Providers                                 |
| <i>Professional and employment-related information such as current or past employment history, salary information sought, position sought, resume, personal preferences, and</i> | Consumer<br>Vendors<br>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 websites and WorkNow app</i>  | Consumer<br>Prospective Job Applicants<br>Website visitors* | Personalize content and experiences.<br><br>Maintain, operate, and improve our websites and |   |

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|  | *some information collected may be anonymous | applications, personalize your browsing experience, and run analytics |  |
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