

4. SHARING YOUR INFORMATION WITH OTHERS

Staffmark does not sell or share¹ your Personal Information or your Sensitive Personal Information to or with third parties and has not sold or shared your Personal Information or Sensitive Personal information in the past 12 months. Sensitive Personal Information is only collected or processed to perform the services on behalf of the business listed above, to prevent detect or investigate security incidents, to resist malicious, deceptive or fraudulent or illegal action, to ensure the physical safety of natural persons, and to perform the services reasonably expected by you when you disclosed the information. Sensitive Personal Information is not used to infer characteristics about any consumer. Staffmark only discloses your information to the extent necessary to its Service Providers for purposes of human resources administration, to provide you with employment or secure your employment with another entity working with Staffmark, to service providers to provide you with employee benefits, process any benefit and employment claims, and administer checks, tests, and evaluations, to determine your employment eligibility and verification, to applications and websites that allow you to apply for Staffmark assignments and assist in scheduling such as WorkNOW and Indeed Flex, and to websites and apps that provide you with perks and benefits relating to your employment.

Staffmark will also disclose your information to the extent necessary to comply with any legal obligations and laws.

As detailed in Section 3, above, Staffmark shares the following information:

Category of Third Party with Whom Information Is Disclosed	Categories of Information Shared	Purpose
Service Providers such as, but not limited to, payroll processors	Personal Identifiers, Benefit Selections, Demographic Information, Health Information, Financial Information, Beneficiary Information, Personal Identifiers qualifying as Sensitive Personal Information including Geolocation Data and Biometric information when you give us express consent	To fulfill human administration and employment purposes including, but not limited to, payroll processing, to provide benefits and benefit administration, scheduling, listing of available assignments
Third party or service provider websites and apps such as	Limited personal identifiers such as name, email, and	For employment and benefits purposes, including to assist you

¹ As used herein “share,” “shared,” or “sharing” has the same meaning as defined in the CCPA: sharing, renting, releasing, disclosing, disseminating, making available, transferring, or otherwise communicating a consumer’s personal information to a third-party for cross-context behavioral advertising.

WorkNOW and Indeed Flex	relationship status with Staffmark, shared with service providers or with your consent	in signing up for an account or to create a record of your relationship with Staffmark to allow you to create an account with the app or website to allow you access to see available assignment opportunities, to assist you in applying for temporary assignments, to schedule yourself for assignments and possible work, and to receive perks and benefits from employments (such as access to discounts and events)
Third Party agencies used to obtain background checks, E-Verify	<p>Personal Identifiers, Benefit Selections, Demographic Information</p> <p>Personal Identifiers or Demographic Information Qualifying as Sensitive Personal Information, including social security numbers or other government identifiers and citizenship or work authorization status</p>	To verify your eligibility for employment
Benefit Providers such as, but not limited to, health insurance companies	Benefit Selections, Health Information, Beneficiary Information	To provide you benefits including health insurance
Clients and Customers	<p>Personal Identifiers, Professional Information, Education Information, Demographic Information</p> <p>Personal Identifiers or Demographic Information Qualifying as Sensitive Personal Information, including social security numbers or other</p>	To obtain you placement for temporary employment at a client or customer and for purposes relating to that position, or if you apply for a placement position, to share your information for your eligibility for a position

	government identifiers and citizenship or work authorization status	
Government Agencies such as the Equal Employment Opportunity Commission	Demographic Information*, Health conditions* Demographic Information or Health Conditions Qualifying as Sensitive Personal Information, including racial or ethnic origin information, health or disability information and citizenship or work authorization status (*some information may be provided anonymously)	To fulfill our legal obligations
Internet Service and Analytic Tool Providers	Internet or other similar network connectivity* (*information may be provided anonymously or in aggregate form)	To maintain operate, and improve our websites and applications, personalize your browsing experience, and run analytics on our websites, portals, and apps