



DISCLOSURE TO JOB APPLICANTS PURSUANT TO THE CALIFORNIA CONSUMER PRIVACY ACT (CCPA)

As part of your job application with Andreini & Company and the Company’s evaluation of your candidacy, the Company collects, receives, maintains, and uses the following types of Personal Information about you for the business purposes identified for each category:

CATEGORY	EXAMPLES	BUSINESS PURPOSE
Personal Identifiers	Name, alias, postal or mailing address, email address, telephone number, social security number, driver’s license or state identification card number, passport number	<ol style="list-style-type: none"> 1. To comply with state and federal law and regulations requiring; employers to maintain certain records; 2. To evaluate your job application and candidacy for employment; 3. To obtain and verify background check and references; and 4. To communicate with you regarding your candidacy for employment.
Pre-Hire Information	Job application, resume, background check results, drug test results, job interview notes, and candidate evaluation records	Same as above
Employment History	Information regarding prior job experience, positions held, names of prior supervisors, and when permitted by applicable law your salary history or expectations	Same as above
Education Information	Information from resumes regarding educational history; transcripts or records of degrees and vocational certifications obtained	Same as above

If you become employed by Andreini & Company, the Company will notify you of additional categories of Personal Information that it collects, receives, and maintains for business purposes.

By signing below, I acknowledge and confirm that I have received and read and understand this disclosure and I hereby authorize and consent to the Company’s use of the personal information it collects, receives or maintains for the business purposes identified above.

Candidate’s Signature

Date

Print Your Full Name