

**Privacy Notice to California Employees and Job Applicants Regarding the
Collection of Personal Information Pursuant to the California Consumer Privacy Act**

The following disclosures apply to American First Credit Union job applicants, employees, owners, directors, or officers where the personal information we collect about those individuals relates to their current, former, or potential role at American First Credit Union.

NOTICE AT COLLECTION	
<p>American First Credit Union, in the regular course of its business, asks job applicants, prospective employees, and employees to provide personal information that relates to your employment or prospective employment with us. This Privacy Notice describes how American First Credit Union collects and uses your personal information, the categories of personal information that may be collected, the purpose for which the categories of personal information will be used, and instances where it may disclose your personal information to third parties.</p>	
CATEGORIES OF PERSONAL INFORMATION COLLECTED	PURPOSE(S) FOR WHICH IT WILL BE USED
Identifiers such as real name, alias, postal address, email address, telephone number, date of birth, unique personal identifier, online identifier, Internet Protocol Address, account name, signature, Social Security number, driver's license number, passport number, or other similar identifiers.	<ul style="list-style-type: none"> • Pre-employment Background Checks • Payroll and Administration of Benefits • Income & Social Security Tax Purposes • Providing Job Related Notifications • Compliance with Company Policies
Personal information, as defined in the California customer records law, such as name, contact information, insurance policy numbers, education, employment, employment history, bank account numbers, credit card numbers, debit card numbers, other financial information, and medical or health information.	<ul style="list-style-type: none"> • Pre-employment Background Checks • Payroll and Administration of Benefits • Income & Social Security Tax Purposes • Providing Job Related Notifications • Compliance with Company Policies
Characteristics of protected classifications under California or federal law (such as race, gender, or ethnicity).	<ul style="list-style-type: none"> • Regulatory Examinations • Equal Opportunity Employment Purposes
Internet or other electronic network activity information including, but not limited to, browsing history, and information regarding your interaction with an internet website, application, or advertisement.	<ul style="list-style-type: none"> • Detecting/Preventing Security Incidents • Providing Job Related Notifications • Compliance with Company Policies • Compliance with information security laws and regulations
Geolocation data, such as credit union issued devices and applicant tracking system.	<ul style="list-style-type: none"> • Providing Job Related Notifications • Compliance with Company Policies
Biometric information, such as fingerprints.	<ul style="list-style-type: none"> • Pre-employment screening and Background Checks
Audio, electronic, visual, thermal, or similar information.	<ul style="list-style-type: none"> • Detecting Security Incidents • Compliance with Company Policies
Education Information, such as education history, degrees obtained, course history, and transcripts.	<ul style="list-style-type: none"> • Pre-employment screening and Background Checks • Consideration for Promotions
Inferences drawn from any of the information identified above to create a profile reflecting your preferences, characteristics, physiological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	<ul style="list-style-type: none"> • Pre-employment Background Checks • Detecting/Preventing Security Incidents • Payroll • Compliance with Company Policies
Emergency contact and beneficiary information of person(s) you designate as your emergency contact(s) or beneficiary(ies), such as their name and contact information, and their relationship to you.	<ul style="list-style-type: none"> • Notification in the case of an emergency • Administration of Benefits
DISCLOSURE TO THIRD PARTIES	
<p>American First Credit Union does not sell or otherwise disclose your personal information to any third parties for any monetary consideration. We only share your personal information with service providers to the extent necessary in order to administer employee benefits, including for payment of wages, tax processing, and health insurance, in connection with its human resource activities, and when required to by local, state, or federal law.</p>	
PRIVACY POLICY	
<p>A copy of American First Credit Union's complete CCPA Privacy Policy may be found by visiting our website at www.amerfirst.org</p>	