



Privacy Notice to California Job Applicants Regarding the Collection of Personal Information

Warehouse Specialists, LLC and its affiliates (“the Company”) are committed to protecting the privacy and security of personal information of all individuals including job applicants. The Company complies with the California Privacy Rights Act (CPRA”) and all data privacy and laws in the jurisdictions in which it recruits and hires employees.

We collect only the personal information that is reasonably necessary and proportionate to achieve our purposes. **We do not:**

- **sell your personal information;**
- **share or disclose your personal information to third parties other than the entities or service providers listed below;**
- **share or disclose your sensitive information to third parties for purposes other than those listed below or otherwise permitted by the CPRA;**
- **sell or share the personal information of consumers under 16 years of age; or**
- **permit third parties to collect your personal information on our behalf other than our service providers listed below.**

Job applicants with disabilities may access this notice in an alternative format by contacting us at 920.830.5000.

PERSONAL DATA COLLECTED AND HOW WE COLLECT, USE, AND RETAIN IT

CATEGORIES OF PERSONAL INFORMATION WE COLLECT	PURPOSES FOR COLLECTING THE PERSONAL INFORMATION	RETENTION PERIOD FOR THE PERSONAL INFORMATION	CATEGORIES OF ENTITIES WITH WHOM WE SHARE THE PERSONAL INFORMATION
<u>Identifiers</u> such as a real name, alias, postal address, unique personal identifier, online identifier, internet protocol address, email address, or	Hire the best-qualified applicants, comply with our legal and contractual requirements, and to establish, exercise our legal and contractual rights.	As long as necessary to fulfill the purposes for the collection. Generally, personal information is retained for the duration of our hiring process or continuing relationship with you, plus any legally	Company personnel involved with hiring, recruitment service providers, background check service providers, former employers, references you provide, applicable law enforcement and

other similar identifiers.		required record or data retention period and/or any period of time necessary to exercise our legal rights.	government agencies, former employers, healthcare professionals, and drug testing laboratory personnel.
<u>Protected categories</u> such as race, national origin, and gender.	Hire the best-qualified applicants; comply with our legal and contractual requirements; administer our diversity, equality and inclusion initiatives; and to establish, exercise our legal and contractual rights.	As long as necessary to fulfill the purposes for the collection. Generally, personal information is retained for the duration of our hiring process or continuing relationship with you, plus any legally required record or data retention period and/or any period of time necessary to exercise our legal rights.	Company personnel involved with hiring, our recruitment service providers, and applicable government agencies.
<u>Professional or employment-related information</u> such as job preference and work availability; qualifications; employment history and experience; reference and background check information; pre-employment test results; post-offer medical and medical examination information and results, including drug test results; resume and other information voluntarily provided by you during the interview process.	Hire the best-qualified applicants, identification verification, comply with our legal and contractual requirements, and to establish, exercise our legal and contractual rights.	As long as necessary to fulfill the purposes for the collection. Generally, personal information is retained for the duration of our hiring process or continuing relationship with you, plus any legally required record or data retention period and/or any period of time necessary to exercise our legal rights.	Company personnel involved with hiring, our recruitment service providers, our background check service providers, applicable law enforcement and governmental agencies, your former employers, and references you provide.

<u>Education information relevant to the job</u>	Hire the best-qualified applicants, comply with our legal and contractual requirements, and to establish, exercise our legal and contractual rights.	As long as necessary to fulfill the purposes for the collection. Generally, personal information is retained for the duration of our hiring process or continuing relationship with you, plus any legally required record or data retention period and/or any period of time necessary to exercise our legal rights.	You, our recruitment service providers, our background check service providers, applicable law enforcement and governmental agencies, your former employers, and references you provide.
<u>Inferences drawn from the personal information collected to determine your abilities and aptitude</u>	Hire the best-qualified applicants, identification verification, comply with our legal and contractual requirements, and to establish, exercise our legal and contractual rights.	As long as necessary to fulfill the purposes for the collection. Generally, personal information is retained for the duration of our hiring process or continuing relationship with you, plus any legally required record or data retention period and/or any period of time necessary to exercise our legal rights.	Company personnel involved with hiring and our recruitment service providers.

YOUR PRIVACY RIGHTS

As a California resident, you have the following privacy rights regarding your personal information:

- The right to know and right to access the personal information we have collected about you, including the categories of personal information, the categories of sources from which the personal information is collected, the business or commercial purpose for collecting, selling, or sharing personal information, the categories of third parties to whom the business discloses personal information, and the specific pieces of personal information the business has collected about the consumer;

- The right to delete personal information that we have collected from you, subject to certain exceptions;
- The right to correct inaccurate personal information that we maintain about you;
- The right of portability, or right to have us transfer your personal information to other persons or entities upon your request;
- The right to limit the use of your sensitive information if we decide in the future to use such information for purposes other than the purposes listed above; and
- The right not to be discriminated against for exercising your privacy rights.

You can exercise your privacy rights by submitting a request to us by emailing us at: HRLeadershipTeam@wsinc.com or calling us at: 920.830.5000. To protect the security of your personal information, we will require you to provide us with identifying information for you such as personal email address, personal telephone number, employee identification number, and/or other information that we can match with the personal information we have collected about you to verify your identity.

You may use an authorized agent to request access to or deletion of your personal information. We will require your authorized agent to provide us with either (1) a power of attorney authorizing the authorized agent to act on your behalf or (2) your written authorization permitting the authorized agent to request access to your personal information on your behalf. Further, we will require you or your authorized agent to provide us with identifying information to verify your identity. We may also require you to either verify your own identity directly with us or directly confirm with us that you provided the authorized agent permission to submit the request.

Within 10 days of receiving your request to know, we will confirm receipt of your request and provide information about how we will process your request. Generally, we will respond to your request within 45 days. If we need more time to respond, we will provide you with notice and an explanation of the reason we need more time to respond. We may deny your request if we cannot verify your identity or are legally permitted to deny your request. If we deny your request, we will explain the basis for the denial, provide or delete any personal information that is not subject to the denial, and refrain from using the personal information retained for any purpose other than permitted by the denial. We will maintain a record of your request and our response for 24 months.

QUESTIONS

If you have any questions or concerns regarding this Privacy Notice, the Company's Privacy Policy or the collection of your personal information, please contact us via email at HRLeadershipTeam@wsinc.com or calling us at: 920.830.5000.

I acknowledge that I have received, read, and understood the above Privacy Notice and information contained therein.

Date Updated 20240903