



Golden 1 Credit Union CCPA Privacy Notice for Candidates and Employees

Last Updated: January 1, 2020

This Candidate and Employee Privacy Notice describes the types of personal information we may collect about our job candidates and employees and how it may be used. Golden 1 has adopted this notice to comply with the California Consumer Privacy Act of 2018 (CCPA) and any implementing regulations, to the extent such laws and regulations are applicable to Golden 1. This notice does not apply to Golden 1’s processing of personal information in connection with the use of our products and services by California Residents. For more information on that processing, please see Golden 1’s [CCPA Privacy Notice for California Residents](#).

Information We Collect and Use

Golden 1 collects information that identifies, relates to, describes, references, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular candidate or employee (“personal information”). We have collected the following categories of personal information regarding candidates and/or employees within the last 12 months:

Category	Examples	Where We Get It From	How We Use It
Identifiers	Name, alias, postal address, email address, social security number, driver’s license number, passport number, or other similar identifiers.	Directly from you (for example, your resume or forms you complete). From third parties (for example, an employment background check provider).	Considering your candidacy for employment. Verifying your employment eligibility. Analyzing our recruitment and hiring processes. Administering payroll and benefits. Managing your employment relationship with us.
Personal information categories listed in California Civil Code 1798.80(e)	Name, signature, social security number, address, telephone number, passport number, driver’s license or state identification card number, insurance policy number, education, employment, employment history, bank account number or other financial information, medical information, or health insurance information.	Directly from you (for example, your resume or forms you complete). From third parties (for example, an employment background check provider).	Considering your candidacy for employment. Verifying your employment eligibility. Analyzing our recruitment and hiring processes. Administering payroll and benefits. Managing your employment relationship with us.
Protected classification characteristics under California or federal law	Age, race, color, ancestry, national origin, citizenship, marital status, medical condition, physical or mental disability, sex, sexual orientation, veteran or military status, genetic information.	Directly from you (for example, from forms you complete).	Verifying your employment eligibility. Analyzing our recruitment and hiring processes.

Internet or other similar network activity	Browsing history, search history, or information on your interaction with a website.	Indirectly from you (for example, by observing your actions on our website and network).	Managing your employment relationship with us.
Geolocation data	Physical location or movements.	Indirectly from you (for example, information captured by security systems).	Managing your employment relationship with us.
Sensory data	Audio, electronic, visual, or similar information.	Directly from you (for example, participation in employee onboarding). Indirectly from you (for example, information captured by security systems).	Managing your employment relationship with us.
Professional or employment-related information	Current or past job history or performance.	Directly from you (for example, from your resume). From third parties (for example, references you provide or employment background check providers).	Considering your candidacy for employment. Verifying your employment eligibility. Managing your employment relationship with us.

Changes to Our CCPA Privacy Notice

Golden 1 reserves the right to amend this CCPA privacy notice at our discretion and at any time. When we make changes to this CCPA privacy notice, we will post the updated notice on our intranet and the Careers page of our Website and update the notice's effective date. **Your continued employment, candidacy and/or use of our facilities following posting of changes constitutes your acceptance of such changes.**

Contact Information

If you have any questions or comments about this notice or the ways in which Golden 1 collects and uses your information, please do not hesitate to contact us at **1-877-GOLDEN 1 (1-877-465-3361) ext. 3179**.

If you have a disability that makes it difficult to contact us at the above toll-free number to access the notice in an alternative format. If you wish to print a copy of this policy, it is available as a searchable pdf document [here](#).