

## Notice at Collection for Users of Careers Website

NFI Industries, Inc. on behalf of itself, as well as its affiliates and related entities (collectively “the Company”) is providing you with this Notice At Collection For Users of Careers Website (“Notice”). Recruiting the right talent is crucial to our goals. Because we want to identify the best talent, our recruiting software gathers “Personal Information” about people who utilize our careers website to look for positions even if those people do not ultimately apply for a position (“Users”). For example, we may be able to access information from your LinkedIn profile or Facebook profile while you are using our site. If we think you are a good fit for NFI, then we may use that information to contact you about a job even if you do not apply for a job with us.

This Notice is meant to inform you about:

1. the categories of Personal Information that the Company collects about Users of the Careers website who reside in California; and
2. the purposes for which the Company uses that Personal Information.

For purposes of this Notice,

“User(s)” means individual(s) who utilize the Company’s careers website

“Personal Information” means information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a natural person that the Company collects about its Users, who reside in California, in their capacity as Users for positions with the Company.

### Assistance For Disabled Users

Alternative formats of this Notice are available to individuals with a disability. Please contact [CCPA@nfiindustries.com](mailto:CCPA@nfiindustries.com) for assistance.

## 1. Identifiers And Professional Or Employment-Related Information

- 1.1 **Personal Information Collected:** The Company collects identifiers and professional or employment-related information, including the following:

**Identifiers:** real name, nickname or alias, date of birth, postal address, telephone number, e-mail address, signature, online identifier, and Internet Protocol address.

**Professional or Employment-Related Information:** evaluations, membership in professional organizations, professional certifications, and employment history.

- 1.2 **Purposes of Use:**

<b>Recruiting:</b>	
<ul style="list-style-type: none"> <li>• To evaluate Users' qualifications for employment with the Company</li> <li>• To communicate with Users</li> <li>• To arrange and manage Company-sponsored events</li> <li>• To create a talent pool for current and future job openings</li> <li>• For recordkeeping purposes</li> </ul>	<ul style="list-style-type: none"> <li>• To evaluate and improve the recruiting process</li> </ul>
<b>Monitoring, Security, And Compliance:</b>	
<ul style="list-style-type: none"> <li>• To monitor use of Company information systems and other electronic resources</li> <li>• To conduct internal audits</li> <li>• To conduct internal investigations</li> <li>• To protect the safety and security of the Company's facilities and website</li> </ul>	<ul style="list-style-type: none"> <li>• To administer the Company's complaint hotline.</li> <li>• To report suspected criminal conduct to law enforcement and cooperate in investigations</li> </ul>

**2. Internet Or Other Similar Network Activity**

- 2.1 **Personal Information Collected:** The Company collects information about use of the website, including the following: browsing history, search history, information regarding the User's interaction with the Internet web site, application, or advertisement, as well as publicly available social media activity.
- 2.2 **Purposes of Use:** to monitor use of the Company's information systems and other electronic resources or information systems, to conduct internal audits, to conduct internal investigations, to protect the safety and security of the Company's website, and to identify job candidates.

**3. Profile Data**

- 3.1 **Personal Information Collected:** The Company collects profile data, including the following: information regarding an individual's preferences, characteristics, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.
- 3.2 **Purposes of Use:** to evaluate qualifications for employment with the Company.

**Purposes Potentially Applicable To Any Of The Categories Of Personal Information Listed Above**

The Company also may use the Personal Information to facilitate administrative functions and information technology operations and for legal reasons and corporate transactions. These functions include, but are not limited to the following:

- to manage and operate information technology and communications systems, risk management and insurance functions, budgeting, financial management and reporting, strategic planning;
- to manage litigation involving the Company, and other legal disputes and inquiries and to meet legal and regulatory requirements;
- in connection with a corporate transaction, sale, or assignment of assets, merger, divestiture, or other changes of control or financial status of the Company or any of its subsidiaries or affiliates; and
- to manage licenses, permits and authorizations applicable to the Company's business operations.