

Applicant Notice About Your Personal Information

1. Overview

This Notice explains your rights under the California Consumer Privacy Act of 2018 (“CCPA”) (Cal. Civ. Code § 1798.100 *et seq.*) and helps you understand how Caster Properties, Inc. d/b/a A-1 Storage (“A-1”) collects, stores, uses, shares, and secures your personal information in compliance with the CCPA. In this Notice, the terms “company,” “us,” “we,” and “our” refer to A-1 and its affiliates and subsidiaries.

2. Who This Notice Applies To

The CCPA provides certain rights to job applicants (“applicant” or “you”). Additionally, the CCPA protects your emergency contact’s personal information you provide to A-1.

3. What We Collect and Why

As further described in the table below, the company collects information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with applicants (“Personal Information”). Personal Information **does not** include publicly available information from government records, deidentified information, or aggregated information.

The following chart details the purposes for which we collected Personal Information in the last twelve (12) months, and the categories of information we collected for each purpose. We will not collect additional categories of Personal Information without first updating applicant disclosures.

Personal Information A-1 Collected
Recruiting and Hiring
<ul style="list-style-type: none">• Personal identifiers, including name, address, phone number, and email• Characteristics of protected classifications under California or federal law• Professional or employment-related information, including employment history• Education information, including education history
Government Reporting
<ul style="list-style-type: none">• Characteristics of protected classifications under California or federal law

4. Where We Get Your Personal Information From

We collect your Personal Information from the following sources:

- **You**: Primarily, we collect Personal Information directly from you in the application process.

- **Third parties:** When we collect your Personal Information from third parties, such as job seeking websites, it is because you have provided consent either to us or to the third party. To the extent you use third-party websites, the sites may be governed by separate terms of use and privacy policies, which are not under our control and are not subject to this Notice. Please contact the third parties for questions regarding their privacy practices, as well as to exercise your rights.

5. When We Share Your Personal Information

A-1 does not and will not sell your Personal Information to third parties. A-1 may disclose your Personal Information to businesses and service providers in connection with processing your application. For example, A-1 may share your personal information with companies providing us background check services and information requested.

6. Rights To Request Under CCPA Effective January 1, 2021

You do not currently have the right to make requests under CCPA. Effective January 1, 2021, you may have the right to make requests about your Personal Information. A-1 will update applicant disclosures if/when additional rights become available.

7. How We Retain Your Personal Information

To the extent permitted by applicable law, A-1 will retain your Personal Information only for as long as the company believes it is necessary to fulfill the purposes for which it was collected, including for the purpose of meeting any legal, accounting, or other reporting requirements or obligations.

8. How You Are Protected Against Discrimination

A-1 will not unlawfully discriminate against you for exercising any of your rights under the CCPA. This commitment applies to all persons involved in A-1 operations and prohibits discrimination by any employee of A-1.

9. Disclaimer

Nothing in this Notice restricts A-1's ability to:

- Comply with federal, state, or local laws;
- Comply with a civil, criminal, or regulatory inquiry, investigation, subpoena, or summons by federal, state, or local authorities;
- Cooperate with law enforcement agencies concerning conduct or activity that the business, service provider, or third party reasonably and in good faith believes may violate federal, state, or local law; or
- Exercise or defend legal claims.

10. Changes to this Notice

This Notice is reviewed and updated annually to ensure it accurately reflects our practices and procedures.

11. Resolving Concerns and How to Contact Us

If you have questions or concerns regarding this Notice or the handling of your Personal Information, please contact hr@castergrp.com or call 619-287-8873, Human Resources.

Effective January 1, 2020