

ePLUS CCPA PRIVACY NOTICE

California Applicants

The California Consumer Privacy Act (CCPA) gives California residents certain rights. As an applicant, you have the right to know what categories of personal information ePlus Technology, inc. and its affiliates and subsidiaries (“ePlus,” “we,” “us,” or “our”) collects about you and the purposes for which such information is collected.

As used in this Privacy Notice, “personal information” means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular applicant or household. Personal information does not include publicly available information from government records or de-identified or aggregated information.

Categories of Personal Information Collected

We collect the following categories of personal information from applicants:

- **Identifiers and contact information**, which may include full name, alias, postal address, telephone number, email address, unique personal identifier, IP address, online identifier, device or mobile advertising ID, service request ID number, date of birth, account name, Social Security number, driver’s license number, passport number, or other similar identifiers.
- **Education information** (maintained by an educational institution), such as grades, transcripts, class schedules, student identification codes, student financial information, student disciplinary records, or other academic information and records.
- **Professional information**, including employment history, job title, salary, performance evaluations, professional certifications, or other professional and employment-related information.
- **Characteristics of protected classifications under state or federal law**, such as race, gender, physical or mental disability, age (40 years or older), citizenship, sexual orientation, veteran or military status, genetic information (including familial genetic information), and religion.
- **Financial information**, including bank account number, routing information, credit or debit card number, payment amounts, or other financial information.
- **Internet activity information**, such as browsing history, search history, cookie data, referring/exiting URL, clickstream data, time spent on a webpage or advertisement, or other information regarding an individual’s interaction with an internet website, application, email, or advertisement.
- **Geolocation data**, including physical location or movements, geofencing data, or other *precise* geolocation information.
- **Audio, electronic, visual, thermal, olfactory, or similar information**, such as customer service call recordings, profile photographs, recordings from CCTV cameras at our facilities, or device sensor readings.
- **Physical characteristics or description**, such as age, gender, race, disability, height, weight, eye color, or hair color.
- **Medical information**, including medical diagnosis, disease information, treatment history, health values and sensor readings data (such as steps taken, blood glucose levels, heart rate, and blood pressure), drug allergies, prescriptions and dosing, medical appointment dates, or other information in possession of or derived from a healthcare provider, healthcare service plan, pharmaceutical company, or contractor regarding an individual’s medical history, mental or physical condition, or treatment.
- **Health insurance information**, including insurance policy number or subscriber identification number, any unique identifier used by a health insurer to identify an individual, information in an individual’s application or claims history, reimbursement data, co-pay data, benefits information, or coverage amounts.
- **Written signature**, such as a signature on an application, consent form, or program enrollment form.

- **Inferences** drawn from any of the information listed above to create a profile about an individual reflecting the individual's preferences, characteristics, psychological trends, preferences, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

Purposes for Collecting Personal Information

We collect the categories of personal information identified above for the following purposes:

- Evaluate a potential employment or contractor relationship with you.
- Perform background checks and verify past employment, educational history, and professional standing and qualifications.
- Evaluate, determine, and arrange compensation, payroll, and benefits.
- Assess your fitness and physical capacity for work.
- Authenticate your identity and verify your access permissions.
- Contact you regarding your application and potential employment or contractor relationship with us.
- Arrange, confirm, and monitor interview-related travel and meetings.
- Filing state and federal government-mandated reports.
- Evaluate diversity and inclusion initiatives.
- Monitor, maintain, and secure ePlus systems, networks, databases, equipment, and facilities.
- Comply with laws and regulations, including (without limitation) applicable tax, health and safety, anti-discrimination, immigration, labor and employment, and social welfare laws.
- Monitor, investigate, and enforce compliance with and potential breaches of ePlus policies and procedures and legal and regulatory requirements.
- Comply with civil, criminal, judicial, and regulatory inquiries, investigations, subpoenas, and summons.
- Exercise or defend the legal rights of ePlus and its employees, affiliates, customers, contractors, and agents.

Contact Us

If you have any questions regarding this Privacy Notice, please call (855) 550-0007 or submit your question by internet at <https://www.lighthouse-services.com/EPLUS/privacy>. Individuals who are unable to review or access this notice due to a disability may contact (703) 984-8327 or email hr@eplus.com to access this notice in an alternative format.