



## NOTICE TO APPLICANTS AND EMPLOYEES

Please take notice that Zimperium, Inc. (the “Company”) collects certain information about you. For more information on the Company’s policies, please refer to the Company’s [privacy policy](#).

California Consumer Privacy Act (“CCPA”) and California Privacy Rights Act (“CPRA”) provide California applicants and employees with certain rights including:

- Knowledge of information collected.
- Deletion of information collected.
- Opt-out of information collected.
- Opt-in of information collected.
- Correction of information collected.
- Limit use of information collected.
- Not to be discriminated or retaliated against for exercising rights under the law.

### **Where We Get Your Information From**

The Company collects information about you from the following sources:

- You
- Prior employers, references, recruiters, job-related social media platforms (e.g., LinkedIn)
- Third-party sources of demographic information
- Third-party companies, such as background check companies

### **The Personal and Sensitive Personal Information That We Are Collecting**

We are collecting the following information. Depending on the Company’s interactions with you, we may or may not collect all the information identified about you.

<b>Category</b>	<b>Examples</b>	<b>Collected</b>
Identifiers	A real name, alias, postal address, government- issued identifier, unique identifiers (e.g., employee ID), IP addresses, email addresses Social Security number, or other similar identifiers	Yes
Personal information	A real name, signature, Social Security number, address, telephone number, government-issued identifier, federal identification authorizing work in the United States, insurance policy number, bank account number, other financial information, medical information, or health insurance information.	Yes
Protected classification characteristics under California or federal law	Age, race, color, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex	Yes

	(including gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status, and primary language	
Commercial information	Transaction information and purchase history (e.g., in connection with travel or other reimbursements).	Yes
Internet or other similar network activity	Browsing history and interactions with our online systems and websites and any personal information that you provide while accessing the Company's computer systems, such as personal credit card information and passwords.	Yes
Geolocation data	Device location from usage of the Company's devices	Yes
Sensory data	Audio, electronic, visual, and similar information (i.e., meeting recording, pictures, etc.)	Yes
Professional or employment-related information	Work history and prior employer	Yes
Non-public education information (per the Family Educational Rights and Privacy Act)	Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class list, and disciplinary records	Yes
Inference drawn from other personal information	Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	Yes

Personal Information does not include:

- Publicly available information from government records.
- De-identified or aggregated employment data.
- Information excluded from the CPRA's scope, like:
  - Health or medical information covered by Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the California Confidentiality of Medical Information Act (CMIA)
  - Personal information covered by certain sector-specific privacy laws, including the Fair Credit Reporting Act (FCRA), the Gramm-Leach-Bliley Act (GLBA) or the California Financial Information Privacy Act (FIPA), and the Driver's Privacy Protection Act of 1994.

## **How Your Personal and Sensitive Personal Information is Used**

We may use Personal and Sensitive Personal Information:

- To operate, manage, and maintain our business.
- For hiring, retention, and employment purposes.
- To otherwise accomplish our business purposes and objectives, including, for example:
  - Emergency services
  - Maintaining our facilities and infrastructure
  - Conducting risk and security controls and monitoring
  - Protecting confidential and trade secret information
  - Detecting and preventing fraud
  - Performing identity verification
  - Performing accounting, audit, and other internal functions, such as internal investigations
  - Complying with the law, legal process, and internal policies.
    - Maintaining records
    - Claims processing
    - Responding to legal requests for information and subpoenas
    - Exercising and defending legal claims
- Any other purposes authorized by the California Privacy Protection Agency, California or Federal law.

We may or may not have used Personal and Sensitive Personal Information about you for each of the above purposes.

## **Sharing of Personal Information**

We only share your information with a third party for a business purpose. We share your personal information with service providers such as Lever (recruiting), Netchex (payroll), Lattice (engagement tool), UHC, Dearborn//BCBS (healthcare), WageWorks (COBRA administration), Concur, and Expensify.

## **Selling of Personal Information**

The Company **DOES NOT** sell your personal information.

## **Data Retention**

The Company retains the information it receives about you for a period of 7 years after relationship with the Company has ended, unless a shorter or longer period is required by California or Federal law or business requirements.

## **For Inquiries and/or to Submit Requests for Information, Deletion or Correction**

Please contact either: (1) Human Resources, [hr@zimperium.com](mailto:hr@zimperium.com), 4055 Valley View Lane, Suite 300, Dallas, TX 75244, or (2) 844-601-6790 for inquiries about the Company's policy, or to submit your requests for information, deletion or correction. Please be aware some Personal Information is required to be maintained to comply with legal obligations.