

Notice Under the California Consumer Privacy Act

Under the California Consumer Privacy Act of 2018 (“CCPA”), we are required to notify you that we collect certain personal information in connection with your employment, application for employment or independent contractor relationship. In particular, we collect the following categories of personal information:

- Name, alias, postal address, unique personal identifier, email address, account name, social security number, driver’s license number, passport number, or other similar identifiers.
- Signature, social security number, physical characteristics or description, address, telephone number, passport number, driver’s license or state identification card number, insurance policy number, education, professional or employment-related information, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information.
- Characteristics of protected classifications under California or Federal Law (race, color, national origin, gender, disability, age, citizenship status).
- Commercial information, including records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.
- Internet or other electronic network activity information regarding a consumer’s interaction with an internet website, application, or advertisement.
- Geolocation data. Audio, electronic, visual, thermal, olfactory, or similar information.
- Inferences drawn from any personal information to create a profile about a consumer reflecting the consumer’s preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.
- We use the personal information described above only for business purposes related to your employment, application for employment, or independent contractor relationship. Those purposes are listed below:
 - To evaluate an applicant’s qualifications and suitability for employment
 - To administer pre-employment and post-employment tests
 - To complete the onboarding process
 - To conduct criminal and other background checks on applicants and employees
 - To manage the terms and conditions of employment, such as payment of wages/salary, direct deposit authorization, the provision and administration of benefits and leaves of absence
 - To prepare and maintain legally required records, such as I-9 forms, EEO-1 forms and affirmative action plans
 - To provide a safe work environment
 - To manage employee timekeeping
 - To maintain information regarding training, disciplinary action, injuries and other employment history
 - To ensure compliance with Company policies and legal requirements
 - To meet tax obligations
 - To detect security incidents, protect against malicious, deceptive, fraudulent, or illegal activity, and prosecute those responsible for that activity

- To achieve the operational purpose for which the personal information was collected or processed or for another operational purpose that is compatible with the context in which the personal information was collected

If you have any questions regarding the information contained in this Notice, please contact the Penn Mutual Human Resources Department at 215-956-8000.

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