



**PRIVACY NOTICE AT COLLECTION FOR JOB APPLICANTS, EMPLOYEES, OWNERS, DIRECTORS, OFFICERS, MEDICAL STAFF MEMBERS, AND CONTRACTORS, AND FOR THEIR EMERGENCY CONTACTS, WHO ARE CALIFORNIA RESIDENTS**

*This Privacy Rights Notice is not a contract for employment and does not alter the employment at-will relationship between us and any employee.*

Additional information can be found in the Firm’s global privacy policy (the “Global Privacy Policy”) and the Firm’s Privacy Policy for California Residents under the California Consumer Privacy Act of 2018 (the “CCPA Policy”).

**Personal Information We Collect**

We collect information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or household (“personal information”). **We do not and will not sell your information.**

We may collect the following categories of your personal information, in each case for the business or commercial purpose(s) of establishing and maintaining your employment relationship with us, whether as a partner, employee, contractor or consultant:

**Identifiers** – Real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, social security number, driver’s license number, passport number, or other similar identifiers.

**Personal Information Categories Listed in the California Customer Records statute (Cal. Civ. Code 1798.80(e))** – Name, 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, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information. Some personal information included in this category may overlap with other categories.

**Characteristics of protected classifications under California or federal law** – Race, color, age (40 years and older), ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status, genetic information (including familial genetic information)

**Biometric Information** – Physiological, biological or behavioral characteristics, including imagery of the face and voice recordings, from which an identifier template, such as a face print,

a minutiae template, or a voiceprint, can be extracted, and information on sleep, health, or exercise.

**Sensory Data** – Audio, electronic, visual, thermal, olfactory, or similar information.

**Professional or employment-related information** – Current and/or past employment history including performance evaluations.

**Non-public education information (as defined in the Family Educational Rights and Privacy Act (20 U.S.C. 1232g, 34 C.F.R. Part 99))** – Education records, files, documents, and other materials directly related to a student maintained by an educational agency or institution or by a person acting for such an agency or institution, such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.

*As an equal opportunity employer, we use Employees' personal information consistent with applicable law.*

### **Further Information**

Please visit our website, [www.lockelord.com](http://www.lockelord.com), for further information about personal information we collect, and your rights under the California Consumer Privacy Act of 2018.

If you have questions about this notice, please contact us at:

Phone: 888-558-5025

Website: [www.lockelord.com](http://www.lockelord.com)

Email: [CCPAInquiries@lockelord.com](mailto:CCPAInquiries@lockelord.com)

Address: 2200 Ross Avenue  
Suite 2800  
Dallas, TX  
Attn: CCPA Inquiries

Effective: December 31, 2019