



# **TALENTBURST PRIVACY NOTICE AT COLLECTION FOR CALIFORNIA INDEPENDENT CONTRACTORS**

Last modified: December 21, 2022

## **1. INTRODUCTION**

TalentBurst, Inc. and its affiliates (“TalentBurst”, “we”, “us”, or “our”) adopts this Privacy Notice at Collection for California Independent Contractors (“the “Privacy Notice”) to comply with the California Consumer Privacy Act (“CCPA”) and the California Privacy Rights Act (“CPRA”). Any terms defined in the CCPA or the CPRA have the same meaning when used in this Privacy Notice. Employees and job applicants with disabilities may access this Privacy Notice in an alternative format by calling TalentBurst at (508) 628-7500 or emailing [privacy@talentburst.com](mailto:privacy@talentburst.com). This Privacy Notice supplements the information contained in TalentBurst’s Global Privacy Policy, found at [www.talentburst.com/privacy-policy](http://www.talentburst.com/privacy-policy).

## **2. INFORMATION WE COLLECT**

TalentBurst collects and uses your personal information, including what may be considered sensitive personal information, for contracting, health and safety, and business-related purposes and to comply with local, state, and federal legal obligations. TalentBurst obtains the categories of personal information listed below directly from you and the information you provide to us through the Website or the App. TalentBurst will not collect additional categories of personal information or use the personal information collected for materially different, unrelated, or incompatible purposes without first providing you with additional and/or updated notice.

Sensitive personal information is a subtype of personal information consisting of specific information categories. While we collect information that may be considered sensitive personal information under the CCPA, the CCPA does not treat this information as sensitive because we do not collect or use it to infer characteristics about a person.

TalentBurst does not sell the personal information we collect our job applicants, prospective employees, and employees or share it with third parties for cross-context behavioral advertising.

Our Website and App collects information that identifies, relates to, describes, references, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual, company, or device (collectively, “Personal Information”).





We do not collect sensitive Personal Information on our Website or through our App. The table below also lists, for each category, our expected retention period, use purposes, and whether we sell the information or share it with third parties for cross-context behavioral advertising.

<b>Personal Information Category</b>	<b>Expected Retention Period</b>	<b>Business Purpose</b>	<b>Sold or Shared</b>
<p>Identifiers</p> <p>Examples: Name, alias, postal address, unique personal identifier, online identifier, IP address, email address, account name, SSN, driver's license number, passport number, or other similar identifiers</p>	7 years or until the individual opts out or deletion request received	TalentBurst collects identifiers to respond to your questions or inquiries on our Website or through our App. For example, if you email us about an open position, we will use your name and email address to respond to your question.	<p>Not sold.</p> <p>May be shared to our service providers to the extent necessary for the provision of services on our behalf.</p>
<p>California Customer Records personal information</p> <p>Examples: Name, signature, SSN, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, education, employment, employment history, medical information, or health insurance information. Some personal information included in this category may overlap with other categories.</p>	7 years or until the individual opts out or deletion request received	TalentBurst collects identifiers to respond to your questions or inquiries on our Website or through our App. For example, if you email us about an open position, we will use your name and email address to respond to your question.	<p>Not sold.</p> <p>May be shared to our service providers to the extent necessary for the provision of services on our behalf.</p>





<p>Protected classification characteristics under California or federal law.</p> <p>Examples: Age (40 years or older), race, color, 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).</p>	Not collected	Not collected	Not collected
<p>Commercial information</p> <p>Examples: Records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.</p>	Not collected	Not collected	Not collected
<p>Biometric information</p> <p>Examples: Genetic, physiological, behavioral, and biological characteristics, or activity patterns used to extract a template or other identifier or identifying information, such as, fingerprints, faceprints, and voiceprints, iris or retina scans,</p>	Not collected	Not collected	Not collected





keystroke, gait, or other physical patterns, and sleep, health, or exercise data.			
<p>Internet or other similar network activity</p> <p>Examples: Browsing history, search history, information on a consumer's interaction with a website, application, or advertisement.</p>	7 years or until the individual opts out or deletion request received	TalentBurst collects interaction data with the Website / App and software to properly track usage, document acknowledgements or consents, and monitor usage.	<p>Not sold.</p> <p>May be shared to our service providers to the extent necessary for the provision of services on our behalf.</p>
<p>Geolocation data</p> <p>Examples: Physical location or movement</p>	Not collected	Not collected	Not collected
<p>Sensory data</p> <p>Examples: Audio, electronic, visual, thermal, olfactory, or similar information.</p>	Not collected	Not collected	Not collected
<p>Professional or employment-related information</p> <p>Examples: Current or past job history or performance evaluations.</p>	Not collected	Not collected	Not collected
<p>Non-public education information (per the Family Educational Rights and Privacy Act (20 U.S.C. § 1232g, 34 C.F.R. Part 99)).</p>	Not collected	Not collected	Not collected





<p>Examples: Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records</p>			
<p>Inferences drawn from other personal information</p> <p>Examples: Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes</p>	Not collected	Not collected	Not collected

### 3. CHANGES TO THIS PRIVACY NOTICE

TalentBurst reserves the right to update this Privacy Notice at any time and will provide you with a new Privacy Notice when and if any updates are made. If TalentBurst would like to use your previously collected Personal Information for different purposes than those it notified you about at the time of collection, we will provide you with notice and, where required by law, seek your consent, before using your Personal Information for a new or unrelated purpose. TalentBurst may process your Personal Information without your knowledge or consent only where required by applicable law or regulation.

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#### 4. CONTACT INFORMATION

If you have any questions or comments about this Privacy Notice or the TalentBurst Global Privacy Policy, please do not hesitate to contact us at

TalentBurst, Inc.  
Attention: General Counsel  
679 Worcester Street  
Natick, MA 01760  
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(508) 628-7500

