UW Credit Union Privacy Notice for California Consumers (Employees)

Effective Date: January 1, 2020

UW Credit Union ("UWCU," “we,” “us,” or “our”) provides this Privacy Notice for California Consumers (Employees) (the “CCPA Employee Privacy Notice”) to supplement the information contained in the UWCU Privacy Policy. This CCPA Employee Privacy Notice sets forth our privacy practices as required by the California Consumer Privacy Act of 2018 ("CCPA").

The CCPA Employee Privacy Notice applies only to individuals residing in the State of California who are considered “Consumers” under the CCPA and from whom we collect “Personal Information” as described in the CCPA (“Consumers”). We provide you this notice because under the CCPA, California Residents who are job applicants, employees, or contractors of a Business qualify as Consumers. For purposes of this CCPA Employee Privacy Notice, when we refer to Consumers, we mean you to the extent you are a California employee, employee applicant, or contractor.

Information We Collect

We may collect Personal Information from you in a variety of different situations, including, but not limited to on our website, your mobile device, through email, in physical locations, through the mail, and/or over the telephone. More specifically, UWCU collects the following categories of Personal Information from California job applicants, employees, or contractors, which will depend on the particular Business Purpose for which we collect it:

<table>
<thead>
<tr>
<th>Category</th>
<th>Examples of Personal Information Collected</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Identifiers.</td>
<td>A real name, alias, postal address, email address, Social Security number, or other similar identifiers.</td>
</tr>
<tr>
<td>B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).</td>
<td>A name, signature, Social Security number, address, telephone number, education, employment, or employment history. Note: Some personal information included in this category may overlap with other categories.</td>
</tr>
<tr>
<td>C. Protected classification characteristics under California or federal law.</td>
<td>Age (40 years or older), race, citizenship, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), veteran or military status.</td>
</tr>
<tr>
<td>D. Professional or employment-related information.</td>
<td>Current or past job history or performance evaluations.</td>
</tr>
</tbody>
</table>

Personal information does not include deidentified or aggregated consumer information.

UWCU obtains the categories of Personal Information listed above from the following categories of sources:

- Directly from you. For example, from forms you complete or services we provide you.
• Third parties, including recruiters who submit your information to us for an employment position that may interest you and consumer reporting agencies for employment background checks

How We Use Personal Information
We may use or disclose the Personal Information we collect from you or about you to do one or more of the following:

• To fulfill or meet the purpose for which you provided the information. For example, if you share your name and contact information to apply for a job or become an employee, we will use that personal information in connection with your employment or potential employment.

• To contact you and to inform you about benefits or information relating to your employment or potential employment.

• To provide, support, personalize, and develop our website and services relating to your employment or potential employment.

• To create, maintain, customize, and secure your information or account with us.

• To process your requests or transactions and prevent transactional fraud.

• To provide you with support and to respond to your inquiries, including to investigate and address your concerns and monitor and improve our responses.

• To help maintain the safety, security, and integrity of our systems, App or Website, services, databases and other technology assets, and business.

• For research, analysis, and business development, including to develop and improve our business processes, Website and services.

• To respond to law enforcement requests and as required by applicable law, court order, or governmental regulations.

• As described to you when collecting your personal information or as otherwise set forth in the CCPA or subsequently agreed to by you.

• To evaluate or conduct a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of UWCU assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, in which personal information held by UWCU about our Consumers is among the assets transferred.

How We Share Personal Information
UWCU may disclose your Personal Information to a third party for a business purpose, including to our service providers.
We share your personal information with the following categories of third parties:

- Service providers.
- Third parties with whom you direct us to share your personal information

**Disclosures of Personal Information for a Business Purpose**

In the preceding twelve (12) months, UWCU has disclosed the following categories of personal information for a business purpose:

- Category A: Identifiers.
- Category B: California Customer Records personal information categories.
- Category C: Protected classification characteristics under California or federal law.
- Category D: Professional or employment-related information.

We disclose your personal information for a business purpose to the following categories of third parties:

- Service providers.

**Sales of Personal Information**

In the preceding twelve (12) months, UWCU has not sold personal information.

**Changes to Our CCPA Employee Privacy Notice**

UWCU reserves the right to amend this privacy notice at our discretion and at any time. When we make changes to this privacy notice, we will post the updated notice on our Website and update the notice's Effective Date above.

**Contact Information**

If you wish to exercise your rights under California law, please contact us at:

- **Phone**: 800-533-6773
- **Online**: www.uwcu.org/contact-us/
- **Postal Address**:  
  ATTN: Member Solutions Center  
  UW Credit Union  
  P.O. Box 44963  
  Madison, WI 53744