

PRIVACY NOTICE TO CALIFORNIA EMPLOYEES

The California Consumer Privacy Act requires that we inform California employees and prospective employees of the categories of personal information that we collect and the business or commercial purposes for which that information will be used. That information is provided in the following table:

Categories of Personal Information We Collect	Business or Commercial Purpose for which Personal Information will be Used
<i>Name</i>	We use this information to consider your employment application. If you are hired, we use this information for purposes of providing you with employment, including to pay you; to communicate with you; to provide you with benefits; to have you fill out applications and forms; to verify your ability to work in this country; to have you acknowledge your agreement to certain company policies; and to comply with state and federal law and regulations.
<i>Email address; postal address; telephone number</i>	We use this information to communicate with you.
<i>Signature</i>	We use this information to consider your employment application; to confirm your acceptance of our offer of employment; to conduct a background check; to provide you with benefits; and to have you fill out applications and forms.
<i>Social Security number</i>	We use this information to pay you; to have you fill out applications and forms (e.g., I-9); to provide you with benefits; and to comply with state and federal law and regulations.
<i>Driver's license number; other type of state identification card number</i>	We use this information to conduct a background check and to have you fill out applications and forms (e.g., I-9). We also may use this information to verify your ability to work in this country.
<i>Passport number</i>	We may use this information to verify your ability to work in this country.

Categories of Personal Information We Collect	Business or Commercial Purpose for which Personal Information will be Used
<i>Bank account number</i>	We use this information to pay you.
<i>Medical information; insurance policy number or subscriber identification number; any unique identifier used by health insurer to identify employee</i>	We use this information to administer and maintain benefits programs.
<i>Education information; employment history; professional or employment-related information</i>	We use this information to consider your employment application and to conduct background checks.
<i>Race; color</i>	We use this information to comply with state and federal law and regulations.
<i>Sex/gender (includes pregnancy, childbirth, breastfeeding and/or related medical conditions)</i>	We use this information to comply with state and federal law and regulations and to provide benefits.
<i>Disability (mental and physical including HIV/AIDS, cancer, and genetic characteristics)</i>	We may use this information to comply with state and federal law and regulations.
<i>Citizenship status</i>	We use this information to verify your ability to work in this country.
<i>Marital status</i>	We use this information to provide you with benefits.
<i>Medical condition (genetic characteristics, cancer or a record or history of cancer)</i>	We may use this information to comply with state and federal law and regulations.
<i>Request for family care leave; request for leave for an employee's own serious health condition; request for pregnancy disability leave</i>	We may use this information to administer and maintain benefits, including FMLA/sick leave.
<i>Audio; video</i>	We may use this information for "secret shopper"/quality assurance purposes. With your consent, we may use employee images in intra-company communications and for external marketing purposes.

Categories of Personal Information We Collect	Business or Commercial Purpose for which Personal Information will be Used
<i>Electronic</i>	We may use this information for “secret shopper”/quality assurance purposes. With your consent, we may use employee images in intra-company communications and for external marketing purposes. We also may monitor for legal/compliance/quality assurance purposes information sent on company networks and/or using company property or a personally-owned mobile device for which the employee is receiving reimbursement for its business use.

Privacy Policy

The website address for our Privacy Policy is <https://www.merchantsfleet.com/privacy-policy>

Accessibility

We are committed to ensuring this notice is accessible to individuals with disabilities. If you wish to access this notice in an alternative format, please contact us at Human Resources hr@merchantsfleet.com.