



California Consumer Privacy Act (CCPA) Notice for Job Applicants

Your privacy is very important to Mission Federal Credit Union (“Mission Fed”). The California Consumer Privacy Act (“CCPA”) requires Mission Fed (collectively, “we”, “us” or “our”) to inform California residents including job applicants (“applicants”), of the categories of personal information we collect and the purpose for which the personal information will be used. This notice provides the disclosures required by the CCPA and applies to applicants who are subject to the CCPA.

Categories of Personal Information Collected from Applicants

Mission Fed collects information that you provide to us during the job application and hiring processes as well as information that you provide to our third-party service providers. This includes:

- *Personal identifiers:* Real name, alias, Social Security number, passport number, other government issued number, driver’s license number, postal address, telephone number, and email address.
- *Characteristics of protected classifications under California or federal law:* Date of birth, age, gender, military or veteran status, nationality, and citizenship.
- *Education, Professional, or Employment information:* Job titles, references, employment information, details of your educational history, and degrees.
- *Other Information:* Cover letters, resumes, or additional documents an applicant provides.

Sources of Personal Information

In addition to information that you provide to us during the application process, we also work with third parties to obtain information about you, such as information that you provide to third parties in response to job postings and information obtained during the hiring process from third party service providers that conduct background checks on our behalf.

How and Why We Use Your Personal information from Applicants

Mission Fed may use or disclose the personal information collected from applicants for any of the following purposes:

- *Application/Hiring Process:* Evaluating and administering the personal information that you provide during the application/hiring process. We use this information to evaluate your eligibility for a position with Mission Fed.
- *Other Business Purposes:* In connection with audits related to interactions with applicants, subject to written agreements and confidentiality clauses; activities to detect and protect against security incidents; and activities to maintain and improve our services or performance of our website.

Sale of Personal Information

Mission Fed does not sell personal information and has not done so in the past 12 months.

Request for More Information

For more information about our privacy practices, contact us at 1-858-546-2037 or email humanresources@missionfed.com.