

## MARSHBERRY – CCPA CANDIDATE PRIVACY NOTICE

Last modified on May 8, 2026

The California Consumer Privacy Act, as amended by the California Privacy Rights Act (“CCPA”), regulates how businesses handle “personal information,” including “sensitive personal information” (as such terms are defined in the CCPA), of California residents and gives California residents certain rights with respect to their personal information. If you are a resident of California, we are required to inform you of how we use and disclose your personal information and certain rights you may have under the CCPA.

### COLLECTION AND DISCLOSURE OF PERSONAL INFORMATION

The table below explains our practices over the past twelve (12) months related to the categories and types of personal information that we may collect about you and the categories of third-parties whom we may share this information.

The Company does not, and during the past twelve (12) months did not, “sell” or “share” personal information of California residents (as these terms are defined in the CCPA).

Category of Information	Types of Personal Information	Categories of Recipients
Identifiers	Name, e-mail address	MarshBerry group entities, service providers in connection with HR information systems, third party recruiters, background checks, application tracking software
Personal information categories listed in the California Customer Records statute*	Name, social security number, address, telephone number, passport number	MarshBerry group entities, service providers in connection with HR information systems, third party recruiters, background checks, application tracking software
Protected classification characteristics under California or federal law	Race, national origin or ancestry, sex (including gender, sexual orientation, and gender identity), age, and citizenship	MarshBerry group entities, service providers in connection with HR information systems, third party recruiters, background checks, application tracking software

Category of Information	Types of Personal Information	Categories of Recipients
Internet or other similar network activity	Information regarding your interaction with the Company's websites and other technical systems	MarshBerry group entities, service providers in connection with HR information systems
Professional or employment related information	Title of profession, employer, professional background	MarshBerry group entities, service providers in connection with HR information systems, third party recruiters, background checks, application tracking software
Non-public education information collected by certain federally funded institutions	Education records	MarshBerry group entities, service providers in connection with HR information systems, third party recruiters, background checks, application tracking software
Government identifiers	Social Security, driver's license, state identification card, work authorization documentation or passport number	MarshBerry group entities, service providers in connection with HR information systems, third party recruiters, background checks, application tracking software
Sensitive Personal Information	(1) Social Security number, driver's license number, state identification number, passport number; (2) precise geolocation information; (3) racial or ethnic origin, religious, or philosophical beliefs, or union membership; (4) health information; (5) sex life or sexual orientation information.	MarshBerry group entities, regulatory authorities, service providers in connection with: HR information systems, applications, employee onboarding and background checks and drug testing

The purposes for which we collect your personal information are listed in the Section entitled "How we use your personal information and legal bases for doing so" above, and includes recruitment activities like correspondence and interviews, and background checks carried out on candidates. The categories of

sources from which we collect your personal information are described in the Section entitled “The types of data we receive and how we collect it,” and the criteria we use to determine the length of time we intend to retain your personal information is described in Section entitled “Data Retention.”

## **RIGHTS UNDER THE CCPA**

If you are a California Consumer, as defined under the CCPA, the processing of certain personal information about you may be subject to the CCPA. Where the CCPA applies, this section provides additional privacy disclosures and informs you of key additional rights as a California resident. However, these rights are not absolute, and in certain cases, we may decline your request as permitted by law. If you are a California resident protected under the CCPA, you are entitled to the following rights:

1. **Receive this Notice** at or prior to the collection of your Personal Information.
2. **Request disclosure**, free of charge, of the following details covering the 12 months prior to your request:
  - (a) The categories of Personal Information we collected about you;
  - (b) The categories of sources from which we collected your Personal Information;
  - (c) The purposes for collecting your Personal Information;
  - (d) The categories of third parties with whom we shared your Personal Information, the categories of Personal Information disclosed (if applicable), and the reasons for disclosure;
  - (e) The specific pieces of Personal Information we have collected about you.
3. **Request correction** of any inaccurate Personal Information that we hold about you.
4. **Request deletion** of the Personal Information we collected from you, unless an exception under the CCPA applies.
5. **Be protected from discrimination** for exercising any of your rights under the CCPA.

## **HOW TO EXERCISE YOUR RIGHTS**

If you have any additional questions or concerns about this California Employee Privacy Notice or our privacy policies and practices, please contact us at the below.

- E-mail: [compliance@marshberry.com](mailto:compliance@marshberry.com)
- Address: 28601 Chagrin Blvd., Suite 400, Woodmere, OH 44122

Once we receive your request, we will review it, determine whether we can verify your identity, and process the request accordingly. We may need to collect information from you to verify your identity, such as your email address, government issued ID, or date of birth. You may designate, in writing or through a power of attorney document, an authorized agent to make requests on your behalf to exercise your rights. Before accepting such a request from an agent, we will require that the agent provide proof you have authorized them to act on your behalf, and we may need you to verify your identity directly with us. You may make a verifiable consumer request to access your personal information twice per 12-month period. We aim to fulfill

all verified requests within 45 days pursuant to the CCPA. If necessary, extensions for an additional 45 days will be accompanied by an explanation for the delay.

You may designate, in writing or through a power of attorney document, an authorized agent to make requests on your behalf to exercise your rights. Before accepting such a request from an agent, we will require that the agent provide proof that you have authorized them to act on your behalf, and we may need you to verify your identity directly with us.

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