



## Republic Services, Inc.

### California Careers Privacy Notice

**Effective Date: January 1, 2020**

Republic Services, Inc. and its affiliates ("Republic") respect your concerns about privacy. This California Careers Privacy Notice describes the types of personal information we collect about California residents who apply for jobs with Republic ("Job Applicants"). Certain terms used in this Notice have the meanings given to them in the California Consumer Privacy Act of 2018 and its implementing regulations (the "CCPA").

#### Personal Information We Collect

Republic may collect the following categories of personal information about Job Applicants:

- **Identifiers:** identifiers, such as a real name, alias, postal address, unique personal identifier (e.g., a device identifier, unique pseudonym, or user alias/ID), telephone number, online identifier, internet protocol address, email address, account name, driver's license number, date of birth, and other similar identifiers
- **Additional Data Subject to Cal. Civ. Code § 1798.80:** signature, physical characteristics or description, state identification card number, and education
- **Protected Classifications:** characteristics of protected classifications under California or federal law, such as race, age, color, sex, gender, gender identity, disability, and military and veteran status. Please note that Republic collects these categories of information on a purely voluntary basis, except where collection is required by law.
- **Online Activity:** Internet and other electronic network activity information, including, but not limited to, browsing history, search history, and information regarding your interaction with websites or applications
- **Sensory Information:** electronic, visual, and similar information
- **Employment Information:** professional or employment-related information, such as resumé information, occupation details, education details, certifications and professional associations, skills and qualifications, military experience, previous employment details and work experience, performance-related information (e.g., evaluations and training), language, results of completed questionnaires, and pre-employment screening and background check information, including criminal records information



- **Inferences:** inferences drawn from any of the information identified above to create a profile about you reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes

**How We Use the Personal Information**

We use personal information for the purpose of processing job applications, evaluating candidates for employment, and carrying out and supporting HR functions and activities, including as described below. In addition to these general HR purposes, the Purpose column also lists relevant “business purposes” as they are described in the CCPA. The Categories of Personal Information column identifies the categories of personal information that are used for each purpose.

Purposes	Categories of Personal Information
Recruiting; processing job applications; performing background checks; determining suitability for employment; determining physical and/or mental fitness for work; reviewing and evaluating applications; determining salary and other forms of compensation; providing references; reimbursing expenses; making travel arrangements; securing immigration statuses; reviewing hiring decisions; and providing access to facilities	<ul style="list-style-type: none"> <li>• Identifiers</li> <li>• Additional Data Subject to Cal. Civ. Code § 1798.80</li> <li>• Online Activity</li> <li>• Sensory Information</li> <li>• Employment Information</li> <li>• Inferences</li> </ul>
Ensuring business continuity; protecting the health and safety of our employees and others; safeguarding, monitoring, and maintaining our IT infrastructure, office equipment, facilities, and other property; detecting or preventing theft or fraud, or attempted theft or fraud; and facilitating communication with you	<ul style="list-style-type: none"> <li>• Identifiers</li> <li>• Additional Data Subject to Cal. Civ. Code § 1798.80</li> <li>• Online Activity</li> <li>• Sensory Information</li> <li>• Employment Information</li> <li>• Inferences</li> </ul>
Operating and managing our IT, communications systems and facilities, and monitoring the use of these resources; performing data analytics; improving our services; allocating and	<ul style="list-style-type: none"> <li>• Identifiers</li> <li>• Additional Data Subject to Cal. Civ. Code § 1798.80</li> <li>• Online Activity</li> <li>• Sensory Information</li> </ul>



Purposes	Categories of Personal Information
<p>managing company assets and human resources; strategic planning; project management; compiling audit trails and other reporting tools; maintaining records relating to business activities, budgeting, and financial management; managing mergers, acquisitions, sales, reorganizations or disposals and integration with business partners</p>	<ul style="list-style-type: none"> <li>• Employment Information</li> <li>• Inferences</li> </ul>
<p>Complying with legal requirements, such as tax, record-keeping and reporting obligations; conducting audits, management and resolution of health and safety matters; complying with requests from government or other public authorities; responding to legal process such as subpoenas and court orders; pursuing legal rights and remedies; defending litigation and managing complaints or claims; conducting investigations; and complying with internal policies and procedures</p>	<ul style="list-style-type: none"> <li>• Identifiers</li> <li>• Additional Data Subject to Cal. Civ. Code § 1798.80</li> <li>• Online Activity</li> <li>• Sensory Information</li> <li>• Employment Information</li> <li>• Inferences</li> </ul>
<p>Performing services</p>	<ul style="list-style-type: none"> <li>• Identifiers</li> <li>• Additional Data Subject to Cal. Civ. Code § 1798.80</li> <li>• Online Activity</li> <li>• Sensory Information</li> <li>• Employment Information</li> <li>• Inferences</li> </ul>
<p>Auditing related to a current interaction with you and concurrent transactions</p>	<ul style="list-style-type: none"> <li>• Identifiers</li> <li>• Additional Data Subject to Cal. Civ. Code § 1798.80</li> <li>• Online Activity</li> <li>• Sensory Information</li> <li>• Employment Information</li> <li>• Inferences</li> </ul>



Purposes	Categories of Personal Information
Certain short-term, transient uses	<ul style="list-style-type: none"> <li>• Identifiers</li> <li>• Additional Data Subject to Cal. Civ. Code § 1798.80</li> <li>• Online Activity</li> <li>• Sensory Information</li> <li>• Employment Information</li> <li>• Inferences</li> </ul>
Detecting security incidents, protecting against malicious, deceptive, fraudulent, or illegal activity, and prosecuting those responsible for that activity	<ul style="list-style-type: none"> <li>• Identifiers</li> <li>• Additional Data Subject to Cal. Civ. Code § 1798.80</li> <li>• Online Activity</li> <li>• Sensory Information</li> <li>• Employment Information</li> <li>• Inferences</li> </ul>
Debugging to identify and repair errors that impair existing intended functionality	<ul style="list-style-type: none"> <li>• Identifiers</li> <li>• Additional Data Subject to Cal. Civ. Code § 1798.80</li> <li>• Online Activity</li> <li>• Sensory Information</li> <li>• Employment Information</li> <li>• Inferences</li> </ul>
Undertaking internal research for technological development and demonstration	<ul style="list-style-type: none"> <li>• Identifiers</li> <li>• Additional Data Subject to Cal. Civ. Code § 1798.80</li> <li>• Online Activity</li> <li>• Sensory Information</li> <li>• Employment Information</li> <li>• Inferences</li> </ul>
Undertaking activities to verify or maintain the quality or safety of a service or device that is owned, manufactured, manufactured for, or controlled by us, and to improve, upgrade, or enhance the service or device that is owned,	<ul style="list-style-type: none"> <li>• Identifiers</li> <li>• Additional Data Subject to Cal. Civ. Code § 1798.80</li> <li>• Online Activity</li> <li>• Sensory Information</li> <li>• Employment Information</li> <li>• Inferences</li> </ul>



Purposes	Categories of Personal Information
manufactured, manufactured for, or controlled by us	

In addition, we may use Protected Classifications as necessary to comply with our legal obligations and to conduct analytics to support diversity in the workplace.

### **How To Contact Us**

If you have any questions regarding this California Careers Privacy Notice or our privacy practices, please contact us at **[privacy@republicservices.com](mailto:privacy@republicservices.com)**.