

**AgWest Privacy Notice for California Employment Applicants and  
Notice at Collection Regarding the Categories of Personal Information Collected**

This privacy policy (“Applicant Privacy Policy”) applies to California consumers who apply for employment with AgWest Farm Credit, ACA, and our subsidiaries, including AgWest Farm Credit, FLCA and AgWest Farm Credit, PCA (“AgWest,” “we,” or “us”). When you apply for a job, we collect certain personal information about you as outlined in this Applicant Privacy Policy. Personal information may be collected about you in multiple ways: you may provide it to us or to one of our third party service providers in connection with your application; we may make observations in the application process or collect personal information from public information sources; or you may authorize us to collect personal information from other sources, such as a former employer or reference.

**Information Regarding the Categories of Personal Information Collected, Sold, and Disclosed**

You have the right to know about our personal information collection, use, and disclosure practices. The following table describes our practices with regard to personal information submitted in the job application process. None of the information collected is sold or shared, as defined under California law. Below are the categories of personal information we collect; the categories of sources of that personal information; whether we disclose, sell, or share that personal information to service providers or third parties; and the criteria we use to determine the retention period for personal information. If you use our website in the job application process, additional personal information may be automatically collected, as described in our general [Privacy Policy](#).

<b>Category</b>	<b>Information Type</b>	<b>Source</b>	<b>We disclose to:</b>	<b>We sell to/share with:</b>
<i><b>Personal Identifiers</b></i>	<ul style="list-style-type: none"> <li>• Contact information (name, phone number, address)</li> </ul>	You	Service Providers	Not sold or shared, as defined under California law
<i><b>Protected Classifications</b></i>	<ul style="list-style-type: none"> <li>• Race and ethnicity</li> <li>• Date of Birth</li> <li>• Gender</li> </ul>	You	Service Providers	Not sold or shared, as defined under California law
<i><b>Financial Information</b></i>	<ul style="list-style-type: none"> <li>• Bank account information</li> <li>• Credit information</li> </ul>	You, background checks, credit and consumer reporting agencies	Service Providers	Not sold or shared, as defined under California law

<b><i>Geolocation Information</i></b>	<ul style="list-style-type: none"> <li>• Coarse (information that describes location at ZIP code-level or less precision)</li> </ul>	You	Service Providers	Not sold or shared, as defined under California law
<b><i>Internet or Electronic Network Activity Information</i></b>	<ul style="list-style-type: none"> <li>• IP Address</li> <li>• Device identifier (e.g., MAC)</li> <li>• Information provided in URL string (e.g., search keywords)</li> <li>• Information about your interaction with our systems</li> <li>• Browsing history</li> <li>• Search history</li> <li>• Diagnostic information (e.g., crash logs, performance data)</li> </ul>	You, as you work on our network and devices	Service Providers	Not sold or shared, as defined under California law
<b><i>Professional or Employment-Related Information</i></b>	<ul style="list-style-type: none"> <li>• Current employer</li> <li>• Employment history</li> <li>• Eligibility to work in the US and citizenship-related information</li> <li>• Personal reference information</li> <li>• Background check</li> <li>• Credit check for specific positions</li> </ul>	You, background checks, credit and consumer reporting agencies	Service Providers	Not sold or shared, as defined under California law
<b><i>Education Information</i></b>	<ul style="list-style-type: none"> <li>• Education history</li> <li>• Level of education</li> </ul>	You	Service Providers	Not sold or shared, as defined under California law
<b><i>Inferences Drawn About You</i></b>	<ul style="list-style-type: none"> <li>• Preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes</li> </ul>	You	Service Providers	Not sold or shared, as defined under California law
<b><i>Sensitive Information</i></b>	<ul style="list-style-type: none"> <li>• Social security, driver's license, state ID card, or passport number</li> <li>• Racial or ethnic origin</li> </ul>	You	Service Providers	Not sold or shared, as defined under California law

	<ul style="list-style-type: none"> <li>• Information concerning health (e.g., disability status)</li> <li>• Citizenship or immigration status, religious or philosophical beliefs, or union membership</li> </ul>			
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Entities to whom we disclose personal information for business purposes are *service providers*, which are companies that we engage to conduct activities on our behalf. We restrict service providers from using information for any purpose that is not related to our engagement or that is otherwise not permitted by law.

In certain circumstances, you may submit your application for employment through a third-party service that displays our job posting. We do not control the privacy practices of these third-party services. Please review their privacy policies carefully prior to submitting your application materials.

**The Purposes for the Collection, Use, and Processing of your Personal Information**

We collect, use, and process your personal information for the following purposes:

- To determine your eligibility for a position with AgWest
- To process your application. For example, if you disclose your name and contact information to apply for a job, we will use that personal information in connection with your candidacy for employment.
- To assess your fit with us or for a specific role
- To conduct interviews
- To carry out background and reference checks
- To keep records related to our hiring process.
- To communicate with you regarding your candidacy for employment.
- To evaluate and improve our recruiting methods and strategies.
- To engage in lawful monitoring of job applicant activities when you are on the AgWest premises.
- To evaluate, assess, and manage the AgWest’s business relationship with vendors, service providers, and contractors that provide services to AgWest related to recruiting or processing of data from or about job applicants.
- To improve job applicant experience on AgWest computers, networks, devices, software applications or systems, and to debug, identify, and repair errors that impair existing intended functionality of our systems.
- To engage in corporate activities, obligations or transactions requiring review or disclosure of job applicant records subject to non-disclosure agreements.

- To protect against malicious, unauthorized, or illegal activity and hold accountable those responsible.
- To prevent identity theft.
- To verify and respond to consumer requests under applicable consumer privacy laws.

### **Data Retention Period**

We determine the retention period for each category of personal information listed above based on (1) the length of time we need to retain the personal information to achieve the business or commercial purpose for which it was obtained, (2) any legal or regulatory requirements applicable to such personal information, (3) internal operational needs, and (4) any need for the personal information based on actual or anticipated investigation or litigation. We retain personal information of successful candidates who begin employment with AgWest in accordance with our employee privacy policy. If your application is not successful, then we will retain your personal information for a reasonable period of time based on the above factors.

### **Right to Request Access, Correction, and Deletion of Information**

You have the right to request access to and correction of personal information that we maintain about you and deletion of personal information that we have collected from you, subject to applicable exceptions.

### **Right to Opt Out of Sale and Sharing of Personal Information to Third Parties**

The CCPA defines “selling” personal information as disclosing it to an external party for monetary or other benefit and “sharing” personal information as disclosing such information for purposes of “cross-context behavioral advertising” (i.e., the targeting of advertising based on personal information obtained from your activity across businesses, distinctly-branded websites, applications, or services). You have the right to opt out of the “sale” and “sharing” of your personal information, as those terms are defined in the CCPA.

We do not sell or share your personal information with any third parties in your capacity as a job applicant. Please note that the right to opt out does not apply to our sharing of data with service providers, who are contractually obligated to use the personal information only for that function or as otherwise permitted by law.

### **Right to Limit the Use and Disclosure of Sensitive Personal Information**

You have the right to limit the use and disclosure of sensitive personal information that we use to infer characteristics about you, if that is taking place.

### **Data Security**

We have implemented measures designed to secure your personal information from accidental loss and from unauthorized access, use, alteration and disclosure. We use physical, administrative, and technical safeguards to secure personal information. The safety and security of your personal information also depends on you. You are responsible for following all our security policies.

Unfortunately, the storage and processing of information via internet-connected computers can never be completely secure. Although we do our best to protect your personal information, we cannot guarantee the security of your personal information stored or processed by us.

### **Exercising Your Rights**

Please contact us at [customercare@agwestfc.com](mailto:customercare@agwestfc.com) or 866-552-9712 (option 2) to exercise these rights if you are a California resident. Indicate in your request that you are an AgWest job applicant.

You may authorize another individual or business registered with the California Secretary of State, called an authorized agent, to make requests on your behalf.

We may have a reason under the law why we do not have to comply with your request, or why we may comply with it in a more limited way than you anticipated. If we do, we will explain that to you in our response.

We must verify your identity before responding to your request. We verify your identity by asking you to provide personal identifiers that we can match against information we have collected from you previously. We may need to follow up with you to request more information to verify identity. We will not use personal information we collect in connection with verifying or responding to your request for any purpose other than responding to your request.

### **Transferring Your Personal Information Abroad**

Your personal information will be stored and processed in the United States. We and our service providers may also transfer information that we collect about you, including personal information, across borders and from your country or jurisdiction to other countries or jurisdictions around the world. These jurisdictions may not have the same data protection laws as your jurisdiction. Whenever your personal information is transferred, stored or processed by us, we will take commercially reasonable steps to safeguard the privacy of your personal information.

### **Changes to this Policy**

We reserve the right to update this Policy at any time, and we will provide you with a new Policy when we make any substantial updates using any contact information we have about you. We may also notify you in other ways from time to time about the processing of your personal information.

If you have any questions about this Policy or wish to exercise any of the rights listed above, please contact us [customercare@agwestfc.com](mailto:customercare@agwestfc.com) or 866-552-9712 (option 2)