

## Notice at Collection of Employment Related Information - California

This notice applies to California consumers who are applying for a job with Federated Insurance (Federated) or are employees, owners, officers, directors or contractors of Federated in California (referred to hereafter as “consumers”). This Notice is intended to inform consumers as to the (1) categories of personal information to be collected from them and; (2) the purposes for which the categories of personal information shall be used. See CCPA §1798.100(b). This Notice only applies to those California consumers described above.

The **categories of personal information** we may collect from them may include the following:

- **Personal Identifiers:** such as a real name, signature, physical characteristics, physical description, alias, postal address, IP address, email address, telephone number, passport number, social security number, driver’s license or state identification card number.
- **Financial Identifiers:** such as insurance policy number, bank account number, credit card number, debit card number, or any other financial information.
- **Medical Information:** such as health insurance or medical information, unique personal identifier for health insurance, online identifier, account name, health-related data, or other similar identifiers;
- **Employment and Education Information:** such as, education history, employment or professional history, and education information as defined in FERPA.
- **Protected classifications** under California or federal law, including: age, race, color, sex, creed, gender, sexual orientation and identity, national origin, disability, citizenship status, marital status, military or veteran status
- **Internet or other electronic network activity information,** including, but not limited to, search history, and information regarding a consumer’s interaction with an Internet Web site, or application.
- Audio, electronic, or similar information.

NOTE: Personal Information does not include publicly available information, which means information that is lawfully made available from federal, state, or local government records nor de-identified or aggregate consumer information.

Federated uses the categories of personal information we collect from them for the following business or commercial purposes:

- To evaluate, manage and document consumers’ role (or former role) as a job applicant, employee, owner, director, officer, or a contractor of Federated.
- To ensure we have emergency contact information regarding a consumer on file.
- To administer payroll, staffing and employment benefits for consumers and their dependents and beneficiaries.
- To comply with government mandated reporting.
- Detecting security incidents, protecting against malicious, deceptive, fraudulent or illegal activity, and prosecuting those responsible for that activity.
- Debugging to identify and repair errors that impair existing intended functionality.
- Auditing related to a current interaction with a consumer and concurrent transactions including auditing for compliance with the CCPA and other standards.
- Undertaking internal research for technological development and demonstration.
- Undertaking activities to verify or maintain the quality of services and products owned or controlled by Federated and to improve, upgrade or enhance those services and products.
- Advancing Federated’s lawful commercial or economic interests.

For other legitimate purposes.

Our Privacy Policy can be found at: [www.federatedinsurance.com/privacy-policy](http://www.federatedinsurance.com/privacy-policy). Persons with a disability can receive alternate formats of this Notice by emailing [consumerdatarequest@fedins.com](mailto:consumerdatarequest@fedins.com).