



**KETTLE CUISINE, LLC. CPRA PRIVACY NOTICE TO CALIFORNIA JOB APPLICANTS REGARDING THE COLLECTION OF PERSONAL INFORMATION**

Savory Creations International Inc. dba Kettle Cuisine LLC. and its affiliates (“the Company”) are committed to protecting the privacy and security of personal information of all individuals including job applicants. The Company complies with the California Privacy Rights Act (“CPRA”) and all data privacy and laws in the jurisdictions in which it recruits and hires employees.

We collect only the personal information that is reasonably necessary and proportionate to achieve our purposes. **We do not:**

- **sell your personal information;**
- **share or disclose your personal information to third parties other than the entities or service providers listed below;**
- **share or disclose your sensitive information to third parties for purposes other than those listed below or otherwise permitted by the CPRA;**
- **sell or share the personal information of consumers under 16 years of age; or**
- **permit third parties to collect your personal information on our behalf other than our service providers listed below.**

Job applicants with disabilities may access this notice in an alternative format by contacting [privacynotice@kettlecuisine.com](mailto:privacynotice@kettlecuisine.com) or (877) 629 – 9981.

**CATEGORIES OF PERSONAL INFORMATION WE COLLECT AND HOW DO WE USE, RETAIN, AND SHARE THIS INFORMATION**

CATEGORIES OF PERSONAL INFORMATION WE COLLECT	PURPOSES FOR COLLECTING THE PERSONAL INFORMATION	RETENTION PERIOD FOR THE PERSONAL INFORMATION	CATEGORIES OF ENTITIES WITH WHOM WE SHARE THE PERSONAL INFORMATION
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<p><u>Identifiers:</u></p> <p>Real name, postal address, phone number, and e-mail address; information contained on a resume.</p>	<p>To hire the most qualified applicants, comply with our legal and contractual requirements, to establish, defend, and exercise our legal and contractual rights; and to identify applicants and check applicants' backgrounds.</p>	<p>As long as necessary to fulfill the purposes for the collection. Generally, personal information is retained for the duration of our hiring process or continuing relationship with you, plus any legally required record or data retention period and/or any period of time necessary to exercise our legal rights</p>	<p>Company personnel involved with hiring; recruitment service providers; background check service providers; service providers who perform drug testing; and government agencies.</p>
<p><u>Protected categories:</u></p> <p>Gender, ethnicity, veteran status, existence of any disability, age, citizenship status, gender identity, and gender expression; information contained on a resume.</p>	<p>To hire the most qualified applicants, comply with our legal and contractual requirements, and to establish, defend, and exercise our legal and contractual rights; and to identify applicants and check applicants' backgrounds.</p>	<p>As long as necessary to fulfill the purposes for the collection. Generally, personal information is retained for the duration of our hiring process or continuing relationship with you, plus any legally required record or data retention period and/or any period of time necessary to exercise our legal rights</p>	<p>Company personnel involved with hiring; recruitment service providers; background check service providers; service providers who perform drug testing; and government agencies.</p>



<p><u>Sensitive Personal Information:</u></p> <p>Social security number, driver’s license number, date of birth, racial and ethnic origin; gender and gender expression; information concerning a disability and the health information concerning the disability; information contained on a resume.</p>	<p>To hire the most qualified applicants, comply with our legal and contractual requirements, and to establish, defend, and exercise our legal and contractual rights; and to identify applicants and check applicants’ backgrounds.</p>	<p>As long as necessary to fulfill the purposes for the collection. Generally, personal information is retained for the duration of our hiring process or continuing relationship with you, plus any legally required record or data retention period and/or any period of time necessary to exercise our legal rights</p>	<p>Company personnel involved with hiring; recruitment service providers; background check service providers; service providers who perform drug testing; and government agencies.</p>
<p><u>Biometric Information</u>, such as fingerprints, voice prints, retinal scans, facial recognition, hand geometry, and the like.</p> <p>NOT COLLECTED</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>



<u>Internet or other electronic network activity information</u> , such as browsing history, search history, and information regarding yours interaction with an internet website, social media site or application  NOT COLLECTED	N/A	N/A	N/A
<u>Geolocation information</u>  NOT COLLECTED	N/A	N/A	N/A
<u>Audio, electronic, visual, thermal, or similar information</u>  NOT COLLECTED	N/A	N/A	N/A



<p><u>Professional or employment-related information</u></p> <p>Information concerning prior employment including the name, address, and telephone number of all prior employers, your dates of employment, job title, and job duties, your supervisors, and the reasons you left each employer; information contained on a resume.</p>	<p>To hire the most qualified applicants, comply with our legal and contractual requirements, and to establish, defend, and exercise our legal and contractual rights; and to check applicants' backgrounds.</p>	<p>As long as necessary to fulfill the purposes for the collection. Generally, personal information is retained for the duration of our hiring process or continuing relationship with you, plus any legally required record or data retention period and/or any period of time necessary to exercise our legal rights.</p>	<p>Company personnel involved with hiring and recruitment.</p>
<p><u>Education information</u></p> <p>Information collected includes the name of each educational institution you attended, the address, the dates you attended, whether you graduated, the degree you received, and your cumulative grade point average; information contained on a resume; information contained on a resume.</p>	<p>To hire the most qualified applicants, comply with our legal and contractual requirements, and to establish, defend, and exercise our legal and contractual rights. and to check applicants' backgrounds.</p>	<p>As long as necessary to fulfill the purposes for the collection. Generally, personal information is retained for the duration of our hiring process or continuing relationship with you, plus any legally required record or data retention period and/or any period of time necessary to exercise our legal rights.</p>	<p>Company personnel involved with hiring and recruitment.</p>



<u>Inferences drawn from the personal information collected to determine your abilities and aptitude</u>  NOT COLLECTED	N/A	N/A	N/A
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**YOUR PRIVACY RIGHTS**

As a California resident, you have the following privacy rights regarding your personal information:

- The right to know and right to access the personal information we have collected about you, including the categories of personal information, the categories of sources from which the personal information is collected, the business or commercial purpose for collecting, selling, or sharing personal information, the categories of third parties to whom the business discloses personal information, and the specific pieces of personal information the business has collected about the consumer;
- The right to delete personal information that we have collected from you, subject to certain exceptions:
  - The right to correct inaccurate personal information that we maintain about you;
  - The right of portability, or right to have us transfer your personal information to other persons or entities upon your request;
  - The right to limit the use of your sensitive information if we decide in the future to use such information for purposes other than the purposes listed above; and
  - The right not to be discriminated against for exercising your of privacy rights.

You can exercise you privacy rights by submitting a request to us by emailing us at: [privacynotice@kettlecuisine.com](mailto:privacynotice@kettlecuisine.com) calling us at: (877) 629 – 9981; or asking our Human Resources department for a written request form. To protect the security of your personal information, we will require you to provide us with identifying information for you such as personal email address, personal telephone number, employee identification number, and/or other information that we can match with the personal information we have collected about you to verify your identity.

You may use an authorized agent to request access to or deletion of your personal information. We will require your authorized agent to provide us with either (1) a power of attorney authorizing the authorized agent to act on your behalf or (2) your written authorization permitting the authorized agent to request access to your personal information on your behalf. Further, we will require you or your authorized agent to provide us with identifying information



to verify your identity. We may also require you to either verify your own identity directly with us or directly confirm with us that you provided the authorized agent permission to submit the request.

Within 10 days of receiving your request to know, we will confirm receipt of your request and provide information about how we will process your request. Generally, we will respond to your request within 45 days. If we need more time to respond, we will provide you with notice and an explanation of the reason we need more time to respond. We may deny your request if we cannot verify your identity or are legally permitted to deny your request. If we deny your request, we will explain the basis for the denial, provide or delete any personal information that is not subject to the denial, and refrain from using the personal information retained for any purpose other than permitted by the denial. We will maintain a record of your request and our response for 24 months.

## QUESTIONS

If you have any questions or concerns regarding this Privacy Notice, the Company's Privacy Policy or the collection of your personal information, please contact:

Kettle Cuisine Human Resources  
(877) 629 – 9981

[privacynotice@kettlecuisine.com](mailto:privacynotice@kettlecuisine.com)