

NOTICE AT COLLECTION

This Notice at Collection for California Team Members (“Notice”) applies solely to all job applicants, team members, owners, directors, officers, and contractors (collectively referred to in this Notice as “team members”) who reside in the State of California (“team member” or “you”). Fashion Nova, LLC, and our subsidiaries and affiliates (collectively, “Fashion Nova”, “Company”, “we”, “us”, or “our”) adopt this notice to comply with the California Consumer Privacy Act of 2018 (“CCPA”) and its amendments in the California Privacy Rights Act of 2020 (“CPRA”), and any terms defined in the CCPA and CPRA have the same meaning when used in this Policy.

Use of Personal Information:

Fashion Nova is collecting your personal information to support its business operations. We will not sell the personal information we collect nor use it for advertising purposes or to infer characteristics about you.

Effective January 2023, team members have the same rights as consumers under the CCPA.

We may use, or disclose the Personal Information we collect for one or more of the following purposes:

- To fulfill or meet the reason you provided the information
- Comply with all applicable laws and regulations
- Recruit and evaluate job applicants and candidates for employment
- Conduct background checks
- Manage your employment relationship with us, including for:
 - onboarding processes
 - timekeeping, payroll, and expense report administration
 - team member benefits administration
 - team member training and development requirements
 - the creation, maintenance, and security of your online team member accounts
 - reaching your emergency contacts when needed, such as when you are not reachable or are injured or ill
 - workers' compensation claims management
 - team member job performance, including goals and performance reviews, promotions, discipline, and termination, and
 - other human resources purposes
- Manage and monitor team member access to company facilities, equipment, and systems
- Conduct internal audits and workplace investigations
- Investigate and enforce compliance with and potential breaches of Company policies and procedures
- Engage in corporate transactions requiring review of team member records, such as for evaluating potential mergers and acquisitions of the Company

- Maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance
- Perform workforce analytics, data analytics, and benchmarking
- Administer and maintain the Company's operations, including for safety purposes
- For client marketing purposes
- Exercise or defend the legal rights of the Company and its team members, affiliates, customers, contractors, and agents

We will not collect additional categories of Personal Information or use the Personal Information we collect for materially different, unrelated, or incompatible purposes without providing you notice.

Categories of Information Collected:

Categories of personal information are listed in the table below. The table also lists, for each category, our expected retention period for that category, and the business purpose for collecting each category of information.

Personal Information Category	Examples	Retention Period
A. Identifiers.	A real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, Social Security number, driver's license number, passport number, or other similar identifiers.	Actively hired employed, plus five years Applicants not hired – three years
B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	A name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information. Some personal information included in this category may overlap with other categories.	Actively hired employed, plus five years Applicants not hired – three years
C. Protected classification characteristics under	Age (40 years or older), race, color, ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex	Actively hired employed, plus five years

California or federal law.	(including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status, genetic information (including familial genetic information).	Applicants not hired – three years
D. Commercial information.	Records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.	Actively hired employed, plus five years Applicants not hired – three years
E. Biometric information.	Genetic, physiological, behavioral, and biological characteristics, or activity patterns used to extract a template or other identifier or identifying information, such as, fingerprints, faceprints, and voiceprints, iris or retina scans, keystroke, gait, or other physical patterns, and sleep, health, or exercise data.	Actively hired employed, plus five years Applicants not hired – three years
F. Internet or other similar network activity.	Browsing history, search history, information on a consumer's interaction with a website, application, or advertisement.	Actively hired employed, plus five years Applicants not hired – three years
G. Geolocation data.	Physical location or movements.	Not collected
H. Sensory data.	Audio, electronic, visual, thermal, olfactory, or similar information.	Actively hired employed, plus five years Applicants not hired – three years
I. Professional or employment-related information.	Current or past job history or performance evaluations.	Actively hired employed, plus five years Applicants not hired – three years
J. Non-public education information (per the	Education records directly related to a student maintained by an educational institution or party acting on its behalf, such	Not collected

Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99)).	as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.	
K. Inferences drawn from other personal information.	Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	Actively hired employed, plus five years Applicants not hired – three years
[OTHER PERSONAL INFORMATION DESCRIPTION]		Actively hired employed, plus five years Applicants not hired – three years

Fashion Nova will not retain personal information for time periods longer than reasonably necessary.

Fashion Nova will not discriminate against you in any way for exercising your rights under the CCPA.

If you have any questions about this Notice or need to access it in an alternative format due to having a disability, please contact People & Culture at peopleandculture@fashionnova.com or (213) 422-7615.

EFFECTIVE DATE: January 1, 2023