

# Ibiden U.S.A. Corp. California Employee Privacy Notice

**Effective Date:** January 1, 2020

**Last Reviewed on:** June 26, 2020

This **California Employee Privacy Notice** supplements the information contained in Ibiden U.S.A. Corp.'s Privacy Policy, located at <https://www.ibiden.com/utility/privacy/>, and applies solely to employment-related personal information collected from Ibiden U.S.A. Corp.'s California-based employees, owners, directors, officers, job applicants, contractors, or similar individuals (collectively, "employees"). We adopt this Notice to comply with the California Consumer Privacy Act of 2018 (CCPA) and any terms defined in the CCPA have the same meanings when used in this Notice.

## **Information We Collect**

We collect information that identifies, relates to, describes, references, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer, household, or device ("**personal information**"). Personal information does not include:

- Publicly available information from government records.
- Deidentified or aggregated consumer information.
- Information excluded from the CCPA's scope, like:
  - health or medical information covered by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the California Confidentiality of Medical Information Act (CMIA) or clinical trial data;
  - personal information covered by certain sector-specific privacy laws, including the Fair Credit Reporting Act (FCRA), the Gramm-Leach-Bliley Act (GLBA) or California Financial Information Privacy Act (FIPA), and the Driver's Privacy Protection Act of 1994.

In particular, we have collected the following categories of personal information from our employees within the last twelve (12) months:

Category	Examples	Collected
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.	YES
B. Personal information categories listed in the California	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,	YES

Customer Records statute (Cal. Civ. Code § 1798.80(e)).	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.	
C. Protected classification characteristics under California or federal law.	Age (40 years or older), race, color, ancestry, national origin, citizenship, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), veteran or military status.	YES
D. Commercial information.	Records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.	NO
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.	YES
F. Internet or other similar network activity.	Browsing history, search history, information on a consumer's interaction with a website, application, or advertisement.	YES
G. Geolocation data.	Physical location or movements.	YES
H. Sensory data.	Audio, electronic, visual, thermal, olfactory, or similar information.	NO
I. Professional or employment-related information.	Current or past job history or performance evaluations.	YES
J. Non-public education information (per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99)).	Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.	NO

K. Inferences drawn from other personal information.	Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	NO
--	---	----

We obtain the categories of personal information listed above from the following categories of sources:

- Directly from you. For example, from forms you complete.
- Indirectly from you. For example, from observing your actions on our computer network and on company-provided devices.

### **Use of Personal Information**

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.
- To pursue Ibiden U.S.A. Corp.'s business operations, when required.
- To administer Ibiden U.S.A. Corp.'s employee benefits programs.
- To comply with government reporting and disclosure requirements, such as employee applications, I-9 forms, work permits, benefits plan enrollment, worker's compensation, accident claims, payroll and tax withholding.
- To maintain an emergency contact on file.
- To consider you for employment/review job applications, and to perform background checks and other related employee onboarding tasks.
- To help maintain and protect the safety, security, and integrity of Ibiden U.S.A. Corp.'s computer network, databases, and other technology assets and business.
- To monitor employees' use of company-provided devices, and to remotely control such company-provided devices for installation of updates and in case of theft or loss.
- To respond to law enforcement requests and as required by applicable law, court order, or governmental regulations.
- As described to you when collecting your personal information or as otherwise set forth in the CCPA.
- To evaluate or conduct a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of our assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, in which personal information held by us about our employees is among the assets transferred.

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

### **Sharing Personal Information**

We may disclose your personal information to a third party for a business purpose.

We share your personal information with the following categories of third parties:

- Service providers.
- Financial institutions.
- Job agencies.
- Benefits providers and administrators.
- Government entities.
- Ibiden U.S.A. Corp.'s parent company and affiliates.

***Disclosures of Personal Information for a Business Purpose***

In the preceding twelve (12) months, Ibiden U.S.A. Corp. has disclosed the following categories of personal information for a business purpose:

Category A: Identifiers.

Category B: California Customer Records personal information categories.

Category C: Protected classification characteristics under California or federal law.

Category F: Internet or other similar network activity.

Category I: Professional or employment-related information.

We disclose your personal information for a business purpose to the following categories of third parties:

- Service providers.
- Financial institutions.
- Job agencies.
- Benefits providers and administrators.
- Government entities.
- Ibiden U.S.A. Corp.'s parent company and affiliates.

***Sales of Personal Information***

In the preceding twelve (12) months, Ibiden U.S.A. Corp. has not sold personal information.

**Changes to Our Privacy Notice**

We reserve the right to amend this Privacy Notice at our discretion and at any time. When we make changes to this Privacy Notice, we will update the Notice's effective date and will email this Notice to our internal employees and will post this Notice in employee common areas.

**Contact Information**

If you have any questions or comments about this Notice or the ways in which Ibiden U.S.A. Corp. collects and uses your information described here and in the **Privacy Policy**, please do not hesitate to contact us at:

**Phone:** 1-800-408-9561

**Email:** ius\_privacy@ibiden.com

**Postal Address:**

Ibiden U.S.A. Corp.

Attn: Human Resources

3900 Freedom Cir. #130

Santa Clara, CA 95054