

California Privacy Rights Act (CPRA) Privacy Policy/ Notice of Collection – California Applicants

This Policy and Notice applies only to the collection of personal information from California residents on and after January 1, 2023. JBS International, Inc. (“we”) is committed to maintaining the privacy and security of our job applicants’ personal information. We will collect and process personal information that you provide to us or that we obtain through employment agencies, recruiters, background check agencies, educational institutions, or your professional or educational references in connection with your application for employment. This information includes contact information, such as name, email address, telephone number and other identifiers, professional or employment related information, and education information. We may also collect information concerning your protected characteristics if voluntarily provided by you. We do not collect, use, or disclose sensitive personal information for the purposes of inferring characteristics. We may disclose your personal information to service providers and contractors providing services on our behalf. We require our service providers and contractors to whom we provide your personal information to maintain the privacy and security of your personal information. We do not “sell” your personal information or “share” it with third parties for cross-contextual behavioral advertising purposes. We will collect and use your personal information for purposes of considering your application for employment, and should you be hired, in connection with your employment. We will disclose your personal information in order to comply with any legal obligation.

Under the CPRA, you have certain rights, depending on the circumstances, including the rights (i) to know and have us disclose the personal information that we collect, use or disclose about you; (ii) to receive specific pieces of your personal information; (iii) to correct inaccurate personal information; (iv) to delete personal information; and (v) not to receive discriminatory or retaliatory treatment for the exercise of any of these rights. We will not discriminate or retaliate against you because you have exercised your rights. You may submit requests concerning any of your rights by contacting us by email at HR-Compliance@jbsinternational.com, by mail to 11200 Rockville Pike Suite 320, North Bethesda, MD 20852, or by telephoning us at 1-866-645-4596. We will use reasonable methods for verifying that the person making a request is the individual about whom we have collected personal information. This Policy and Notice does not include publicly available information, information that is de-identified or aggregated information, or other information that is outside the scope of the CPRA, including but not limited to information protected under other laws such as the Fair Credit Reporting Act.

In the last twelve (12) months, we may have (i) collected identifiers, protected characteristics, professional or employment related information, educational information, and personal profile; and (ii) disclosed or may disclose this information to outside organizations or entities who are not service providers or contractors providing services on our behalf including to: state or federal governmental agencies or entities, self-regulatory organizations, among other third parties, including but not limited to where required by law. For applicants that are not hired, we will retain your personal information for at least three (3) years and as long as required by law. If you are hired, we will retain your personal information for your length of employment and in accordance with regulatory requirements and our document retention policies. We will retain your personal information for as long as required for the documents upon which the category of personal information is collected.