

Privacy Notice for California Residents Doing Work for AT&T

Effective Date: Jan. 1, 2020

AT&T must retain and process information about you for the purposes of our working relationship. We use your information to allow us to run the business and manage our relationship with you effectively, lawfully and appropriately. We must do this during the application process, while you're doing work for us, at the time when you stop doing work for us and after you have left AT&T. This includes using information to comply with an employment contract or work agreement, to comply with any legal requirements, to pursue AT&T's legitimate business interests and to protect our legal position in the event of legal proceedings.

We have collected or may collect the following categories of personal information from you:

| 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 Customer Records statute (Cal. Civ. Code § 1798.80(e)). | A name, signature, Social Security number, physical characteristics, address, telephone number, passport number, driver's license or state identification card number, education, employment, employment history, bank account number or any other financial information, medical information or health insurance information. | YES |
| C. Protected classification characteristics under California or federal law. | Age, race, national origin, citizenship, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status, | YES |
| D. Commercial information. | Records of products or services purchased, obtained or considered, or other purchasing or consuming histories or tendencies. Any such consumer interactions with AT&T may also be subject to the AT&T Privacy Policy (att.com/privacy). | YES |
| E. Biometric information. | Physiological and biological characteristics, or activity patterns used to extract a template or other identifier or identifying information, such as, fingerprints, faceprints, and voiceprints 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. Professional or employment-related information. | Current or past job history or performance evaluations. | YES |
| I. Inferences drawn from other personal information. | Profile reflecting a person's preferences, characteristics, behavior or attitudes. | YES |

Much of the information we retain will have been provided by you, but some may come from other sources, such as your manager, or in some cases, external sources, such as previous employment or study references, medical professionals, or tax, judicial, or governmental authorities.

We may use or disclose the collected personal information within each of the categories outlined above

for one or more of the following business purposes:

- To fulfill or meet the reason you provided the information. For example, hiring and distributing paychecks, employee training, security and background checks.
- To comply with our health and safety, and occupational health obligations.
- To administer and manage company benefits, including parental leave, health insurance, life, accident and disability insurance.
- As described to you when collecting your personal information.
- Creation of photo IDs for security and access.
- To perform employee engagement analysis and workforce analytics.
- Information technology administration and employment evaluation and advancement.
- To administer voluntary employee programs such as employee resource group participation, health and wellness applications, self-identification programs and identity verification programs.
- To offer commercial product and service offerings which may also be subject to the AT&T Privacy policy: att.com/privacy.
- For service optimization and safety programs.
- For monitoring compliance with company policies, including the Code of Business Conduct and COU policy.
- As otherwise required by applicable law, court order or governmental regulations.

AT&T 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.

Your personal information will be stored for a period of time consistent with applicable law.

We reserve the right to amend this privacy notice at our discretion and at any time. If you have any concerns about how your information is processed, or need a version of this notice in a format more readily-accessible by you, you can contact: privacypolicy@att.com.

Last updated: December 18, 2019