

## Job Applicants

### **What Information We Collect**

**Personal Information.** We may collect categories of “Personal Information” from you as part of your employment application and/or employee onboarding process, including:

- Your name
- Your contact information, including mailing address and address history for at least the past 10 years, email address, and phone number
- Information about your professional registrations and/or licenses
- Your date of birth and social security number
- Your citizenship information
- Your immigration information
- Your education information, including education institution information and degree and graduation information
- Your employment history (for at least the past 10 years), including job title, functions, and organization
- Personal disclosures for job applicants, including criminal record information
- Information related to your drug screening
- Your consumer report and/or investigative consumer report
- Information about your and/or your relatives’ political affiliations, political contributions, and prior employment
- Any other identifying information you choose to provide

### **How We Use Information Collected**

We may use your Personal Information for purposes relating to your job application and/or employment, including:

- Determination of suitability for employment
- Background screening
- Drug screening
- Employment screening
- Compliance screening, including analysis on politically exposed persons, political contributions
- Immigration sponsorship
- To respond to your questions or comments, or to provide you with requested information
- To sign you up for events
- To send you updates about your application or employment opportunities
- To provide the electronic employment application to you