

NOTICE AT COLLECTION

Effective Date: January 1, 2020

This Notice At Collection of Personal Information (“Notice”) applies solely to all employees, owners, directors, officers, and contractors of Big 5 (defined below) who reside in the State of California (“consumers” or “you”). Big 5 Corp., and its parent and subsidiary companies, (collectively, “we,” “us” or “Big 5”) adopt this notice to comply with the California Consumer Privacy Act of 2018 (“CCPA”). Any terms defined in the CCPA shall have the same meaning when used in this notice.

Collection of Personal Information

The following table outlines the categories of personal information we may collect from you (and third parties) throughout the course of your application process, employment, and/or work for Big 5 as well as the business purpose(s) for such collection:

Category	Examples	Business Purpose(s) for Collection
Identifiers.	A real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, driver's license number, social security number, or other similar identifiers.	<ul style="list-style-type: none"> • To determine eligibility for employment, including verification of references and qualifications; • To conduct performance reviews and assess job requirements; • To assess qualifications for a position or task; • To verify time worked; • To administer pay; • Where required by law to process and administer employee claims, benefits, reasonable accommodations, or protected leave; • To investigate claims; • To manage employee performance, including promotions, discipline, and/or termination; • To administer an employee transfer; • To administer and track required trainings; • To administer and track third-party education; • To verify accuracy of union affiliation or dues; • As necessary to maintain company and data security; • To deliver information, such as information related to employment benefits or pay;

		<ul style="list-style-type: none"> • Where required under workers' compensation laws; • To perform workforce analytics, data analytics, and benchmarking; • To engage in corporate transactions requiring review of employee records; and/or • As necessary to maintain legal and regulatory compliance and protect and defend our legal rights.
<p>Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).</p>	<p>A name, signature, address, telephone number, insurance policy number, medical information, and health insurance information.</p>	<ul style="list-style-type: none"> • To determine eligibility for employment, including verification of references and qualifications; • To conduct performance reviews and assess job requirements; • To assess qualifications for a position or task; • To verify time worked; • To administer pay; • Where required by law to process and administer employee claims, benefits, reasonable accommodations, or protected leave. • To investigate claims; • To administer and track an employee transfer; • To manage employee performance, including promotions, discipline, and/or termination; • To administer and track required trainings; • To administer and track third-party education; • To maintain security; • To deliver information, such as information related to employment benefits or pay; • Where required under workers' compensation laws; • To perform workforce analytics, data analytics, and benchmarking; • To engage in corporate transactions requiring review of employee records; and/or

		<ul style="list-style-type: none"> As necessary to maintain legal and regulatory compliance and protect and defend our legal rights.
Protected classification characteristics under California or federal law.	Age, citizenship, medical condition, physical or mental disability, veteran or military status.	<ul style="list-style-type: none"> To determine tax credit eligibility; Where required by law to process and administer benefits, reasonable accommodations, or protected leave; Where required to process workers' compensation claims; and/or As necessary to maintain legal and regulatory compliance and protect and defend our legal rights.
Commercial information.	Records of products purchased.	<ul style="list-style-type: none"> As necessary to verify invoice payment; To fulfill our tax and accounting obligations; and/or As necessary to maintain legal and regulatory compliance and protect and defend our legal rights.
Internet or other similar network activity.	Browsing history, search history on Big 5 devices.	<ul style="list-style-type: none"> To maintain network and data security; To verify compliance with company policies; and/or As necessary to maintain legal and regulatory compliance and protect and defend our legal rights.
Geolocation data.	Physical location or movements.	<ul style="list-style-type: none"> To verify time worked; and/or As necessary to maintain legal and regulatory compliance and protect and defend our legal rights.
Sensory data.	Audio or visual information.	<ul style="list-style-type: none"> To maintain the security of you and others and/or As necessary to maintain legal and regulatory compliance and protect and defend our legal rights.
Professional information.	Current or past job history.	<ul style="list-style-type: none"> To evaluate and verify applicant qualifications; As necessary to evaluate employee performance, promotions, and investigations; To maintain security;

		<ul style="list-style-type: none"> • To engage in corporate transactions requiring review of employee records; and/or • As necessary to maintain legal and regulatory compliance and protect and defend our legal rights.
Education information.	Information subject to the federal Family Educational Rights and Privacy Act, such as student records	<ul style="list-style-type: none"> • To evaluate and verify applicant qualifications; • As necessary to evaluate employee performance, promotions, and investigations; • To engage in corporate transactions requiring review of employee records; and/or • As necessary to maintain legal and regulatory compliance and protect and defend our legal rights.
Inferences drawn from other personal information.	Profile reflecting a person's characteristics, psychological trends, behavior, attitudes, abilities, and aptitudes.	<ul style="list-style-type: none"> • As necessary and legally permitted to evaluate employee performance, promotions, and investigations; • To maintain security; and/or • As necessary to maintain legal and regulatory compliance and protect and defend our legal rights.

Personal information does not include:

- Publicly available information from government records.
- De-identified 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 (FRCA), the Gramm-Leach-Bliley Act (GLBA) or California Financial Information Privacy Act (FIPA), and the Driver's Privacy Protection Act of 1994.

Changes to This Notice

We reserve the right to amend this Notice at our discretion and at any time. When we make changes to this Notice, we will notify you by email or by providing you a physical copy.

Contact Information

If you have any questions or comments about this Notice, the ways in which we collect and use your personal information, or your choices and rights regarding such use, please do not hesitate to contact us at:

Phone: (310) 297-7650

Email: Careers@big5corp.com