

CCPA Notice at Collection for California Employees and Applicants

For the purposes of this policy all references to “company” refer to Electrical Consultants, Inc., EPC Services Co, ECI, and EPCS. Our company collects and uses personal information for hiring, human resources, employment, benefit administration, health and safety, and business-related purposes. Below are the categories of personal information we collect:

- **Category A: Identifiers.**
- **Category B: Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).**
- **Category C: Protected classification characteristics under California or federal law.**
- **Category D: Commercial information.**
- **Category E: Biometric information.**
- **Category F: Internet or other similar network activity.**
- **Category G: Geolocation data.**
- **Category H: Sensory data.**
- **Category I: Professional or employment-related information.**
- **Category 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)).**
- **Category K: Inferences drawn from other personal information.**

Why we collect Personal Data and how we use it

Personal data is used as necessary to offer employment, solicit business and provide services including, but not limited to the following:

- Internal administrative and auditing purposes
- Business proposals and service offerings
- Notices of promotions, accolades, or marketing
- Tracking of time, location, or activities for billing purposes
- Fulfill audit requests, insurance requirements or other such agency, client, or contract requirements
- Maintain secure data and premises access
- Any other lawful activity involved in the ordinary course of business

Please note that these examples are illustrative and not intended to be exhaustive.

ECI/EPCS Privacy Policy

Is available online for review or download at <https://eciusa.com/>.

Changes to this Notice

We may update Our Notice from time to time. You are advised to review this Notice periodically for any changes.