CCPA Notice for Job Applicants and Workers

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.

California Civil Code section 1798.100–1798.199 provides you with the following rights:

Right to know your collected personal information. You may ask us to identify the (i) categories of personal information we collected about you in the past 12 months; (ii) the categories of sources from which the personal information is collected; (iii) the business or commercial purpose for collecting the information; (iv) the categories of third parties with whom the Company shares the personal information; and (v) the specific pieces of personal information that we have collected about you.

Right to know your disclosed personal information. You may ask us to state (i) whether we have disclosed any of your personal information to third parties for a business or commercial purpose in the prior 12 months; (ii) list the categories of personal information that we have disclosed, if any, to third parties for a business or commercial purpose in the prior 12 months.

Right to request deletion of personal information. Subject to legal exceptions, you may ask us to delete your personal information.

We will not discriminate against you for exercising any rights you have under the Consumer Privacy Act.

If you are a California resident and want to exercise any right under the Consumer Privacy Act, you may do so by:

1. Filling out the form at eciusa.com/contact

2. Contacting us at privacy@eciusa.com

Please be advised that if you submit such a request, we will first need to verify your identity.

Please note that under California law, we are only required to respond to such request from the same individual no more than twice in a 12–month period.

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.