

FCA US LLC (“we,” “our” or “us”) Applicant Privacy Notice

Effective Date: January 1, 2020

PURPOSE OF THIS NOTICE: This FCA Applicant Privacy Notice (the “**Applicant Notice**”) describes FCA’s collection and use of certain personal information relating to external job applicants and potential candidates for positions with FCA (“**Applicants**”), and is intended to satisfy our applicable notice requirements under the California Consumer Privacy Act (“CCPA”). We may provide additional notices to Applicants about our data collection practices (e.g., if we extend an employment offer).

SCOPE OF THIS NOTICE: This Applicant Notice applies to the personal information that we collect from and about Applicants, in the context of reviewing, assessing, considering, managing, storing or processing their applications or otherwise considering them for a position with us. Your use of our website or submission of an application or other information through this website is subject to our Terms of Use, which include terms governing limitations on liability and the resolution of disputes; our [Terms of Use](#) are incorporated by reference into this Applicant Notice.

What isn’t covered by this notice. This Applicant Notice does not address or apply to our collection of personal information that is not subject to the CCPA, such as consumer credit reports and background checks, publicly available data lawfully made available from state or federal government records, or other information that is exempt under the CCPA. This Applicant Notice also does not apply to the personal information we collect from employees (which is subject to a separate privacy notice), or the personal information that we collect from customers or end users of FCA’s products and services, including Applicants, in the context of their personal use of FCA products and services, which is subject to the [FCA US Privacy Policy](#).

Are our practices the same for all Applicants? The categories of personal information we collect and our use of personal information may vary depending upon the position(s) or location, as well as the associated qualifications and responsibilities. In addition, if you visit one of our offices or locations, we may collect information as part of our onsite security. The information in this Applicant Notice is intended to provide an overall description of our collection and use of Applicant personal information.

CATEGORIES OF PERSONAL INFORMATION COLLECTED: Generally, we may collect the following categories of personal information about Applicants, to the extent permitted under applicable law:

Name, contact information and other identifiers: such as 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.
Characteristics of protected classifications: such as race/ethnicity, gender, sex, veteran status, disability, and other characteristics of protected classifications under California or federal law. (Note: generally, this information is collected on a voluntary basis, after an offer of employment has been extended, and is used in support of our equal opportunity and diversity and inclusion efforts or where otherwise required by law.)
Internet or other electronic network activity information: including browsing history, search history, and information regarding a resident’s interaction with an internet website, application, or advertisement, as well as physical and network access logs and other network activity information related to your use of any FCA device, network or other information resource, if applicable.
Audio, video and other electronic data: audio (e.g., call recordings), electronic (e.g., CCTV footage), visual (e.g., photographs), thermal, olfactory, or similar information., if applicable.
Employment history: professional or employment-related information.

Education information: information about education history or background that is not publicly available personally identifiable information as defined in the federal Family Educational Rights and Privacy Act (20 U.S.C. section 1232g, 34 C.F.R. Part 99).

Inferences drawn from personal information collected: inferences used to create a profile about an individual reflecting her or his preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

PURPOSES FOR COLLECTING AND USING PERSONAL INFORMATION: Generally, we may use the above categories of personal information for the following purposes:

Recruiting, hiring and managing, and evaluating applicants: to review, assess, recruit, consider or otherwise manage applicants, candidates and job applications, including:

- scheduling and conducting interviews
- identifying candidates, including by working with external recruiters
- reviewing, assessing and verifying information provided, and otherwise screening or evaluating Applicants' qualifications, suitability and relevant characteristics
- extending offers, negotiating the terms of offers, and assessing salary and compensation matters
- satisfying legal and regulatory obligations
- communicating with Applicants regarding their applications and about other similar position(s) for which they may be interested
- maintaining Applicant personal information for future consideration
- in support of our equal opportunity employment policy and practices

Security and monitoring: to monitor and secure our resources, network, premises and assets, including:

- monitoring for, preventing investigating, and responding to security and privacy incidents
- providing and managing access to physical and technical access controls
- monitoring activities, access and use in order to ensure the security and functioning of our systems and assets
- securing our offices, premises and physical assets, including through the use of electronic access systems and video monitoring

Auditing, accounting and corporate Governance: relating to financial, tax and accounting audits, and audits and assessments of our business operations, security controls, financial controls, or compliance with legal obligations, and for other internal business purposes such as administration of our records retention program.

Business transactions: relating to planning, due diligence and implementation of commercial transactions, for example mergers, acquisitions, asset sales or transfers, bankruptcy or reorganization or other similar business transactions.

Defending and protecting rights: to protect and defend our rights and interests and those of third parties, including to manage and respond to employee and other legal disputes, to respond to legal claims or disputes, and to otherwise establish, defend or protect our rights or interests, or the rights, interests, health or safety of others, including in the context of anticipated or actual litigation with third parties.

Compliance with Applicable Legal Obligations: relating to compliance with applicable legal obligations (such as hiring eligibility, responding to subpoenas and court orders) as well as assessments, reviews and reporting relating to such legal obligations, including under employment and labor laws and regulations, Social security and tax laws, environmental regulations, workplace safety laws and regulations, and other applicable laws, regulations, opinions and guidance.

Contacting You About Potential Positions: to identify other positions for which an Applicant may be suited or interested, and to contact Applicants about such positions. (If you do not wish to be contacted about potential positions, please let us know using the contact information below.)

CONTACTING US ABOUT THIS NOTICE: If you have any questions or concerns regarding our use of personal information as described in this Applicant Notice, please contact the FCA Privacy Office at dprivacy@fcagroup.com.