

COMPASS

Your California Privacy Rights

If you are an applicant for employment with Compass and you reside in California, you are entitled under the California Consumer Privacy Act (CCPA) to certain information regarding the personal information that Compass collects about you and how we use that information, at or before the time we collect such information.

Collection and Use of Personal Information

When you apply for employment with Compass, the company may collect the following information from you in order to process your application:

Identifiers

- Name
- Address
- Email address
- Telephone number
- Date of Birth
- Social Security number
- Signature

Characteristics of protected classifications

- Gender
- Race

Employment Information

- Title
- Employment History
- Resume/Bio
- Background Checks

Compass may also collect personal information such as salary and disability that an applicant *voluntarily* provides, but which is not required to be submitted.

Compass uses the personal information collected from you in order to process and evaluate your application for employment. If you become a Compass employee, the company will use the same information for HR related purposes, including salary and benefits administration, performance review, travel and expense payment, disability payments, as well as legal or disciplinary purposes.

Compass does not sell personal information of applicants for employment or employees.

For more information, please review our Privacy Policy (<https://www.compass.com/legal/privacy-policy>).