



Privacy Notice to California Job Applicants **Regarding the Collection of Personal Information**

Pacific Premier Bank, and its divisions and tradenames, Commerce Escrow, and Pacific Premier Trust, ("the Company" or "we") are committed to protecting the privacy and security of personal information of all individuals including job applicants. The Company complies with the California Privacy Rights Act ("CPRA") and all data privacy and laws in the jurisdictions in which it recruits and hires employees.

For purposes of this Privacy Notice ("the Notice"), personally identifiable information ("PII") means information that identifies, relates to, describes references, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with the you or your communications device (computer, tablet, mobile phone, etc.) or your household. Just as we do with our customers' and other persons' PII, we commit to using your PII responsibly and safeguarding it according to our detailed security standards.

We collect only the personal information that is reasonably necessary and proportionate to achieve our purposes. **We do not:**

- **sell your personal information;**
- **share or disclose your personal information to third parties other than the entities or service providers listed below;**
- **share or disclose your sensitive information to third parties for purposes other than those listed below or otherwise permitted by the CPRA;**
- **sell or share the personal information of consumers under 16 years of age; or**
- **permit third parties to collect your personal information on our behalf other than our service providers listed below.**

Job applicants with disabilities may access this notice in an alternative format by emailing humanresources@ppbi.com or calling (949) 526-7207.

If you are also a customer of the Company for personal, family or household purposes (or apply for a Pacific Premier Bank product or service for such purposes), your PII collected in that customer-related context will be protected as described in our customer privacy notice, available at: www.ppbi.com/ccpaprivacynotice.

We may add to, delete, or change the terms of this Notice from time to time. If material changes are made affecting your privacy rights, the amended policy will be provided to you by mail or email.

All other terms defined in the CPRA or its implementing regulations have the same meanings when used in this Notice.



Categories of Personal Information We Collect from Job Applicants

- **Identifying Information** is information that identifies an individual, such as the individual's name, social security number, government-issued identification number (e.g., driver's license, identification card, or passport number) or other similar identifiers, date of birth, and voluntary self-disclosure information regarding minority, veteran, and disability status.
- **Associated Information** is information that relates to, describes, or can be associated with a particular individual such as a signature, postal or email address; account name, online identifier, telephone number, and any similar information.
- **Characteristic Information** is information related to characteristics of protected classifications under state or federal law, such as gender or marital status.
- **Biometric Information** is information related to the measurement or analysis of unique physical or behavioral characteristics, such as a fingerprint or voice pattern.
- **Internet Activity Information** is information related to interactions with a website including social media websites and Internet Protocol address.
- **Audio Visual Information** is audio, visual, electronic, or similar information.
- **Employment Information** is professional or employment-related information, such as employment status, job qualification and ability to perform essential duties; minimum employment age information, relationship to our employees; job and work location information, references, background check information including verification of employment history, education, references, relevant criminal and credit history; and to comply with applicable laws.
- **Education and Certification Information** is personally identifiable education information that is not publicly available.
- **Emergency Contact Information** is information about you and emergency contacts necessary for responding to emergencies including name and contact information such as telephone/cell phone number, personal email, relationship to you, and other information necessary for responding to emergencies.
- **Inference Information** is inferences drawn from any other category of personal information to create a profile about an individual reflecting potential or probable preferences, behavior, abilities, or other similar predispositions.
- **Legal and Contractual Information** is information necessary to respond to law enforcement and governmental agency requests, comply with legal and contractual obligations, exercise legal and contractual rights; and initiate or respond to legal claims.

Use of Job Applicant Personal Information

We collect your PII for recruitment and selection activities to consider applications for employment in order to hire the best-qualified candidate, and to comply with applicable employment laws. We may also collect PII about you from the Internet, including social media websites and other websites; conferences; the press or other media. Once an offer of employment is accepted, additional PII is collected under applicable law or as authorized by you.



for hiring activities to obtain background check information including verification of employment history, education, references, relevant criminal and credit history; and to comply with applicable laws.

The Retention Period for the Personal Information Collected from Job Applicants

We retain the personal information collected from job applicants as long as necessary to fulfill the purposes for the collection. Generally, personal information is retained for the duration of our employment relationship with you; plus any legally and or contractually required record or data retention period. In addition, the personal information is retained for any period of time necessary to protect our legal rights and/or protect our ability to exercise those rights. If an applicant is not hired, the personal information is deleted.

To Whom do We Share Personal Information Collected from Job Applicants

The Company shares the personal information collected from job applicants with personnel and service providers involved with hiring and recruitment; background check service providers; former employers; references the applicant provides to us; applicable law enforcement and government agencies; and healthcare professionals and drug testing laboratory personnel.

Your Privacy Rights

As a California resident, you have the following privacy rights regarding your personal information:

- The right to know and right to access the personal information we have collected about you, including the categories of personal information, the categories of sources from which the personal information is collected, the business or commercial purpose for collecting, selling, or sharing personal information, the categories of third parties to whom the business discloses personal information, and the specific pieces of personal information the business has collected about the consumer;
- The right to delete personal information that we have collected from you, subject to certain exceptions;
- The right to correct inaccurate personal information that we maintain about you;
- The right of portability, or right to have us transfer your personal information to other persons or entities upon your request;
- The right to limit the use of your sensitive information if we decide in the future to use such information for purposes other than the purposes listed above; and
- The right not to be discriminated against for exercising your of privacy rights.

You can exercise you privacy rights by submitting a request to us by emailing us at humanresources@ppbi.com or calling (949) 526-7207 or toll free (855) 343-4070; or asking our Human Resources department for a written request form. To protect the security of your personal information, we will require you to provide us with identifying information for you



such as personal email address, personal telephone number, employee identification number, and/or other information that we can match with the personal information we have collected about you to verify your identity.

You may use an authorized agent to request access to or deletion of your personal information. We will require your authorized agent to provide us with either (1) a power of attorney authorizing the authorized agent to act on your behalf or (2) your written authorization permitting the authorized agent to request access to your personal information on your behalf. Further, we will require you or your authorized agent to provide us with identifying information to verify your identity. We may also require you to either verify your own identity directly with us or directly confirm with us that you provided the authorized agent permission to submit the request.

Within 10 days of receiving your request to know, we will confirm receipt of your request and provide information about how we will process your request. Generally, we will respond to your request within 45 days. If we need more time to respond, we will provide you with notice and an explanation of the reason we need more time to respond. We may deny your request if we cannot verify your identity or are legally permitted to deny your request. If we deny your request, we will explain the basis for the denial, provide or delete any personal information that is not subject to the denial, and refrain from using the personal information retained for any purpose other than permitted by the denial. We will maintain a record of your request and our response for 24 months.

If you have questions about this Notice, you may:

- Complete the interactive request form available on our website at www.ppbi.com/ccparequests,
- Call our toll-free number at (855) 343-4070 and provide us with the information needed to complete our request form, or
- Complete the request form with a Bank representative at any of our California branch locations.