



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 (“you” or “your”). The Company collects personal information of job applicants in connection with its recruitment and hiring activities. The Company does not sell or otherwise disclose this personal information for monetary consideration or a business purpose to any third parties.

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 are committed to complying with the California Consumer Privacy Act (CCPA”) effective January 1, 2020; and all data privacy and laws in the jurisdictions in which it recruits and hires employees. Job applicants with disabilities may access this Notice in an alternative format by contacting humanresources@ppbi.com.

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 CCPA or its implementing regulations have the same meanings when used in this Notice.

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.



Categories of Personal Information

- **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.

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.



If applicable, in order to verify your identity in connection with a request, we will require you to provide us with your name, address, and other information about you, your accounts, or transactions that we can use to match with the information we have on file. The amount and type of information we request may vary depending on the sensitivity of personal information covered by the request. We may also require you to give us a signed declaration under penalty of perjury that you are the consumer whose personal information is covered by the request.

In some instances, we may not be able to comply with your request. For example, we cannot comply with a request if we cannot verify your identity. Also, we will not provide a social security number, driver's license or other government issued identification number, account or card number, password or security question and answer, or any specific piece of information if the disclosure presents the possibility of unauthorized access that could result in identity theft or fraud.