



**Last Updated:** December 16, 2024

This Privacy Notice to California Job Applicants ("Applicant Notice") describes how Pacific Premier Bank, N.A., Commerce Escrow, and Pacific Premier Trust ("the Company," "us," "our," or "we") collects, uses, discloses, and otherwise processes Personal Information pursuant to the California Consumer Privacy Act, as amended from time to time ("CCPA").

For purposes of this Applicant Notice, "Personal Information" means information that identifies, relates to, describes references, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a job applicant who is a California resident ("Applicant"). Personal Information includes sensitive Personal Information, and does not include publicly available, deidentified or aggregated information. All other terms defined in the CCPA or its implementing regulations have the same meanings when used in this Applicant Notice.

Applicants may access this Applicant Notice in an alternative format by contacting [humanresources@ppbi.com](mailto:humanresources@ppbi.com).

If you are also a customer of the Company for personal, family, or household purposes (or apply for a Company product or service for such purposes), please see our Privacy Notice here: <https://www.ppbi.com/lp/privacy-notice.html>. California consumers can also find our California Privacy Notice here: <https://www.ppbi.com/lp/california-privacy-notice.html>.

We may add to, delete, or change the terms of this Applicant Notice from time to time. Any changes to this Applicant Notice will be effective as of the Last Updated date at the top of this page, unless otherwise expressly indicated.

Unless otherwise noted, the disclosures herein describe our current practices, as well as our practices in the preceding 12 months.

## Categories of Personal Information We Collect from Job Applicants

We collect the following categories of Personal Information about Applicants through various means, including when you directly provide it to us, automatically when you use our website, and from service providers that help us run our business. In some instances, you may be able to choose what Personal Information to provide.

Note that the Personal Information we collect about you may vary depending on the nature of your interactions with us and may not include all of the examples listed below.

- **Identifiers**, such as the Applicant's real name, alias, postal address, unique personal identifier, online identifier, IP address, email address, account name, social security number, government-issued identification number (e.g., driver's license, identification card, or passport number) or other similar identifiers.
- **Personal Information described in Cal. Civ. Code § 1798.80(e)**, such as a signature, telephone number, education, employment, or employment history.
- **Characteristics of protected classifications under California or federal law**, such as age and date of birth, as well as voluntary self-disclosure information regarding racial and ethnic origin, veteran status, medical condition, and disability status.
- **Internet or other electronic network activity information**, such as internet or other similar activity, browsing history, search history, information on a consumer's interaction with a website, device data, or social media account information.

- **Professional or employment-related information**, such as:
  - Personal Information in a resume, CV, application form, or cover letter, including skills, 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, and relevant criminal and credit history;
  - Answers to behavioral or other screening questions in an application or interview;
  - Information contained in any personal webpages or documents you choose to share with us; and
  - Information relating to membership in civic organizations.

## Use of Applicant Personal Information

We use your Personal Information for recruitment, communication, 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 Personal Information about you from the internet, including social media websites and other websites; conferences; the press or other media.

We may also use your Personal Information for: security purposes, such as managing the security of our premises and systems, as well as detecting and preventing fraud against you and/or us; functional purposes, such as facilitating your use of our website, improving our website, setting default options, and providing you with a better application experience; and corporate restructuring, including evaluating or executing a merger, divestiture, restructuring, reorganization, dissolution or other sale or transfer of some or all of our assets, as part of regular business operations or pursuant to a bankruptcy, liquidation, or similar proceeding.

## Disclosure of Personal Information Collected from Applicants

The Company discloses the Personal Information collected from 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, government agencies, professional advisors; parties to any potential or actual corporate transactions; and healthcare professionals and drug testing laboratory personnel.

We collect only the Personal Information that is reasonably necessary and proportionate to achieve our purposes.

### We do not:

- sell or share your Personal Information;
- share or disclose your Sensitive Personal Information for purposes to which the right to limit use and disclosure applies under the CCPA; or
- sell or share the Personal Information of consumers under 16 years of age.

## The Retention Period for the Personal Information Collected from Applicants

We retain the Personal Information collected from Applicants as long as necessary to fulfill the purposes for the collection or otherwise authorized by law. Generally, Personal Information is retained for as long as one of the following apply:

- Your Personal Information is reasonably necessary to manage our operations, to manage your relationship with us, or to satisfy another purpose for which we collected the information;
- Your Personal Information is reasonably necessary to carry out a disclosed purpose that is reasonably compatible with the context in which the Personal Information was collected; or

- Your Personal Information is reasonably required to protect or defend our rights or property (which will generally relate to applicable laws that limit actions in a particular case).

Where information is used for more than one purpose, we will retain it until the purpose with the latest period expires. For more information about our retention policies, please contact us using the contact details below.

## Your Privacy Rights

As a California resident, you have the following privacy rights regarding your Personal Information:

- The right to know 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 you.
- 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.

We will not discriminate against you for exercising your privacy rights.

You can exercise your privacy rights by submitting a request to us by completing the form available at [ppbi.com/lp/ccpa-requests](https://ppbi.com/lp/ccpa-requests) or calling us at 855.343.4070. Note that we may require you to verify your identity, such as by logging into your account or providing 2-3 pieces of Personal 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, correction of, or deletion of your Personal Information. 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.

## Contact Us

If you have questions about this Applicant Notice, you may:

- Complete the interactive request form available on our website at [ppbi.com/lp/ccpa-requests](https://ppbi.com/lp/ccpa-requests),
- 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.