



California Consumer Privacy Act Notice for Applicants and Employees

Crestwood collects the following types of information, which is used, in the case of applicants, for recruitment, legal compliance, and hiring purposes and, in the case of employees, for employment-related, benefits, and legal compliance purposes. Legal compliance includes EEO compliance, tax and social security compliance, government contract requirements (Federal, State, County, and/or City), wage equity, anti-discrimination, etc.

Crestwood does not sell your information, but we may share your information with third parties for employment and benefits purposes. For example, we may share your benefit elections with our benefits administrator and benefits provider to implement your benefits. We may also share your information with state and other government agencies as legally required. We may also share your information with third parties conducting employment verifications or reference checks. [*Civ. Code, § 1798.100, subd. (b)*]

- Name: Employees (Yes); Applicants (Yes)
Source: You provide
- Address, Phone Number, E-mail: Employees (Yes); Applicants (Yes)
Source: You provide
- Social Security Number: Employees (Yes); Applicants (No)
Source: You provide
- Driver's License: Employees (Yes, If employee drives for company); Applicants (No)
Source: You provide
- Occupational License Type, Number and Expiration: Employees (Yes); Applicants (Yes)
Source: You provide
- Emergency Contact: Employees (Yes); Applicants (No)
Source: You provide
- Employment History: Employees (Yes); Applicants (Yes, as provided by applicant)
Source: You provide
- Medical Information or medical test results:

Employees (Yes), for pre-hire fitness and required healthcare vaccinations or contagious illness tests, if applicable to position; medical certification required for employment purposes, such as accommodation or leave administration (if applicable);

Applicants (No)

Source: You provide some (such as illness verification), third-party vendors or health care agencies/departments may provide some (i.e., work comp, fitness for duty, pre-employment fitness tests, TB or Covid-19 testing, etc.), or we also provide the information/testing in certain circumstances.

- **Disability Status:**
Employees (Yes), EEO information or for other employment purposes (such as request for accommodation);
Applicants (Yes, if accommodation during the process is requested)
Source: You provide
- **Current Job Title and Salary:** Employees (Yes); Applicants (No)
Source: We provide
- **Demographic Information:**
Employees (Yes), pre-hire approval OIG, Hire Right, and DOJ screening (predicated on State/County/City, etc. requirements);
Applicants (Yes)
Source: You provide, and we provide
- **New Hire Paperwork employee data (I-9, Tax information, etc.):**
Employees (Yes);
Applicants (No)
Source: You provide
- **Performance Management History including but not limited to discipline, evaluations, counseling, memos, investigation notes, supervisor notes:**
Employees (Yes);
Applicants (No)
Source: You provide, and we provide
- **Benefits (health insurance, life insurance, dental, designated beneficiaries, waivers, smoking/non-smoking designation, etc.):**
Employees (Yes);
Applicants (No)
Source: You provide, and we provide; third-party vendors may also provide
- **Activity on Crestwood computers, servers, and devices:**
Employees (Yes); Applicants (Yes)
Source: You provide, and we provide

