

Observe.AI CALIFORNIA CANDIDATE PRIVACY NOTICE

Last Updated: August 27, 2025

This California Candidate Privacy Notice ("Notice") describes the categories of personal information Observe.ai ("we", "us" and "our") collects about California residents who apply or are recruited for a job with us ("you"), and the purposes for which we use that information. We adopt this notice to comply with the California Consumer Privacy Act of 2018, as amended by the California Privacy Rights Act of 2020 (collectively, the "CCPA"). Any terms defined in the CCPA/CPRA have the same meaning when used in this Notice.

Information We Collect

In connection with your application for employment, we may collect the following categories of personal information:

Category	Examples	Likely Categories of Third Parties to Whom Personal Information is Disclosed
A. Identifiers	Name, alias, postal address, email address, telephone number, Social Security number, driver's license or state ID number, passport number.	Background check providers; human resources information system (HRIS) vendors; benefits administrators (if hired); government agencies (e.g., I-9 verification)
B. Additional Personal Information categories	Contact details, signature, education, employment, employment history, bank account or other financial information (if required for background checks), and other information you provide in your application materials.	Background check providers; HRIS vendors payroll processors (if hired); insurance carriers; occupational health providers
C. Protected classification characteristics, including Sensitive Personal Information (SPI)	Race (also SPI), ethnicity (also SPI), gender, age, marital status, veteran status, disability status (if voluntarily disclosed or required by law).	Government agencies (EEO-1 reporting); diversity analytics vendors
D. Professional or employment-related information	Current or past job history, qualifications, skills, references, performance information.	Recruiting agencies; background check providers; HRIS vendors

E. Education information	Academic records, degrees, transcripts, certifications.	Educational institutions (verification); credentialing bodies
F. Internet or other electronic network activity information	Interactions with a website, application, or advertisement — including engagement with online professional networking platforms via employer/recruiter subscription tools	Information technology service providers; cybersecurity vendors
G. Audio/visual information	Video interview recordings, voicemail messages	Video interview platforms; transcription services
F. Inferences	Derived from other personal information to assess your suitability for a role.	Background check providers; payroll processors (if hired); government agencies

We do **not** sell or share applicant personal information for cross-context behavioral advertising.

Sources of Personal Information

We collect personal information:

- Directly from you (e.g., application forms, resumes, cover letters, interviews).
- From recruitment agencies or job boards.
- From publicly available professional profiles (e.g., LinkedIn).
- From references you provide.
- From background check providers, subject to applicable law.

Purposes for Collection and Use

We may use or disclose the personal information we collect for purposes including:

- Processing and evaluating your application.
- Communicating with you about your candidacy.
- Verifying your information and conducting reference or background checks (where permitted by law).
- Maintaining records related to hiring decisions.
- Complying with legal and regulatory requirements.

- Protecting our rights, property, and safety, and that of our employees, applicants, and others.

Retention

We retain personal information collected from job candidates only as long as reasonably necessary to fulfill our business purposes, including to evaluate qualifications, maintain hiring records, comply with applicable legal obligations, resolve disputes, and enforce our agreements. Retention periods are determined based on documented schedules that reflect business needs, statutory requirements, and audit readiness.

Your California Rights

As a California resident, you have the right to:

- **Know/Access** the personal information we collect about you
- **Delete** personal information, subject to legal retention obligations
- **Correct** inaccurate personal information
- **Opt-out** of the sale or sharing of personal information (we do not sell/share applicant data)
- **Limit the Use and Disclosure of SPI** to what is necessary to perform the services or provide goods reasonably expected by you
- **Non-discrimination** for exercising your rights

To exercise these rights, please submit a verifiable consumer request to:

- **Email:** privacy@observe.ai (Subject line: "CCPA Applicant Request")
- **Postal Address:** Observe.AI, Attn: California Privacy, 275 Shoreline Drive, Suite #450, Redwood Shores, CA 94065

Non-Discrimination

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

Changes To This Notice

We reserve the right to amend this Notice at our discretion and at any time. When we make changes to this Notice, we will post the updated Notice on <https://observe.ai> and update the Notice's effective date.

Contact Information

If you have any questions or comments about this Notice, the ways in which we collect and use your information, your choices and rights regarding such use, or wish to exercise your rights under California law, please do not hesitate to contact us at:

Email: privacy@observe.ai

Postal Address: Observe.AI, Attn: California Privacy, 275 Shoreline Drive, Suite #450, Redwood Shores, CA 94065