

DMZ BUILDERS' CALIFORNIA PRIVACY NOTICE FOR CALIFORNIA RESIDENTS

The privacy of our employees, job applicants, and visitors to our facilities and websites is very important to DMZ Builders. DMZ Builders' **California Privacy Notice For California Residents** outlines the types of personal information received, collected, and used by DMZ Builders, including through its websites, its facilities, and its online service partners for residents of California in order to comply with the California Consumer Privacy Act of 2018 ("CCPA") and other applicable California privacy laws and regulations.

DMZ Builders adheres to legal requirements prescribed by applicable federal, state, and local statutes.

Information DMZ Builders Collects

Over the past twelve months, DMZ Builders has collected the following categories of personal information as defined by California Civil Code section 1798.140(o)(1):

Category	Examples	Collected
A. Identifiers.	A real name, alias, postal address, unique personal identifier, IP address, email address, account name, Social Security number, driver's license number, passport number, or other similar identifiers.	Yes.
B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code §1798.80(e)).	A name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information.	Yes.
C. Protected classification characteristics under California or federal law.	Age (40 years or older), race, color, ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status, genetic information (including familial genetic information).	Yes.
D. Commercial information.	Records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.	No.
E. Biometric information.	Genetic, physiological, behavioral, and biological characteristics, or activity patterns	No.
F. Internet or other electronic network activity.	Browsing history, search history, and information on a consumer's interaction with a website, application, or advertisement.	No.

G. Geolocation data.	Physical location or movements.	No.
H. Sensory data.	Audio, electronic, visual, thermal, olfactory, or similar information.	Yes.
I. Professional or employment related information.	Current or past job history or performance evaluations.	Yes.
J. Non-public education information	Information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. Sec. 1232g; 34 C.F.R. Part 99)	No.
K. Inferences drawn from other personal information.	Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	No.

DMZ Builders obtains these categories of information from information that individuals submit to DMZ Builders directly, and from third parties, including other businesses, other websites, current and/or former employers and, background check providers. DMZ Builders also collects information when users interact with our website and/or use our services.

Aggregate Data

Like other websites, DMZ Builders websites and services make use of log or session files. This is information automatically collected from you each time you visit our site. Log files typically include your Internet Protocol (IP) address, type of browser, Internet Service Provider (ISP), date/time stamp, referring/exit pages, and number of clicks. None of this information, individually or grouped together - referred to in total as "aggregate data" is used to identify a specific individual.

DMZ Builders' Use of Personal Information

Personal information and/or aggregate data collected by DMZ Builders may be used for the following:

- to communicate with you
- to consider your candidacy for employment with DMZ Builders.
- for our marketing and promotional efforts.
- to prevent, investigate, take action against fraud, spam, harassment, intellectual property infringement, workplace misconduct, crime, and security risks.
- to meet legal obligations.
- to provide, improve, and customize our service and informational offerings.
- to administer DMZ Builders operations.
- to understand how our sites and services are being used
- to support the safety and security of our employees and others.

DMZ Builders will not collect additional categories of personal information or use that personal information for materially different, unrelated, or incompatible purposes without providing you notice.

Sharing Personal Information

DMZ Builders occasionally retains the services of third parties to process information or provide services. Before providing personally identifiable information to a third party, DMZ Builders will endeavor to obtain a non-disclosure and/or confidentiality agreement from the third party relating to such information. Aggregate data and/or information that is publicly available is not subject to such agreements.

We will disclose personal information when required by law, judicial process, warrant, or subpoena.

DMZ Builders has not sold any personal information within the last twelve months. DMZ Builders will not sell or rent your personal information to anyone. We will not disclose your personal information for any reason not listed above without your consent.

Your Rights Under the CCPA

The CCPA provides California residents with rights regarding their personal information. This section describes the rights provided by the CCPA and how to exercise those rights.

You may make a request at any time to DMZ Builders regarding any of these rights by contacting us at **privacy@dmzbuilders.com**. Please note that the CCPA provides that consumers can make a request twice within a 12-month period. DMZ Builders will verify your identity in order to process your request. DMZ Builders will respond to your request within the required 45 days of receiving the request.

Consumer Request for Personal Information Held by DMZ Builders

The CCPA provides that California residents have the right to request a summary of the personal information that DMZ Builders has collected, sold, or shared about that individual, the purpose for collecting or sharing that information, and information regarding the third parties with which DMZ Builders has shared that individuals' personal information.

Consumer Request that DMZ Builders Delete Their Personal Information

The CCPA provides that California residents can request that DMZ Builders delete any of their personal information held by DMZ Builders. However, the CCPA provides that DMZ Builders may retain personal information where an exception under the CCPA applies, including for legal and operational requirements.

DMZ Builders Will Not Discriminate Against You for Exercising CCPA Rights

The CCPA prohibits businesses from discriminating against California residents who exercise one or more rights under the CCPA.

YOUR CONSENT & HOW TO CONTACT US

By visiting DMZ Builders' sites and utilizing any DMZ Builders services, you consent to the collection, storage, and dissemination of personally identifiable information and aggregate data as described above. We review this policy annually and reserve the right to modify this privacy policy at any time.

If you have any questions or wish to contact DMZ Builders at any time, please email us at **privacy@dmzbuilders.com**.