

California Consumer Privacy Act (CCPA) Applicant Privacy Notice

THE RANCH Restaurant & Saloon (“the Company”) is committed to protecting the privacy and security of the personal information of all individuals including job applicants. This Notice is to comply with the California Consumer Privacy Act of 2018 (“CCPA”). This Notice describes the categories of personal information (“PI”) that the Company collects, and the purposes for which the PI is collected. It also summarizes the rights of applicants and employees under the CCPA

What Personal Information Does the Company Collect Concerning Applicants?

The Company collects some PI about employees and applicants for the purposes of employing, compensating, and providing benefits to employees and complying with the Company’s legal obligations under federal, State, and local employment laws. The PI that the Company collects from applicants and employees include any or all of the following information:

- Personal Identifiers and contact information such as your name, preferred name, address, phone numbers, email address, social security number, drivers license number and expiration date, passport number, marital status, dependents and beneficiaries, and other unique personal identifiers associated with you or your dependents.
- Protected characteristics such as veteran and disability status, through self-voluntary disclosure. Such information will only be collected as permitted by applicable law and will not be used to make hiring decisions.
- Professional, employment-related and educational information such as work history, education history, education records, references, immigration status, and criminal background check records.

From What Sources Does the Company Collect This Personal Information?

Most of the PI the Company collects for employment purposes comes from the applicants or employees, but it also collects some PI from other sources such as (A) previous employers of an applicant or employee, (B) schools that provided education and training to applicants or employees, and (C) courts and litigants in legal proceedings involving applicants or employees.

Why Does the Company Collect This Personal Information?

The Company collects PI from applicants and employee for the purposes of (A) employing them in compliance with applicable federal, State, and local laws concerning employment, wages and hours, employee benefits, equal employment and non-discrimination, taxation, immigration, and other subjects; (B) providing coverage under employee benefit plans offered by the Company (including group medical, dental, vision, disability, and life insurance) or by governmental agencies (including workers compensation, State Disability Insurance, Paid Family Leave, and unemployment insurance).

Does the Company Sell or Disclose My Personal Information to Third Parties?

No. The Company does not sell the PI that it collects from applicants and employees to third parties, and it has no intention of doing so. However, the Company does disclose some PI to third parties for the purposes of complying with the employment laws mentioned above.

Do I Have the Right to Know What Personal Information the Company Has Collected About Me?

Yes. Most of the PI that the Company collects relating to applicants and employees comes from the applicants and employees themselves through job applications, resumes, interviews, and other phases of recruitment. But employees and candidates can also request the Company to disclose the PI that it has concerning the individual. Even without the CCPA, employees already have certain rights under California law to inspect and obtain a copy of their personnel file(s), time and payroll records, and any document they signed in connection with obtaining or holding employment.

Do I Have the Right to Require the Company to Delete My Personal Information?

In most cases, the answer is no. The CCPA does not require the Company to delete PI that is necessary to comply with applicable laws such as the various employment laws noted above. For example, the Company cannot delete the name, social security number, address, pay rate, benefit enrollments, tax exemptions, or immigration documents relating to a current or former employee because the Company is legally required to maintain the information under various employment and tax laws.

What Are my Privacy Rights?

You are entitled to know what personal information the Company collects, for what purposes, and from which sources, all of which is contained in this Privacy Notice. You are also entitled to know whether the Company sells or shares personal information with third parties, which information is shared or sold, the third parties to whom it is sold or shared, and the purposes for sharing or selling the personal information, but as noted above, these rights do not apply to you because the Company does not sell or share personal information with third parties. You can ask the Company to delete your personal information, but it is unlikely your request will be granted request because the law requires the Company to retain most employment-related personal information and retention is necessary for the Company to carry out its legal obligations as an employer.

Contact Information and Updates

This Notice will be updated as the law changes. If you have any questions or comments about this Notice or the collection of your personal information, please contact THE RANCH Human Resources at jobs@theranch.com.