

Notice to California Employees and Prospective Employees

The California Consumer Privacy Act requires that we inform California employees and prospective employees of the categories of personal information that we collect and the business or commercial purposes for which that information will be used. That information is provided in the following table:

Categories of Personal Information Collect	Business or Commercial Purpose for which Personal Information will be Used
Name	We use this information to consider your employment application. If you are hired, we use this information for purposes of providing you with employment, including to pay you and to provide you with benefits.
Email address, postal address, and telephone number	We use this information for purposes of providing you with employment, including communicating with you.
Signature	We use this information for purposes of completing legal and employment documents.
Social Security number, driver's license number, passport number, and other types of state identification card number	We use this information for purposes of providing you with employment, including complying with state and federal laws and regulations.
Bank account number	We use this information to process your direct deposits.
Medical information	We use this information to process leave of absence requests, accommodation requests, life insurance applications, and workers' compensation claims.
Any unique identifier used by health insurer to identify employee and any information in the employee's application and claims history, including appeals records	We use this information for insurance claim processing.
Education information, employment history, and professional or employment-related information	We use this information to consider your employment application.
Race, color, and sex/gender (includes pregnancy, childbirth, breastfeeding and/or	We use this information to comply with state and federal laws and regulations.

Categories of Personal Information Collect	Business or Commercial Purpose for which Personal Information will be Used
related medical conditions)	
Age (40 and older)	We use this information for identity purposes and benefits enrollment.
Disability (mental and physical including HIV/AIDS, cancer, and genetic characteristics), medical condition (genetic characteristics, cancer or a record or history of cancer), request for family care leave, request for leave for an employee's own serious health condition, and request for pregnancy disability leave	We use this information to process leave of absence requests, accommodation requests, and FMLA requests.
Citizenship status	We use this information to determine work eligibility.
Marital status	We use this information for payroll tax processing.

Privacy Policy

The website address for our privacy policy is <https://www.parts-unlimited.com/privacy-policy/>

Accessibility

We are committed to ensuring this notice is accessible to individuals with disabilities. If you wish to access this notice in an alternative format, please contact us at 608-758-1111.