

Stafftrack Mobile App Privacy Notice and Policy

Last modified: July 13, 2020

TrueBlue, Inc. and our subsidiaries, affiliates, and parent company ("**Company**", "We", "Our", or "Us") value your privacy and are committed to protecting it through our compliance with this Stafftrack Mobile App Privacy Notice ("Notice"). This Notice describes:

- The types of information we may collect or that you may provide when you download, install, register with, access, or use the Stafftrack Mobile App (the "**App**").
- Our practices for collecting, using, maintaining, protecting, and disclosing that information.

Scope of this Notice

This Notice applies only to information we collect in this App and in email, text, and other electronic communications sent through or in connection with this App and Stafftrack.net ("Stafftrack").

This Notice DOES NOT apply to information that:

- We collect offline or on any other Company apps or websites excluding Stafftrack.net, and any websites you may access through this App.
- You provide to or is collected by any third party for analytics purposes.

Our websites, and these other third parties may have their own privacy notices and policies, which we encourage you to read before providing information on or through them.

Please read this Notice carefully to understand our policies and practices regarding your information and how we will treat it. If you do not agree with our policies and practices, do not download, register with, or use this App. By downloading, registering with, or using this App, you agree to this Notice. This policy may change from time to time (see Changes to Our Privacy Notice). Your continued use of this App after we revise this Notice means you accept those changes, so please check the Notice periodically for updates.

Information We Collect

We collect information from and about users of our App:

- Directly from you when you provide it to us, including registration on Stafftrack.net ("Stafftrack").
- Automatically when you use the App.

Information You Provide to Us

When you download, register with, or use this App or Stafftrack, we may ask you provide the following information:

- **Personal Identifiers**, including but not limited to: name and surname (including alias and maiden name(s), if applicable), physical or mailing address, E-mail address, and telephone number; national or state identification number; Social Security Number (SSN); passport number; driver's license number; tax identification number; gender; marital status; date of birth; family information, including family members, dependents, parents, and next of kin names, dates of births, and/or contact information.

- **Recruitment, Onboarding and Employment Information**, including but not limited to: CV, resume, or application materials; education history; employment history; professional qualifications; relevant skills and certifications; interview and assessment notes; citizenship and/or work authorization information; compensation and/or payroll information; wage and benefit information; performance information; insurance enrollment information; job start and end dates; job titles; locations of employment; employment records; photograph, signature, and physical characteristics or descriptions; bank account number, credit card number, debit card number, or any other financial information.
- **Sensitive Information**, including but not limited to: racial or ethnic origin, genetic data, biometric data, data concerning health solely for employment purposes.

This information includes:

- Information that you provide by filling in forms in the App or Stafftrack. This includes information provided at the time of registering to use the App and/or Stafftrack and in performance of your employment services for the Company and its clients.
- Your responses to surveys that we might ask you to complete to improve your engagement and employment experience.
- Details of your work and employment history with the Company.
- Your search queries on the App.

You may also provide information for publication or display ("**Posted**") on public, community, and/or social areas of the app or Stafftrack (collectively, "**User Contributions**"). Your User Contributions are Posted and transmitted to others at your own risk. Additionally, we cannot control the actions of third parties with whom you may choose to share your User Contributions. Therefore, we cannot and do not guarantee that your User Contributions will not be viewed by unauthorized persons.

Automatic Information Collection and Tracking

When you download, access, and use the App or use Stafftrack, it may use technology to automatically collect:

- **Usage Details.** When you access and use the App, we may automatically collect certain details of your access to and use of the App, including traffic data, location data, log-in data and other communication data and the resources that you access and use on or through the App.
- **Device Information.** We may collect information about your mobile device and internet connection, including the device's unique device identifier, IP address, operating system, browser type, mobile network information, and the device's telephone number.
- **Stored Information and Files.** The App also may access metadata and other information associated with other files stored on your device. This may include, for example, your device's camera.
- **Location Information.** This App collects real-time information about the location of your device for the purpose of providing relevant employment content, information, and/or opportunities.

If you do not want us to collect this information do not download the App or delete it from your device. For more information, see HOW WE USE AND DISCLOSE YOUR INFORMATION below. Note, however, that opting out of the App's collection of location information will disable its location-based features.

Information Collection and Tracking Technologies

The technologies we use for automatic information collection may include:

- **Cookies (or mobile cookies).** A cookie is a small file placed on your smartphone. It may be possible to refuse to accept mobile cookies by activating the appropriate setting on your smartphone. However, if you select this setting you may be unable to access certain parts of our App.
- **Web Beacons.** Pages of the may contain small electronic files known as web beacons (also referred to as clear gifs, pixel tags, and single-pixel gifs) that permit the Company, for example, to count users who have visited those pages, opened a communication through the App, and for other related App statistics (for example, recording the popularity of certain App content and verifying system and server integrity).

Third-Party Information Collection

When you use the App, Stafftrack or its content, certain third parties may use automatic information collection technologies to collect information about you or your device. These third parties may include:

- Analytics companies.

These third parties may use tracking technologies to collect information about you when you use this app. The information they collect may be associated with your personal information or they may collect information, including personal information, about your online activities over time and across different websites, apps, and other online services websites. They may use this information to provide you with interest-based (behavioral) advertising or other targeted content.

We do not control these third parties' tracking technologies or how they may be used. If you have any questions about an advertisement or other targeted content, you should contact the responsible provider directly. For information about how you can opt out of analytics tracking, see Your Choices About Our Collection, Use, and Disclosure of Your Information below.

How We Use the Information

We use information that we collect about you or that you provide to us, including any personal information, to:

- Provide you with the App, Stafftrack and its contents, including information about your employment with Company and staffing services you provide Company's clients.
- Notify you when App updates are available, and of changes to any services we offer or provide though it.
- Notify you of scheduling confirmation and/or scheduling cancellation;
- Employee administration, including payroll and benefits administration and payment;
- Processing employment applications for positions you may apply for with TrueBlue or our clients;
- Assessing qualifications for a particular job or task;
- Conducting performance reviews and requirements;
- Processing employee work-related claims;
- Gathering evidence for disciplinary action or termination;
- Complying with all applicable laws, rules and regulations;
- Responding to requests from you, including your exercising of any rights;

- Accounting and auditing;
- Managing TrueBlue internal business operations;
- Education, training and employee development;
- Complying with health and safety obligations;
- Fraud prevention;
- Ensuring our network and information security;
- Performing internal operations including troubleshooting, data analytics, testing, research, statistics and surveys, including analyzing our job candidate and associate bases, surveying individuals' work-related skills, analyzing hiring practices, and identifying skills and qualification data.
- Improving our App and to deliver a better and more personalized experience by enabling us to:
 - Estimate our audience size and usage patterns.
 - Store information about your preferences, allowing us to customize our App according to your individual interests.
 - Recognizing you when you use the App.

We use location information we collect for the purpose of providing relevant employment content, information, and/or opportunities.

Disclosure of Your Information

We may disclose aggregated information about our users, and information that does not identify any individual or device without restriction.

In addition, we may disclose personal information that we collect or you provide:

- Any member of our group, which means our subsidiaries, our ultimate holding company and its subsidiaries, who may support us in our data processing and provision of our services;
- Our employees for the purpose of providing you with employment services;
- Any Company clients or other companies with whom you provide or are considered for on-site staffing or employment services;
- Service providers assisting us in providing the Company's employment and staffing services, including but not limited to support for recruitment, interviewing, applicant tracking, time and attendance keeping, resume/CV management, infrastructure management, platform management, application services, marketing, data analytics, skill assessments, and drug and background screening;
- To a buyer or other successor in the event of a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of Company's assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, in which personal information held by Company about our App users is among the assets transferred.
- To fulfill the purpose for which you provide it.
- For any other purpose disclosed by us when you provide the information.
- With your consent.
- To comply with any court order, law, or legal process, including to respond to any government or regulatory request.
- To enforce our rights arising from any contracts entered into between you and us, including the App EULA and Terms and Conditions.

- If we believe disclosure is necessary or appropriate to protect the rights, property, or safety of Company, our customers or others.

Your Choices About Our Collection, Use, and Disclosure of Your Information

We strive to provide you with choices regarding the personal information you provide to us. This section describes mechanisms we provide for you to control certain uses and disclosures of over your information.

- **Tracking Technologies.** You can set your browser or device settings to refuse all or some browser cookies, or to alert you when cookies are being sent. You can choose whether or not to allow the App to collect information through other tracking technologies in the App Settings. If you disable or refuse cookies or block the use of other tracking technologies, some parts of the App may then be inaccessible or not function properly.
- **Location Information.** You can choose whether or not to allow the App to collect and use real-time information about your device's location through the device's privacy settings or through the App Settings. If you block the use of location information, some parts of the App may become inaccessible or not function properly.
- **Notifications.** You can manage your notification preferences in the App Settings.

Accessing and Correcting Your Personal Information

You can request to review and change your personal information by visiting the App "Profile" page.

We cannot delete your personal information except by also deleting your user account. We may not accommodate a request to change information if we believe the change would violate any law or legal requirement or cause the information to be incorrect.

If you delete your User Contributions from the App, copies of your User Contributions may remain viewable in cached and archived pages, or might have been copied or stored by other App users.

Your California Privacy Rights

If you are a California resident, California law may provide you with additional rights regarding our use of your personal information. To learn more about your California privacy rights under the California Consumer Privacy Act, visit <https://oag.ca.gov/privacy/ccpa>.

California's "Shine the Light" law (Civil Code Section § 1798.83) permits users of our App that are California residents to request certain information regarding our disclosure of personal information to third parties for their direct marketing purposes. To make such a request, please write us at TrueBlue, Inc. 1015 A Street, Tacoma, WA 98402 ATTN: Legal Department – Privacy Group.

Data Security

We have implemented measures designed to secure your personal information from accidental loss and from unauthorized access, use, alteration, and disclosure.

The safety and security of your information also depends on you. Where we have given you (or where you have chosen) a password for access to certain parts of our App, you are responsible for keeping this password confidential. We ask you not to share your password with anyone.

Unfortunately, the transmission of information via the internet and mobile platforms is not completely secure. Although we do our best to protect your personal information, we cannot

guarantee the security of your personal information transmitted through our App. Any transmission of personal information is at your own risk. We are not responsible for circumvention of any privacy settings or security measures we provide.

Children

Our Services are only intended for use by persons who are 18 years of age or older. We do not knowingly collect personal information from persons under the age of 18. If we become aware or suspect that you are under the age of 18, any information you submit will be subject to our reasonable efforts to destroy such information, except as necessary for verifying your age or as required by law. No information should be submitted to Company by underage persons.

Changes to Our Privacy Notice

We may update our Notice from time to time. If we make material changes to how we treat our users' personal information, we will post the new Privacy Notice on this page with a notice that the Notice has been updated after we make the Change.

The date the Notice was last revised is identified at the top of the page. You are responsible for ensuring we have an up-to-date active and deliverable App for you to periodically visit this Notice to check for any changes.

Contact Information

To ask questions or comment about this Notice and our privacy practices, contact us at:

TrueBlue, Inc.

1015 A Street

Tacoma, WA 98402

Attn: Legal Department – Privacy Group

Email: Privacy@TrueBlue.com

or via our toll-free number:

(800) 610-8920.