



CALIFORNIA EMPLOYEE AND JOB APPLICANT PRIVACY NOTICE REGARDING THE COLLECTION OF PERSONAL INFORMATION

Updated: June 29, 2020

WMBE Payrolling Inc. and its affiliates (“TargetCW,” “we,” “us” or “our”) adopts this Privacy Notice to California Employees and Job Applicants Regarding the Collection of Personal Information (the “Privacy Notice”) to comply with the California Consumer Privacy Act (“CCPA”). Any terms defined in the CCPA have the same meaning when used in this Privacy Notice. Employees and job applicants with disabilities may access this notice in an alternative format by calling the following toll-free phone number: 888-388-8873 or emailing info@targetcw.com.

TargetCW respects your privacy and take your privacy seriously. We are committed to handling personal information responsibly and in compliance with applicable laws. As a Global Payrolling Provider and Employer of Record Service, in the course of our business, will asks job applicants, prospective employees, and employees to provide personal information necessary relating to your employment or prospective employment. That information may be obtained through www.targetcw.com and www.tcwprivacy.com. This Privacy Notice describes how TargetCW collects and uses your personal information, the categories of personal information it collects, and instances where TargetCW may disclose your personal information to third parties. We will only collect and process your personal information in accordance with this Privacy Notice and our Privacy Policies which can be located at www.tcwprivacy.com, unless otherwise required by applicable law.

If you are not an employee or job applicant, please review TargetCW’s Privacy Notice for California Residents.

Categories of Personal Information TargetCW Collects and How We Use It

TargetCW collects and processes information from you for human resource, employment and benefit administration purposes, and where necessary to comply with any local, state, and federal legal obligations. TargetCW obtains the categories of personal information listed below directly from you and the information you provided to us by way of forms on the websites.

TargetCW collects the following categories of your personal information on www.targetcw.com and www.tcwprivacy.com :

- Personal identifiers, such as your first and last name, your address, your email address, telephone number, and company name. TargetCW collects this information to fulfill or meet the reason you provided the information as a job applicant or employee, to provide you with employment, to manage your employment relationship with us and for general employee administration and processing of the websites, and to create, maintain, and secure your employee records and personnel file.

TargetCW will not collect additional categories of personal information or use the personal information collected for materially different, unrelated, or incompatible purposes without first providing you with additional and/or updated notice.

TargetCW’s Disclosure of Personal Information to Third Parties



TargetCW does not sell or otherwise disclose your personal information to any third parties for any monetary consideration.

We may disclose your personal data to the following categories of recipients:

(i) TargetCW affiliates: The Company may disclose your personal data to other TargetCW entities to fulfill the purposes described in this Notice. Within TargetCW entities, access to, use of and other processing of personal data will generally be limited to individuals who have a need to know the information for the purposes described in this Notice, which may include personnel from: Human Resources, IT, Compliance, Legal, Information Security, Finance and Accounting and Internal Audit. Most personnel within TargetCW will have access to your business contact information such as name, position, telephone number, work address and email address.

(ii) External service providers, such as (1) payroll and tax administrators, pensions and benefits providers and administrators, human resources administrators, IT systems and support providers, account monitoring services, financial institutions, telecommunications providers, insurance companies; (2) accountants, auditors, lawyers and other outside professional advisors; and (3) other third parties engaged to assist us in carrying out business, recruiting, or human resources activities. (4) data verification services to ensure your data is accurate and to reduce errors. We do not allow third party service providers to use or disclose your personal information except as necessary to perform services on our behalf or to comply with legal requirements.

(iii) Local authorities: TargetCW may share your personal data with local governmental, regulatory, supervisory and/or judicial agencies or other public or official bodies, as permitted or required under applicable law.

(iv) Business investors: Your personal data may be disclosed to potential investors and their advisors, auditors and legal counsel in connection with a corporate restructuring, sale or assignment of assets, merger, divestiture or other changes of control or financial status of the Company (including a reorganization, dissolution, or liquidation).

(v) Other third parties: Your personal data may be disclosed to third parties in circumstances where we are required to do so by law, regulation or legal process (such as a court order or subpoena), or when we believe disclosure is necessary in order to achieve any purpose disclosed under this Notice.

Changes to This Privacy Notice

TargetCW reserves the right to update this Privacy Notice at any time, and will provide you with a new Privacy Notice when and if any updates are made. If TargetCW would like to use your previously collected personal data for different purposes than those it notified you about at the time of collection, we will provide you with notice and, where required by law, seek your consent, before using your personal data for a new or unrelated purpose. Target may process your personal data without your knowledge or consent only where required by applicable law or regulation.



If you have any questions about this Privacy Notice, our privacy policies which can be located at www.tcwprivacy.com, our practices, or the security of the StaffingNation Software, please contact us at privacy@targetcw.com or by calling (858)810-3000.

Or:

WMBE Payrolling Inc

Attn: Privacy Office
9475 Chesapeake Dr
San Diego, CA 92123