

# Privacy Notice for California Applicants

This Privacy Notice applies to applicants pursuing employment with Old Republic National Title Holding Company, or its subsidiaries, or affiliates (herein the “Company”) and who reside in the State of California. Terms used in this Privacy Notice have the same meaning as used in the California Consumer Privacy Act (“CCPA”).

## What Personal Information We Collect

In accordance with the CCPA, Personal Information is information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or household.

However, Personal Information does **not** include information outside the scope of the CCPA such as:

- Health or medical information covered by the Health Insurance Portability Act of 1996 (“HIPAA”) and the California Confidentiality of Medical Information Act (“CMIA”);
- Personal Information covered by the Gramm-Leach-Bliley Act (“GLBA”), the Fair Credit Reporting Act (“FCRA”), the California Financial Information Privacy Act (“FIPA”), and the Driver’s Privacy Protection Act of 1994;
- Publicly available information that is available from federal, state, or local government records; and
- De-identified or aggregated consumer information.

The chart below identifies various categories of Personal Information that the Company may collect about California applicants.

Category	Examples	Collected	Business Purpose for Collection
Identifiers	Real name, alias, postal address, unique personal identifier, online identifier, internet protocol address, email address, account name, social security number, driver’s license number, passport number or other similar identifiers	Yes	The administration of Employment affairs at the Company requires collection of Personal Information for various purposes including but not limited to: (1) comply with state & federal employment & record retention laws; (2) effectively process & administer payroll & employee benefit plans, including leaves of absence, group health insurance, retirement, etc.; and (3) manage & evaluate staffing, including

			job performance of individual employees.
Personal information described in California Customer Records statute (Cal. Civ. Code § 1798.80(e))	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. “Personal information” does not include publicly available information that is lawfully made available to the general public from federal, state, or local government records.	Yes	The administration of Employment affairs at the Company requires collection of Personal Information for various purposes including but not limited to: (1) comply with state & federal employment & record retention laws; (2) effectively process & administer payroll & employee benefit plans, including leaves of absence, group health insurance, retirement, etc.; and (3) manage & evaluate staffing, including job performance of individual employees.
Characteristics of protected classifications under California or federal law	Age (40 years or older), race, color, ancestry, national origin, citizenship, religions 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, or genetic information (including familial genetic information).	Yes	The administration of Employment affairs at the Company requires collection of Personal Information for various purposes including but not limited to: (1) comply with state & federal employment & record retention laws; (2) effectively process & administer payroll & employee benefit plans, including leaves of absence, group health insurance, retirement, etc.; and (3) manage & evaluate staffing, including job performance of individual employees.
Internet or other electronic	Browsing history, search history, device identifier, information about an employee’s interaction with a website, application, or advertisement.	Yes	The administration of Employment affairs at the Company requires

network activity			collection of Personal Information for various purposes including but not limited to: (1) comply with state & federal employment & record retention laws; (2) effectively process & administer payroll & employee benefit plans, including leaves of absence, group health insurance, retirement, etc.; (3) manage & evaluate staffing, including job performance of individual employees; and (4) comply with IT data security protocols related to systems integrity, cybercrime, hacks, & internet fraud.
Professional or employment related information	Current or past employment history, performance evaluations, disciplinary records, investigations, awards, earnings, compensation and payroll records, benefit records, employment application, resume, background checks, contracts and agreements or termination records, leave documentation, medical records or workers compensation records. Time off records, benefit elections, benefit contributions, professional certifications.	Yes	The administration of Employment affairs at the Company requires collection of Personal Information for various purposes including but not limited to: (1) comply with state & federal employment & record retention laws; (2) effectively process & administer payroll & employee benefit plans, including leaves of absence, group health insurance, retirement, etc.; and (3) manage & evaluate staffing, including job performance of individual employees.