

# TPG

## Job Candidate Privacy Notice for California Residents

**Last Updated: January 1, 2023**

TPG Global LLC and its affiliates and subsidiaries (“TPG”) respect your concerns about privacy. This Job Candidate Privacy Notice (“Notice”) applies solely to California residents who are considered for a job or board appointment within TPG or one of TPG’s portfolio companies. Certain terms used in this Notice have the meaning given to them in the California Consumer Privacy Act of 2018 (as amended by the California Privacy Rights Act of 2020) and its implementing regulations (collectively, the “CCPA/CPRA”).

### **1. Notice of Collection and Use of Personal Information**

TPG may collect (and may have collected during the 12-month period prior to the effective date of this Notice) the following categories of personal information about job candidates:

- **Identifiers:** identifiers such as a real name, postal address, unique personal identifier (such as a device identifier; cookies, beacons, pixel tags, and similar technology; telephone number and other forms of persistent or probabilistic identifiers), online identifier, internet protocol address, email address, account name, and other similar identifiers
- **Additional Data Subject to Cal. Civ. Code § 1798.80:** education
- **Protected Classifications:** characteristics of protected classifications under California or federal law, such as race, age, sex, gender, gender identity, gender expression, sexual orientation, marital status, medical condition, disability, citizenship status, and military and veteran status
- **Online Activity:** Internet and other electronic network activity information, including, but not limited to, browsing history and information regarding your interaction with our websites
- **Audio, electronic, visual, and similar information:** such as when you participate in a video interview
- **Employment Information:** professional or employment-related information (e.g., resumé information, occupation details, education details, certifications and professional associations, historical compensation details, previous employment details, publicly available information (e.g., employment-related information that you publicly post to social media websites), pre-employment screening and background check information, and information included in your responses to questions relating to your eligibility and qualifications)
- **Inferences:** inferences drawn from any of the information identified above to create a profile about you reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

TPG may use (and may have used during the 12-month period prior to the effective date of this Notice) personal information for the purpose of managing, carrying out, and supporting and improving job candidate screening and hiring functions and activities, including the uses described below. In addition to general job candidate screening and hiring purposes, we list below relevant “business purposes” as they are described in the CCPA/CPRA.

- Processing or responding to your application or resume.
- Evaluating your qualifications and suitability for employment.
- Considering you for future job opportunities.
- Supporting our employment equality and diversity initiatives.
- Ensuring business continuity, accommodating disabilities or illnesses, protecting the health and safety of our staff and others, and safeguarding, monitoring, and maintaining our office equipment, facilities, and other property.
- Performing data analytics and strategic planning.
- Complying with legal requirements and requests from government or other public authorities, pursuing legal rights and remedies, defending litigation, conducting audits and investigations, and complying with internal policies and procedures.
- Performing services.
- Auditing related to a current interaction with you and concurrent transactions.
- Certain short-term, transient uses.
- Helping to ensure security and integrity to the extent the use of your personal information is reasonably necessary and proportionate for these purposes.
- Detecting security incidents, protecting against malicious, deceptive, fraudulent, or illegal activity, and prosecuting those responsible for that activity.
- Debugging software to identify and repair errors that impair existing intended functionality.
- Undertaking internal research for technological development and demonstration.
- Undertaking activities to verify or maintain the quality or safety of a service or device that is owned, manufactured, manufactured for, or controlled by us, and to improve, upgrade, or enhance the service or device that is owned, manufactured, manufactured for, or controlled by us.

TPG does not collect or process sensitive personal information with the purpose of inferring characteristics about job candidates.

## **2. Retention of Personal Information**

TPG retains personal information of job candidates for the period reasonably necessary to achieve the purposes outlined in this Notice, unless a longer retention period is required or permitted by applicable law, taking into account relevant statutes of limitations and TPG's records retention requirements and policies.

## **3. Sources of Personal Information**

During the 12-month period prior to the effective date of this Notice, TPG may have obtained personal information about you from the following categories of sources:

- Directly from you;
- Our portfolio companies;
- Our affiliates and subsidiaries;

- Vendors and recruiting agencies who provide services on our behalf;
- Individuals who you provide as a reference;
- Other individuals, such as when they provide a referral
- Social networks; and
- Background check services.

**4. Disclosure of Personal Information**

During the 12-month period prior to the effective date of this Notice, TPG may have disclosed the following categories of personal information about you for a business purpose to the following categories of third parties:

<b>Category of Personal Information</b>	<b>Categories of Third Parties</b>
Identifiers	<ul style="list-style-type: none"> <li>• Our affiliates and subsidiaries</li> <li>• Vendors who provide services on our behalf</li> <li>• Data analytics providers</li> <li>• Professional services organizations, such as auditors and law firms</li> <li>• Our portfolio companies</li> <li>• Internet service providers</li> <li>• Operating systems and platforms</li> <li>• Background check services</li> </ul>
Additional Data Subject to Cal. Civ. Code § 1798.80	<ul style="list-style-type: none"> <li>• Our affiliates and subsidiaries</li> <li>• Vendors who provide services on our behalf</li> <li>• Professional services organizations, such as auditors and law firms</li> <li>• Our portfolio companies</li> <li>• Background check services</li> </ul>
Protected Classifications	<ul style="list-style-type: none"> <li>• Our affiliates and subsidiaries</li> <li>• Vendors who provide services on our behalf</li> <li>• Data analytics providers</li> <li>• Professional services organizations, such as auditors and law firms</li> <li>• Our portfolio companies</li> </ul>
Online Activity	<ul style="list-style-type: none"> <li>• Our affiliates and subsidiaries</li> <li>• Vendors who provide services on our behalf</li> <li>• Data analytics providers</li> <li>• Professional services organizations, such as auditors and law firms</li> <li>• Our portfolio companies</li> <li>• Internet service providers</li> <li>• Operating systems and platforms</li> </ul>
Sensory Information	<ul style="list-style-type: none"> <li>• Our affiliates and subsidiaries</li> <li>• Vendors who provide services on our behalf</li> <li>• Data analytics providers</li> <li>• Professional services organizations, such as auditors and law firms</li> <li>• Our portfolio companies</li> <li>• Internet service providers</li> <li>• Operating systems and platforms</li> </ul>
Employment Information	<ul style="list-style-type: none"> <li>• Our affiliates and subsidiaries</li> <li>• Vendors who provide services on our behalf</li> </ul>

	<ul style="list-style-type: none"> <li>• Data analytics providers</li> <li>• Professional services organizations, such as auditors and law firms</li> <li>• Our portfolio companies</li> <li>• Background check services</li> </ul>
Inferences	<ul style="list-style-type: none"> <li>• Our affiliates and subsidiaries</li> <li>• Vendors who provide services on our behalf</li> <li>• Data analytics providers</li> <li>• Professional services organizations, such as auditors and law firms</li> <li>• Our portfolio companies</li> <li>• Background check services</li> </ul>

In addition to the categories of third parties identified above, during the 12-month period prior to the effective date of this Notice, we may have disclosed personal information about you to the following additional categories of third parties:

- Government entities

TPG does not sell or share for cross-context behavioral advertising purposes personal information about job candidates.

**5. California Consumer Privacy Rights**

If you are a job candidate, you have certain choices regarding your personal information, as described below.

**Access:** You have the right to request, twice in a 12-month period, that we disclose to you the personal information we have collected, used, and disclosed about you during the past 12 months.

**Correction:** You have the right to request that we correct the personal information we maintain about you, if that information is inaccurate.

**Deletion:** You have the right to request that we delete certain personal information we have collected from you.

How to Submit a Request. To submit an access, correction or deletion request, please email us at [privacy@TPG.com](mailto:privacy@TPG.com) or call us at 877-506-9084. To submit a request as an authorized agent on behalf of a job candidate, please send us an email at [Privacy@tpg.com](mailto:Privacy@tpg.com) with your first name and a phone number at which may reach you and indicate in the subject line that you are making a CCPA/CPRA Authorized Agent Request, or call 877-506-9084.

Verifying Requests. To help protect your privacy and maintain security, we will take steps to verify your identity before granting you access to your personal information or complying with your request. If you request access to, correction of or deletion of your personal information, we may require you to provide any of the following information: information contained in your resume, contact information, or details about positions for which you have applied. In addition, if you ask us to provide you with specific pieces of personal information, we will require you to sign a declaration under penalty of perjury that you are the individual whose personal information is the subject of the request.

Additional Information. If you choose to exercise any of your rights under the CCPA/CPRA, you have the right to not receive discriminatory treatment by us. To the extent permitted by applicable law, we may charge a reasonable fee to comply with your request.

6. **How To Contact Us**

If you have any questions regarding this Notice or our privacy practices, please email us at [privacy@TPG.com](mailto:privacy@TPG.com).