

SMCI PRIVACY NOTICE FOR CALIFORNIA CONSUMERS and EMPLOYEES

We are providing you with this Privacy Notice for California Employees/Consumers because SMCI (“the company”) is a California-based corporation covered by the California Consumer Privacy Act (“CCPA”). The CCPA requires the company to notify employees, job applicants, and contractors (collectively, “Consumers” for purposes of this CCPA Privacy Notice) regarding the “Personal Information” (as defined by the CCPA) that the company collects on/about them.

While the CCPA only applies to California residents, the company is providing this notice to all Consumers on / from whom it collects information, as it can be difficult to determine whether an individual is a resident of California.

Please be advised that SMCI **DOES NOT** sell or disclose collected Personal Information to third parties for their direct marketing purposes. Collected Personal Information may be disclosed to third parties to fulfill one of the purposes described below.

The company takes appropriate steps to safeguard against data breaches.

Please note that the company may collect Personal Information about Consumers in a variety of different situations, including, but not limited to, through its website, resume posting websites, other job search websites, email, telephone, and mail.

Of the 11 categories of “Personal Information” specifically described in the CCPA, SMCI collects or may collect information in each of the following categories:

- (1) Identifiers such as a real name, alias, postal address, email address and the like.
- (2) Information that identifies, relates to, describes, or is capable of being associated with, a particular individual. The information collected by SMCI in this category may include, but is not limited to, the individual’s name, social security number, driver’s license number, address, telephone number, e-mail address, education, and employment history.
- (3) Protected classification characteristics under California or federal law (e.g., age, race, marital status, sex, mental or physical disability, etc.).
- (4) Professional or employment-related information (e.g., current or past job history and / or performance evaluations).
- (5) Education information, defined as information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. Sec. 1232g; 34 C.F.R. Part 99).
- (6) Inferences drawn from other Personal Information to create a profile about an individual reflecting his/her preferences, professional characteristics, abilities, aptitudes and the like.

The company may use or disclose the Personal Information it collects from/about Consumers to do one or more of the following:

- (A) To fulfill or meet the purposes for which the Consumer provided the information. For example, if the Consumer provided his/her name and contact information to apply for a job, the company will use that Personal Information in connection with the employment or potential employment.
- (B) To place employees or other Consumers in consulting or contracting assignments with clients.

- (C) To contact Consumers to inform them about benefits or information relating to their employment or other affiliation with the company.
- (D) To provide, support, personalize and/or develop services relating to the Consumer's employment or other affiliation with the company.
- (E) To provide Consumers with support and respond to Consumer inquiries, including addressing concerns and monitoring the company's responses.
- (F) To help maintain the safety, security, and integrity of the company's systems, website, services, databases, and other technology assets and business.
- (G) To respond to law enforcement requests and as required by applicable law, court order, or governmental regulations.

SMCI reserves the right to amend this CCPA privacy notice at its discretion at any time. Any such changes will be communicated to affected Consumers. Your continued use of the company's website or interaction with the company through other methods following the making of changes to this policy constitutes your acknowledgement and acceptance of such changes.

We hope that this information is of value, and we appreciate that you have given SMCI the opportunity to be of service to you. If you have any questions regarding this notice or the ways in which SMCI collects and uses your Personal Information, please notify us at:

Phone: 818-240-3177

E-mail: info@smci.com