

CALIFORNIA APPLICANT PRIVACY NOTICE

Last Updated: December 29, 2022

TaxAct, Inc. (the “**Company**”) provides this California Applicant Privacy Notice (“**Notice**”) to explain our practices regarding the collection of Personal Information through our job application process, including our careers website (URL). This Notice explains what Personal Information we collect about California applicants, why we collect it, how we use and share it, and the rights you have relating to your Personal Information under the California Consumer Privacy Act, as modified by the California Privacy Rights Act of 2020 (the “**CCPA**”).

If you interact with the Company as a consumer, you can find our California Consumer Privacy Notice at <https://www.taxact.com/privacy-policy-california>

As used in this Notice, the term “**Personal Information**” means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with you. Personal Information does not include information that is publicly available, de-identified, or aggregated.

How and Why We Collect Your Personal Information

Within the past 12 months, we may have collected Personal Information, include certain Sensitive Personal Information, about job applicants as follows:

Category of Personal Information	Categories of Sources from which Collected	Purposes for Collection / Use
Identifiers including real name, alias, postal address, unique personal identifier, online identifier, IP address, email address, account name, or other similar identifiers	<ul style="list-style-type: none">• Directly from you• Automatically when you use our website• From service providers that help us to run our business• From third parties	<ul style="list-style-type: none">• To open and maintain your application records• To assess your eligibility for employment• To communicate with you regarding your application• To comply with applicable laws and regulations• To manage the security of our premises and systems• To detect and prevent fraud against you and/or us
Personal Information described in Cal. Civ. Code § 1798.80(e) , including your name, signature, address,	<ul style="list-style-type: none">• Directly from you• From service providers that help us to run our business	<ul style="list-style-type: none">• To open and maintain your application records• To assess your eligibility for employment

<p>telephone number, education, employment, and employment history</p>	<ul style="list-style-type: none"> • From third parties 	<ul style="list-style-type: none"> • To communicate with you regarding your application • To comply with applicable laws and regulations • To manage the security of our premises and systems • To detect and prevent fraud against you and/or us
<p>Characteristics of protected classifications under California or federal law, race, ancestry, ethnic origin, sex, gender, disability,</p>	<ul style="list-style-type: none"> • Directly from you • From service providers that help us to run our business 	<ul style="list-style-type: none"> • To comply with applicable laws and regulations
<p>Internet or other electronic network activity information, including browsing history, search history, and information regarding your interactions with our websites, applications, or advertisements</p>	<ul style="list-style-type: none"> • Automatically when you use our website • From service providers that help us to run our business • From third parties 	<ul style="list-style-type: none"> • To facilitate your use of our website • To improve our website, set default options, and provide you with a better application experience • To protect the security of our website • To detect and prevent fraud against you and/or us
<p>Geolocation data, including location data inferred from your device IP address</p>	<ul style="list-style-type: none"> • Automatically when you use our website • From service providers that help us to run our business • From third parties 	<ul style="list-style-type: none"> • To improve our website, set default options, and provide you with a better application experience • To protect the security of our website • To detect and prevent fraud against you and/or us
<p>Audio, electronic, visual, thermal, olfactory, or similar information, including closed-circuit images, photographs and video of you, and as may relate to your application</p>	<ul style="list-style-type: none"> • Directly from you • Automatically while you are on Company property 	<ul style="list-style-type: none"> • To manage the security of our premises and systems • To carry out video interviews
<p>Professional or employment-related information, including: Skills, qualifications, work experience, references, recommendations, and other information included in a resume, CV, application form, or cover letter</p>	<ul style="list-style-type: none"> • Directly from you • From service providers that help us to run our business • From third parties 	<ul style="list-style-type: none"> • To open and maintain your application records • To assess your eligibility for employment • To comply with applicable laws and regulations • To detect and prevent fraud against you and/or us

<p>Answers to behavioral or other screening questions in an application or interview</p> <p>Information contained in any personal webpages or documents you choose to share with us</p> <p>Information relating to professional licenses, training, and membership in professional organizations</p>		
<p>Non-public education information, including school(s) attended and dates of attendance, and other information relating to your secondary and post-secondary education</p>	<ul style="list-style-type: none"> • Directly from you • From service providers that help us to run our business • From third parties 	<ul style="list-style-type: none"> • To open and maintain your application records • To assess your eligibility for employment • To comply with applicable laws and regulations
<p>Inferences used to create a profile reflecting your, behavior, attitudes, intelligence, abilities, and aptitudes</p>	<ul style="list-style-type: none"> • Drawn from the other categories of Personal Information we collect 	<ul style="list-style-type: none"> • To assess your eligibility for employment • To manage the security of our premises and systems • To detect and prevent fraud against you and/or us
<p>Category of Sensitive Personal Information</p>	<p>Categories of Sources from which Collected</p>	<p>Purposes for Collection / Use</p>
<p>Personal Information that reveals a consumer’s racial or ethnic origin,</p>	<ul style="list-style-type: none"> • Directly from you 	<ul style="list-style-type: none"> • To comply with applicable laws and regulations

We do not use or disclose Sensitive Personal Information for purposes to which the right to limit use and disclosure applies under the CCPA.

We collect the following information about you, which does not directly fall within the categories listed in the CCPA:

- Citizenship, immigration, visa status, and work authorization information (including information from related)

Unless otherwise specified, the sources of this Personal Information, the purposes for which we use it, and the categories of persons to which we disclose it are the same as those listed for Professional or Employment-Related Information.

How Long We Keep Your Personal Information

We keep the categories of Personal Information described above for as long as is necessary for the purposes described in this Notice or otherwise authorized by law. This generally means holding the information for as long as one of the following apply:

- Your Personal Information is reasonably necessary to manage our operations, to manage your relationship with us, or to satisfy another purpose for which—we collected the information;
- Your Personal Information is reasonably necessary to carry out a disclosed purpose that is reasonably compatible with the context in which the Personal Information was collected;
- The information is reasonably required to protect or defend our rights or property (which will generally relate to applicable laws that limit actions in a particular case); or
- We are otherwise required or permitted to keep your information by applicable laws or regulations.

Where information is used for more than one purpose, we will retain it until the purpose with the latest period expires. For more information about our retention policies, please contact us using the contact details below.

Disclosures of California Applicant Personal Information

Within the preceding 12 months, we have not sold or shared for cross-context behavioral advertising the personal information of California residents that we collect in relation to applications for employment at the Company. If you also interact with us as a consumer, please review our California Consumer Privacy Notice for more information about our practices in that context.

In the preceding twelve (12) months, we may have disclosed the following categories of personal information for a business purpose:

- Identifiers
- Personal Information described in Cal. Civ. Code § 1798.80(e)
- Protected classification characteristics under California or federal law
- Internet or other electronic network activity information
- Geolocation
- Professional or employment-related information
- Non-public education information
- Inferences drawn from other personal information
- Sensitive Personal Information listed below
 - Credentials allowing access to an account
 - Personal Information that reveals a consumer's racial or ethnic origin

We disclose your personal information for a business purpose to the following categories of third parties:

- Service providers and Contractors
- Governmental authorities

Submitting Requests Relating to Your Personal Information

If you are a resident of California, you have the right to submit certain requests relating to your Personal Information as described below. To exercise the rights under CCPA, please submit a verifiable consumer request by completing the online form at: <https://privacy.taxact.com/>. You may also call the following toll-free number: (866) 981-1144.

Please note that, if you submit a request to access, request to delete or request to correct, you will be asked to provide basic Personal Information that we will match against our records to verify your identity.

A verifiable request may be submitted by a California resident or a person registered with the California Secretary of State that is authorized to act on your behalf. These requests must:

- Detail sufficient information that allows us to reasonably verify you are the person about whom we collected Personal Information or an authorized representative; and
- Describe your request with sufficient detail that allows us to properly understand, evaluate, and respond to it.

We cannot respond to your request or provide you with personal information if we cannot verify your identity or authority to make the request and confirm the personal information relates to you. We will only use personal information provided in a verifiable consumer request to verify the requestor's identity or authority to make the request.

Rights and Choices

Access to Specific Information and Data Portability Rights. You have the right to request that we disclose certain information to you about our collection and use of your personal information over the past 12 months. Once we receive and confirm your verifiable consumer request, you may request we disclose to you:

- The categories of personal information we collected about you.
- The categories of sources for the personal information we collected about you.
- Our business or commercial purpose for collecting or selling or sharing that personal information and how long we keep your information.
- The categories of third parties with whom we share that personal information.
- The categories of Personal Information that we disclosed for a business purpose, and for each category identified, the categories of recipients to which we disclosed that particular category of Personal Information.
- The specific pieces of personal information we collected about you (also called a data portability request).

Right to Delete Your Personal Information. You have the right to request that we delete Personal Information we collected from you, subject to certain exceptions.

Right to Correct Inaccurate Information. If you believe that Personal Information we maintain about you is inaccurate, you have the right to request that we correct that information.

Rights Related to Automated Decision-Making. You have the right to opt out of automated decision-making, including profiling, that we use to evaluate certain personal aspects relating to your performance at work, economic situation, health, personal preferences, interests, reliability, behavior, location, or movements.

Right to Non-Discrimination for the Exercise of Your Privacy Rights. If you choose to exercise any of your privacy rights under the CCPA, you also have the right not to receive discriminatory treatment by us, including retaliation against you as an employee, job applicant, or independent contractor.

How to Contact Us

If you have any questions about this Applicant Privacy Notice or our privacy practices, please contact us at:

Our postal address:

3200 Olympus Blvd, Suite 110
Dallas, Texas 75019

Other ways to reach us:

Telephone: 319-373-3600

Email: privacypolicy@taxact.com

If you need to access this notice in an alternative format or language, please contact our Human Resources Department at:

Phone: 972-870-6430

Email: hr@taxact.com