

**Privacy Notice for Employment Applicants, Employees, and Independent Contractors**

People2.0 is committed to safeguarding your personal data and complying with the data privacy regulations of the legal jurisdictions that we operate in. This Privacy Notice explains how People2.0 collects, uses, store, and disclose Personal data from individuals who interact with us.

For purposes of this notice, "People2.0" means People2.0 Global, LLC and its subsidiaries and affiliates.

People2.0 collects and uses the following categories of personal information:

* Contact and personal information, including name, email address, phone number, and additional personal information disclosed in response to an advertisement and/or through submission of a job application, such as home or mailing address, educational information, and work history. People2.0 may also collect additional personal information from your publicly available social media profile, such as your LinkedIn profile and/or your personal website, plus additional contact information such as emergency contact information and spouse and dependent contact information.
* Background information, including resume, letters of recommendation, and information needed to perform a background check, or information discovered during a background check.
* Governmental identifiers necessary to perform your duties through your employment or contract with People2.0, including national identification number, work permit, social information number (SIN), passport numbers, driver's license number, or any other necessary government identification number.
* Employment information, including application for employment, offer letters, transition notices, job title, performance evaluations, time records, time-off or leave records, training records, disciplinary records, vehicle details, photographs, policy acknowledgments, agreements, union affiliation, and any personal information you input on People2.0 property.
* Financial information, including bank account details, salary, bonuses, compensation plans, tax information, retirement account information, and any other information required to administer payroll, taxes, expense reimbursements, and benefits.
* Your use of People2.0 systems to ensure systems' integrity and protection of confidential information, including systems access records, geolocation data, IP addresses, browsing or search history, and electronic communications/content created, stored, or transmitted to People2.0 systems or on People2.0 systems.
* Other personal information, where it is necessary in the context of your employment or contract, including date of birth, citizenship status, preferred language, preferred names, gender, marital status, birthdate, medical information and workers compensation information.
* California residents must visit People2.0’s [California Consumer Privacy Act Notice (CCPA)](https://www.people20.com/ccpa/) webpage.

People2.0 collects and uses the information described above only for business purposes in relation to your employment, application for employment, independent contractor eligibility status or independent contractor relationship. Such purposes may include, as applicable:

* To communicate with the applicant (pre-employment and post-employment) for informational and emergency communications purposes. This communication may take place via telephone, text, or email (personal email addresses).
* To evaluate an applicant's job application and suitability for employment with People2.0.
* To fulfill/manage the terms and conditions of an employee relationship with People2.0.
* To determine applicants’ eligibility status as an independent contractor
* To fulfill/manage the terms and conditions of an independent contractor relationship with People2.0.
* To maintain information regarding employee work history.
* To detect security incidents and protect against malicious, deceptive, and fraudulent activity.
* To ensure compliance with People2.0 policies and to comply with legal requirements, including but not limited to record retention requirements, conducting sanction list screenings, and to assist People2.0 in the defense of legal claims.

People2.0 retains your personal information for as long as reasonably necessary to fulfill the purpose(s) for which People2.0 collected such information as described in this notice, or for as long as People2.0 is legally required to retain such information under applicable law:

* Personal information submitted in support of an application for employment becomes part of your personnel file if you are hired.
* People2.0 may process your information after your employment concludes or contractual relationship ends in order to:
	+ support compliance requirements with applicable law;
	+ respond to legally issued subpoenas and other requests for information;
	+ comply with reporting and recordkeeping legal requirements;
	+ and/or prosecute or defend against any legal claims or actions, whether potential, threatened, or actual;
	+ respond to data subject access requests.

People2.0 maintains a variety of organizational and technical measures to protect it against unauthorized or unlawful processing, as well as against accidental loss, destruction, or damage.

People2.0 does not sell or market your personal information.

Within People2.0, your personal information is only accessed by employees who have a need to know in the course of their duties.

People2.0 may share your personal information, in relation to your employment, contract or application, with third parties including Service Providers, defined as any person or organization that processes personal information on behalf of People2.0 in the context of a service agreement, to: (a) facilitate one or more uses identified above, (b) facilitate a sale, assignment or transfer of all of part of People2.0's business, or (c) comply with other legal requirements.

Your personal information may be processed, transferred, and stored in Canada, the U.S., the EU/EEA, UK, or in another country.

You may have certain rights with respect to accessing and controlling your personal information, including rights concerning the collection, use, and sharing of your data. To the extent that we are legally or otherwise obligated to fulfill one or more of the following requests on the basis of your legal right(s) to cause us to do so, you may exercise any of the rights described in this section by submitting a request through our [Data Request Form](https://www.people20.com/ccpa/) (at the bottom of People 2.0’s page for the [California Consumer Privacy Act page](https://www.people20.com/ccpa/)), if applicable, or via **privacy@People20.com**.

* **Update your personal information**. You may ask us to correct inaccurate or incomplete personal information about you.
* **Right to access your personal information**. You have the right to obtain a copy of your personal information in our possession. You may also have the rights to request a copy of personal information that you provided to us in machine-readable form, and to request that we transfer this information to another Service Provider if technically feasible to do so. We will respond within the timeline required by applicable law either to provide you access to your personal information or to ask for an extension if it is necessary to retrieve it or to provide reasons in case we are precluded from providing it. For example, we could not provide you access to your personal information if doing so revealed someone else's personal information without consent.
* **Right to request deletion of your data.** Under certain circumstances, you may have the right to ask us to erase or delete some or all of your personal information.
* Right to object to, **withdraw consent to, or limit use of your information.** You may have the right to ask us to stop using some or all of your personal information for certain purposes
* You may also have the **right to limit the ways we use your personal** information
* **Right to file a complaint with a supervisory authority**. Depending on your legal jurisdiction, you may have the right to file complaints about our information processing activities with the relevant data protection authority.
* **Options to opt-out** of receiving further communications.

If you have any questions regarding the information contained in this notice or have concerns about the use of your personal information at People2.0, please contact **privacy@People20.com**.

In order to keep this Notice in line with legal or regulatory obligations or to update the manner in which we manage your personal information, we may occasionally amend this Notice. To stay up to date with the content of this Notice, we encourage you to refer back to it on a regular basis.