

**Great Minds PBC Privacy Notice at Collection
Job Applicant**

Last Updated: February 28, 2023

Great Minds PBC (“Great Minds” or the “Company”) is committed to properly handling the personal information it collects or processes.

For residents of the states of California, Colorado, Connecticut, Nevada, Utah and Virginia (“you”), this Privacy Notice at Collection- Job Applicant (the “Notice”) supplements the information in the Great Minds Privacy Policy.

Categories of Personal Information. The Great Minds PBC Privacy Notice at Collection covers our practices regarding personal information collected when you complete applications for employment with Great Minds.

Personal Information Category	Business Purpose
Full name, contact information, gender, date of birth, Social Security number, driver's license or state identification numbers, current employment, employment history, membership in professional organizations, licenses and certifications, educational history and transcripts	<ul style="list-style-type: none">• Recruit and process employment applications, including verifying eligibility for employment and conducting background and related checks• Exercise or defend the legal rights of the Company and its employees

Sensitive personal information is a subtype of personal information consisting of specific information categories. We may collect or use information that falls with the sensitive personal information categories listed in the table below:

Protected classification characteristics under California or federal law,	Business Purpose
Age, race, citizenship, and military and veteran status; passport and visa information, and	<ul style="list-style-type: none">• Comply with federal and state equal employment opportunity laws• Design, implement, and promote the Company's diversity and inclusion programs

immigration status and documentation	<ul style="list-style-type: none"> • Perform workforce analytics, data analytics, and benchmarking • Conduct internal audits and investigate complaints, grievances, and suspected violations of Company policy • Exercise or defend the legal rights of the Company
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Failure to provide required information may result in a denial of the evaluation of your candidacy for a position with Great Minds.

Your Personal Information Rights. Employees who are residents of certain states who provide Personal Information to Great Minds have the right to review the information for accuracy and completeness and to request corrections or deletions provided they do not affect Great Minds ability to evaluate their candidacy for a position or comply with applicable federal or state law.

For Personal Information access requests send an email to Great Minds at privacy@greatminds.org and/or call 1-800-859-1452. You will be directed to a Great Minds representative who can help with your request.

No Sale or Share of Personal Information. The information collected will not be shared with any third party, unless such party requires it to provide essential services related to the assessment of your candidacy. Great Minds may also share such information with applicable government agencies as required by applicable federal and law.

We do not sell Personal Information that is collected from job applicants.

Retention of Personal Information. The Personal Information collected shall be retained by Great Minds for the time reasonably necessary for the purposes set forth above and for the statutory period required by applicable federal or state law.

Great Minds Privacy Policy. Please see more information about our [California Section of Privacy Policy link](#). Please see the entirety of the Great Minds [Privacy Policy](#) for more information.

Updates to this Notice. We will update this Notice from time to time. When we make changes to this Notice, we will change the "Last Updated" date at the beginning of this Notice. All changes shall be effective from the date of publication unless otherwise provided in the Notice.