

Applicant Notice About Your Personal Information

1. Overview

This Notice explains your rights under the California Consumer Privacy Act of 2018 (“CCPA”) (Cal. Civ. Code § 1798.100 *et seq.*) and helps you understand how JC Resorts LLC (“JC Resorts”) collects, stores, uses, shares, and secures your personal information in compliance with the CCPA. In this Notice, the terms “JC Resorts,” “company,” “us,” “we,” and “our” refer to JC Resorts and its affiliates and subsidiaries.

2. Who This Notice Applies To

The CCPA provides certain rights to job applicants (“applicant” or “you”). Additionally, the CCPA protects the personal information you provide JC Resorts on other individuals, like an emergency contact’s personal information.

3. What We Collect and Why

As further described in the table below, the company collects information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with applicants (“Personal Information”). Personal Information **does not** include publicly available information from government records, deidentified information, or aggregated information.

The following chart details the purposes for which we collected Personal Information in the last twelve (12) months, and the categories of information we collected for each purpose. We will not collect additional categories of Personal Information or use the Personal Information we collected for materially different purposes without first providing applicants notice.

Personal Information JC Resorts Collected
Recruiting and Hiring
<ul style="list-style-type: none">• Personal identifiers• Characteristics of protected classifications under California or federal law• Professional or employment information• Education information• Medical information• Reference contact information• Emergency contact information
Government Reporting
<ul style="list-style-type: none">• Characteristics of protected classifications under California or federal law

4. Where We Get Your Personal Information From

We collect your Personal Information from the following sources:

- **You:** Primarily, we collect Personal Information directly from you in the application process.
- **Third parties:** When we collect your Personal Information from third parties, such as job seeking websites, it is because you have provided consent either to us or to the third party. To the extent you use third-party websites, the sites may be governed by separate terms of use and privacy policies, which are not under our control and are not subject to this Notice. Please contact the third parties for questions regarding their privacy practices, as well as to exercise your rights.

5. When We Share Your Personal Information

JC Resorts does not and will not sell your Personal Information to third parties. JC Resorts may disclose your Personal Information to businesses and service providers in connection with processing your application. For example, JC Resorts may input your Personal Information into a third party software that helps us manage applicant data and track your application. Additionally, JC Resorts may share information with third party businesses that assist us in running background checks.

6. Rights To Request Under CCPA Effective January 1, 2021

You do not have rights to make requests under CCPA until January 1, 2021. Effective January 1, 2021, you will have the right to request additional information about what JC Resorts has collected about you, request a copy of your Personal Information, and request to delete certain Personal Information. JC Resorts will update applicant request rights as they become effective in 2021.

7. How We Retain Your Personal Information

To the extent permitted by applicable law, JC Resorts will retain your Personal Information in accordance with our retention schedule, and only for as long as the company believes it is necessary to fulfill the purposes for which it was collected, including for the purpose of meeting any legal, accounting, or other reporting requirements or obligations, and other legitimate and essential business purposes.

8. How You Are Protected Against Discrimination and Retaliation

JC Resorts will not unlawfully discriminate against you for exercising any of your rights under the CCPA. This commitment applies to all persons involved in JC Resorts' operations and prohibits unlawful discrimination by any employee of JC Resorts. Anyone found to be engaging in unlawful discrimination will be subject to disciplinary action, up to and including termination of employment. If you have questions or concerns about any type of discrimination or retaliation, please contact Human Resources.

9. Disclaimer

Nothing in this Notice restricts JC Resorts' ability to otherwise:

- Comply with federal, state, or local laws;
- Comply with a civil, criminal, or regulatory inquiry, investigation, subpoena, or summons by federal, state, or local authorities;
- Cooperate with law enforcement agencies concerning conduct or activity that the business, service provider, or third party reasonably and in good faith believes may violate federal, state, or local law; or
- Exercise or defend legal claims.

10. Changes to this Notice

This Notice is reviewed and updated annually to ensure it accurately captures our practices and procedures. The effective date of each version of this Notice is identified below.

11. Resolving Concerns and How to Contact Us

If you have questions or concerns regarding this Notice or the handling of your Personal Information, please contact ApplicantPrivacy@jcreorts.com or call 855-301-2508. Alternatively, you may report concerns or complaints to the Legal Department at LegalDept@jcreorts.com.

Effective January 1, 2020