



Cathay Bank California Job Applicant Privacy Notice

Effective Date: December 17, 2024

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1. Introduction

This California Job Applicant Privacy Notice (“**Notice**”) is provided by Cathay Bank (“**Cathay Bank**,” “**we**,” “**our**,” or “**us**”) to describe how we collect, use, disclose, and otherwise process the Personal Information we may obtain about California job applicants (“**Applicants**”) during our recruitment process, including through our careers website <https://www.cathaybank.com/about-us/careers> (the “**Site**”). This Notice also explains how we process California Applicants’ rights relating to their Personal Information under the California Consumer Privacy Act (the “**CCPA**”).

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 includes sensitive Personal Information. Personal Information does not include information that is publicly available, de-identified, or aggregated.

2. Personal Information We Collect

We may collect the following types of Personal Information through various means, including directly from you; automatically when you visit the Site; from you and automatically when you visit our facilities; from our service providers or third parties; or from publicly available resources, such as professional websites, depending on how you interact with us:

- **Identifiers**, such as name, email address, phone number, fax number, pager number, postal address, IP address, account login credentials, and online identifiers.
- **Personal Records**, such as education, employment, and employment history.
- **Characteristics of Protected Classifications**, such as gender, race, ethnicity, disability, veteran status, and citizenship and immigration status.
- **Commercial Information**, such as records of products or services purchased.
- **Internet or Other Electronic Network Activity Information**, such as browser type, operating system type or mobile device model; viewed webpages, links that are clicked, and movement of the mouse or pointer; click-stream or website usage data; and emails we send that you open, forward, or click through; type of device (such as laptop or smart phone); and device cookie settings and other device details (such as MAC address).
- **Professional or Employment Information**, such as your skills; qualifications; knowledge; work experience; references; recommendations; and other information included in application materials;

and information relating to professional licenses, training, disciplinary actions, professional certifications, and membership in professional organizations.

- **Geolocation Data**, such as the location data inferred from your device IP address.
- **Sensory Data**, including closed-circuit images.
- **Non-Public Education Information**, such as school(s) attended, grades, transcripts, records of attendance, disciplinary records, and other information relating to your secondary and post-secondary education.
- **Inferences** used to create a profile reflecting preferences, characteristics, behavior, abilities, and attitudes.
- **Sensitive Personal Information**, such as Social Security number, driver's license number, state identification card number, passport number, citizenship or immigration status, racial or ethnic origin, and health information.

If you provide us with Personal Information about other individuals (such as your references), you represent that you have notified and obtained consent from the relevant individuals, as appropriate, to provide us with their information for the applicable purpose. Please do not provide us with information about such individuals unless you have provided them notice.

3. How We Use Personal Information

We may use Personal Information for:

- **Managing the Recruitment Process**, such as opening and maintaining your application records, assessing your eligibility for employment, and reimbursing you for expenses incurred when you travel for an interview.
- **Communications**, such as corresponding with you regarding your application and our recruitment initiatives.
- **Operating Our Careers Website**, such as making sure our Site technology functions, setting default options, providing you with a better application experience, improving our Site, diagnosing technical and service problems, administering our Site, identifying users of our Site, and developing statistics on engagement with our Site.
- **Advertising and Marketing**, such as tailoring advertisements to your interests.
- **Maintaining Security and Integrity**, such as protecting the security or integrity of our systems and our business; protecting against, identifying, and preventing fraud and other unlawful activity; complying with and enforcing applicable legal requirements, relevant industry standards and our policies; performing investigations; managing risk exposure, including by identifying potential hackers and other unauthorized users; complying with requests by law enforcement or government authorities; and for other legal and compliance reasons.
- **Complying with Legal and Regulatory Obligations**, including fulfilling work authorization, identity verification, immigration, audit, health, safety, employment, intellectual property, tax, and other legal requirements; complying with government authority requests for information, liens, garnishments, tax compliance, and performance management; and investigating and obtaining advice for legal claims, compliance, regulatory, investigative and disciplinary purposes (including disclosure of such information in connection with anticipated or actual legal process or litigation).

We also may use the Personal Information we obtain about you in other ways for which we provide specific notice at the time of collection.

4. How We Disclose Personal Information

We may disclose Personal Information to the following parties:

- **Affiliated Entities**, including our subsidiaries, corporate affiliates, and entities with common branding, such as the Cathay Bank Foundation.
- **Service Providers**, Vendors, and Suppliers that we engage to provide services on our behalf, such as support for our operations, application process, electronic mail, conducting analysis to improve our website, research, and responding to questions.
- **Law Enforcement**, Government or Regulatory Bodies, or Other Authorized Parties in order to comply with laws, regulations, subpoenas, court orders, or other legal obligations; assist in investigations; protect and defend our rights and property or the rights or safety of other parties; enforce our policies, this Notice, or agreements with third parties; or prevent physical harm or financial loss or in connection with an investigation of suspected or actual illegal activity.
- **Parties with Your Notice or Consent** when we have provided specific notice to you or asked for your consent, as applicable.
- **Corporate Transaction Partners**, including to prospective or actual purchasers, investors, or successor entities in connection with a contemplated reorganization or an actual reorganization of our business, in connection with a financing, sale, reorganization, dissolution, liquidation, or other transactions involving the disposal of all or part of our business or assets, including for the purpose of permitting the due diligence required to decide whether to proceed with a transaction.

We may combine your Personal Information with data we obtain from other parties. We reserve the right to convert, or permit others to convert, your Personal Information into de-identified, anonymized, or aggregated data, as permitted by law.

5. Security and Protection of Personal Information

We maintain administrative, technical, and physical safeguards designed to protect the Personal Information you provide against accidental, unlawful, or unauthorized destruction, loss, alteration, access, disclosure, or use.

6. How Long We Retain Personal Information

We may retain your Personal Information for as long as necessary to fulfill the purpose for which it was collected or a disclosed purpose that is reasonably compatible with the context in which the Personal Information was collected, to manage our operations, as reasonably required to protect or defend our rights or property, to comply with legal or regulatory requirements, or as otherwise permitted by law.

We strive to retain your Personal Information no longer than is reasonably necessary to carry out the purposes listed in this Notice or as required by law. Where Personal Information is used for more than one purpose, we will retain it until the purpose with the latest retention period expires. We retain your Personal Information in accordance with applicable law and internal document retention practices. For more information about our retention policies, please contact us using the contact details in the How To Contact Us section.

7. Selling And Sharing Personal Information

We may sell or share with third parties for cross-context behavioral advertising the following categories of Personal Information. The third parties to which we sell or share these categories of Personal Information include advertisers and analytics providers. We do not have actual knowledge that we sell or share the Personal Information of consumers under 16 years of age.

- Identifiers and Personal Records
- Internet or Other Electronic Network Activity Information
- Geolocation Data

You may opt out of the sale and sharing of your Personal Information via tracking technologies through a browser-based opt-out preference signal that you set, or by following the instructions provided below.

8. California Privacy Rights

California Applicants have the following rights under the CCPA. We will not discriminate against you for exercising any of your privacy rights.

Right to Know. You have the right to know what Personal Information we have collected about you, which includes:

(1) The categories of Personal Information we have collected about you, including:

- a. The categories of sources from which the Personal Information was collected;
- b. Our business or commercial purposes for collecting, selling, sharing, or disclosing Personal Information;
- c. The categories of recipients to which we disclose Personal Information;
- d. The categories of Personal Information that we sold, and for each category identified, the categories of third parties to which we sold that particular category of Personal Information; and
- e. 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.

(2) The specific pieces of Personal Information we have collected about you.

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

Right to Opt Out of Sales and Sharing of Personal Information. You have the right to opt out of sales and sharing of your Personal Information. To opt out, click on the “Do Not Sell or Share My Personal Information” link in the footer of our website, which will allow you to access our opt-out tool.

If you would like to use a universal opt-out preference signal, please download and use a browser supporting the Global Privacy Control (“GPC”) browser signal. If you choose to use the GPC signal, you will need to turn it on for each supported browser or browser extension you use.

Right to Limit Use and Disclosure of Sensitive Personal Information. We do not use or disclose sensitive Personal Information for purposes to which the right to limit use and disclosure applies under the CCPA. For this reason, this right is not applicable.

Submitting Privacy Rights Requests

You may submit requests to delete, correct, and/or to know Personal Information we have collected about you by completing our [webform](#) or by contacting our Toll-Free Telephone Number at: (800) 922-8429.



You may designate an authorized agent to make a request on your behalf. An authorized agent may submit a request on your behalf using the webform or toll-free number listed above.

We will respond to your request in compliance with the requirements of the CCPA or other applicable law.

Verification of Your Identity

When you exercise these rights and submit a request to us, we or our partners will verify your identity via standard authentication procedures. We also may use a third-party verification provider to verify your identity.

Automated Decision-Making

We do not use automated decision-making technology as regulated under the CCPA.

9. Updates To This Notice

This Notice may be updated periodically and without prior notice to you to reflect changes in our Personal Information practices. We will notify you of any material changes to this Notice by updating the Effective Date at the top of this Notice.

10. How To Contact Us

If you would like to contact us regarding the disclosures or rights in this Notice, please contact us by email at compliance.dept@cathaybank.com.

You also may write to us at:

777 North Broadway 1-0-A
Los Angeles, CA 90012
Attention: **Compliance Department**
Phone number: [800-922-8429](tel:800-922-8429)