



CALIFORNIA CONSUMER PRIVACY ACT EMPLOYEE NOTICE

Under the California Consumer Privacy Act of 2018 ("CCPA"), American River Bank (the "Bank", "we", "us", our "our") is required to notify you of the personal information we collect to determine whether applicants are a good fit for the job and for the Bank. Your privacy is our top priority and we make every reasonable effort to protect the information that we hold about you. This notice is meant to help you understand the information that we collect and why we collect it.

The CCPA Employee Notice applies only to individuals residing in the State of California who are considered "Consumers" under the CCPA and from whom we collect "Personal Information" as described in the CCPA ("Consumers"). We provide you this notice because under the CCPA, California Residents who are job applicants, employees, or contractors of a business qualify as Consumers. For purposes of this CCPA Privacy Notice, when we refer to Consumers, we mean you to the extent you are a California employee, employee applicant, board member, or contractor.

Information We Collect

We may collect Personal Information from you in a variety of different situations, including, but not limited to our website, your mobile device, through email, in physical locations, through the mail, and/or over the telephone. More specifically, the Bank may collect the following categories of Personal Information from California job applicants, employees, or contractors, which will depend on the particular business purpose for which we collect it:

Category	Examples
Identifiers	Your real name, alias, postal address, unique personal identifier, Social Security number, driver's license number, or passport number
Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e))	A name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, education, employment, employment history, or other financial information.
Protected classification characteristics under California or federal law	Age (40 years or older), race, color, ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status, genetic information (including familial genetic information)
Biometric information	Genetic, physiological, behavioral, and biological characteristics, or activity patterns used to extract a template or other identifier or identifying information, such as, fingerprints, keystroke, gait, and/or other physical patterns.
Internet or other similar network activity	Browser history, search history, IP address, mobile device identifier, cookies, use of IT resources, and interaction with our website, app, and advertisements.
Geolocation data	Physical location or movements.



Category	Examples
Professional or employment-related information	Salary/compensation, benefits, beneficiary designations, talent management, disciplinary action, employment contract(s), employment history, performance reviews, professional designations, personnel files, training, visa status, business expenses, use of company products, and pre-hire documents (such as job applications, resumes, background check information, drug test information, and candidate evaluations).
Financial Information	Credit reporting information which might include real estate owned, debts, credit card information, and legal issues (e.g., child support, alimony, wage garnishments and subpoenas).
Inferences drawn from other Personal Information	Profiles or responses reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes

Some Personal Information included in this table may overlap with other categories.

Sources of Information Collected

American River Bank obtains the categories of Personal Information listed above from the following categories of sources:

- Directly from you, when establishing an account, deposit, loan, or any related services that we offer;
- Third party reports, such as a credit report, account reporting or identity verification services;
- Third party organizations or companies that provide data that support the Bank's products and services, such as fraud prevention, underwriting, business management and our everyday operations.

Personal information does not include:

- De-identified or aggregated consumer information;
- Public records or generally available sources, including those from federal, state, and local government entities, as well as the media;
- Information excluded from the scope of the CCPA:
 - » Health or medical information covered by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the California Confidentiality of Medical Information Act (CMIA);
 - » Personal information covered by certain sector-specific privacy laws, including the Fair Credit Reporting Act (FCRA), the Gramm-Leach-Bliley Act (GLBA) or California Financial Information Privacy Act (FIPA), and the Driver's Privacy Protection Act of 1994.

Use of Personal Information

We may use or disclose the personal information we collect for one or more of the following purposes:

- To evaluate individuals for a position with us when applying for a position or when we receive your information related to employment;
- Payroll and applicable tax withholding;
- To administer and maintain group health insurance benefits, 401(k) plans, leave programs, life insurance, disability insurance, and additional fringe benefit programs;
- To manage and/or analyze all aspects of employee performance of their job duties and employment, including, but not limited to, training, talent management, periodic reviews, performance tracking, promotions, and discipline;
- For employee and facility security;
- For emergency training, response, disaster recovery and business resumption activity;
- To meet legal, compliance and regulatory requirements and to defend the Bank's rights and property;
- To respond to law enforcement requests and as required by applicable law, court order, or governmental regulations.

Sale of Personal Information

American River Bank does not sell your personal information.

How to Exercise Your Rights

You may submit a request by:

1. Calling (800) 544-0545
2. Writing to us at:

American River Bank
Attn: CCPA Compliance
PO Box 276300
Sacramento, CA 95827

Changes to our Privacy Notice

American River Bank reserves the right to amend this privacy notice at our discretion and at any time. When we make changes to this privacy notice, we will post the updated notice on our website and update the notice's revision date. If you have any questions or comments about this notice, the ways in which the Bank collects and uses your information described above and in the Privacy Policy located at <https://www.americanriverbank.com/privacy-policy>.