**Disclaimer and Acknowledgment**

Ariento Inc.’s (“Ariento”) Background Screening Program provides pre-employment screening through its preferred partner provider HireRight. Ariento complies with California Consumer Privacy Act, effective February 1, 2020. Additionally, Ariento will only collect data to the extent it is allowed to do so under the law or as agreed to by an employment candidate. As such, in providing pre-employment screening services, Ariento does not receive the results of any screening that Hireright performs and does not collect or receive any information about employment candidates as a result of performing a screening, except for the following categories of information, which include identifiers, protected classification characteristics, internet or other similar connectivity, employee pre-hire information, employment hire information, and more specifically:

1. Report Title/ Name
2. Objective/ Description/ Business Purposes
3. Account Code(s) Included in Report
4. Source Database (UKI,USI)
5. Criteria Data Points (fields to include in report output)
6. If Applicable, Tabs (Multi-reports) in document/ Report Breaks or Totals/ aggregations (by account, state, month (time), etc.), Sorting specifications, Any conditional logic or business rules, Filters?
7. If Applicable, Sample Existing Management Report or a Mock-Up
8. Recipients
9. Frequency
10. Suggested Delivery Date
11. JIRA Ticket
12. Submitted Date
13. Release Date
14. Comments
15. Status
16. Closed Date

Additionally, categories of information that Ariento may collect data for from time to time and only to the extent allowable under the law are more specifically defined as follows:

1. Identifiers. Examples: Real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, Social Security number, driver's license number, passport number, or other similar identifiers etc.

## Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)). Examples: A name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information. Some personal information included in this category may overlap with other categories.

## Protected classification characteristics under California or federal law. Examples: 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).

## Internet or other similar network activity. Examples: Browsing history, search history, information on a consumer's interaction with a website, application, or advertisement etc.

## Employee Pre-Hire Information. Examples: Job applications, resumes, background check forms and results, drug test forms and results, job interview notes, candidate evaluation records etc.

## Employee Hire Information. Examples: Personnel files, Banking information, Payroll Records, Beneficiary information, Health information, Benefits, Worker's Compensation Files, Training Records, Educational information, Salary, Retirement Information/Planning, Family or Emergency Contact details, Home address, Home Telephone Number, Cell Phone Number, Social Security Number/I.D. Number, Immigration Status, Daycare arrangements, Reimbursement set-asides, Insurance, Driver’s License, Other Licenses, Participation in Employer sponsored programs, Student Loans Legal Issues, and Performance Evaluations etc.

## Geolocation Data: Device location.

## Ariento’s Use of Personal Information is limited as follows:

1. To fulfill or meet the reason for which the information is provided. For example, if an employment candidate may provide the information to Ariento to complete a pre-employment screening.
2. To carry out our obligations and enforce our rights arising from any contracts entered into between an employment candidate and Ariento/Hireright.
3. As necessary or appropriate to protect the rights, property or safety of the employment candidate, the Company, employees, clients or others.
4. To respond to law enforcement requests and as required by applicable law, court order, or governmental regulations.
5. As described to the employment candidate when collecting your personal information or as otherwise set forth in the California Consumer Privacy Act.
6. To provide employment candidate with support and to respond to its inquiries, including to investigate and address its concerns and monitor and improve our responses.
7. Ariento will not sell the information that it collects about any employment candidate.

By proceeding with engaging in services with Ariento and Hireright, you agree to and acknowledge Ariento’s collection and receipt of the aforementioned information.