

# NOTICE AT COLLECTION

## Special California Employee Privacy Notice (COVID-19)

Effective Date: March 27, 2020

The California Consumer Privacy Act of 2018 (“CCPA”) imposes specific obligations on businesses processing personal information of California residents. Pursuant to the CCPA, Western Nevada Supply, Inc. (“WESTERN”) is required to provide its employees who are California residents a notice, used at or before the point of collection of such personal information, that identifies the categories of personal information that may be collected and why WESTERN collects such information.

This Special California Employee Privacy Notice (“Notice”) is intended to provide California Persons with the CCPA required notice.

### 1. Updates

This Notice will be updated as needed to reflect changes in our business, legal or regulatory obligations. You can check this Notice periodically for changes by visiting [www.goblueteam.com](http://www.goblueteam.com). WESTERN will not collect additional categories of your personal information or use your personal information already collected for additional purposes without providing you with a notice of our intent to do so. Any changes to this Notice will be effective from the date they are communicated to you. If we make any material changes to this Notice, we will notify you by email before such changes are effective at the email address you have provided to us.

### 2. Definitions

2.1 “Personal information” has the meaning as defined in the CCPA, and includes information that is collected by WESTERN about you in the course of employment for employment related purposes and encompasses any information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with you.

2.2 “Employees”, “employee” or “you” means an identified or identifiable natural person who is a California resident and who is acting as a WESTERN job applicant, employee, or contractor. In this context “job applicant” refers to any person who has submitted his or her candidacy with WESTERN; “employee” refers to any person who is employed at WESTERN as a full-or part-time employee or temporary worker, and “contractor” means a natural person who provides any service to a business pursuant to a written contract.

### **3. Personal Information We Collect About You Pursuant to This Notice**

Listed below are the categories of personal information that WESTERN may process about employees:

3.1 Body Temperature. During the COVID-19 pandemic WESTERN will be measuring your body temperature for the limited purpose of evaluating the risk that your presence poses to others in the workplace and is being performed solely as a result of the COVID-19 pandemic.

### **4. Purposes for Collecting Your Personal Information**

WESTERN collects the personal information identified in Section 3 above for the limited reason listed below.

4.1 For the limited purpose of evaluating the risk that your presence poses to others in the workplace as a result of the COVID-19 pandemic in order to maintain a safe work environment.

### **5. Further Information**

If you have any questions about this statement, please contact the Human Resources Director at (775) 353-0233.