Privacy Notice for California Residents (CCPA)
Effective Date: 8/1/2026

This Privacy Notice is for California residents and explains your rights under the California Consumer Privacy Act (CCPA). It describes the types of personal information we collect, how we use it, and your choices.

1. Information We Collect.
When you apply for a job with us, we may collect the categories of personal information listed below solely for recruitment, evaluation, and legal compliance purposes.

- **Identifiers:** Full name, address, email address, phone number, and other contact details.
- **Professional or Employment-Related Information:** Current and past employment history, job titles, references, resume/CV content, salary expectations, and work authorization status.
- **Education Information:** Degrees obtained, schools attended, certifications, and transcripts.
- **Protected Classification Characteristics (if voluntarily disclosed or required by law):** Gender, race/ethnicity, veteran status, or disability status (used only for equal opportunity and compliance purposes).
- **Internet or Other Electronic Network Activity Information:** When you apply through our website, we may collect technical data such as IP address, device information, and browsing behavior related to the application process.
- **Audio, Visual, or Similar Information:** If interviews are conducted virtually or by phone, we may record audio or video (with notice and consent).
- **Inferences:** We may draw inferences from the information provided to evaluate your fit for a position.

2. Your Rights Under CCPA.
As a California resident, you have the right to:

- Know the categories and specific pieces of personal information we collect about you
- Delete personal information we have collected (with some exceptions)
- Understand what we do with your personal information. The personal information you provide will only be used internally by BB&E and our joint venture partners to analyze your fit for employment. We do not sell or share your personal information.
- Correct inaccurate personal information.
- Limit the use and disclosure of sensitive personal information, when applicable.
- Non-discrimination for exercising your CCPA rights.

3. How to Exercise Your Rights.
You can submit a request by emailing us at: recruiting@bbande.com or hr@bbande.com or call us at (248) 489-9636. To protect your information, we may need to verify your identity before processing your request.

4. Changes to This Notice.
We may update this notice from time to time. When we do, we will revise the "Effective Date" at the top.

If you have any questions about this Privacy Notice, please contact us at recruiting@bbande.com.