

CALIFORNIA PRIVACY RIGHTS NOTICE FOR JOB APPLICANTS AND PROSPECTIVE TALENT

Effective Date: January 1, 2020

Under the California Consumer Privacy Act (“CCPA”), we are required to inform California residents who are our job applicants or prospective talent (together “job applicants”) about the categories of personal information we collect about you and the purposes for which we will use this information. This notice contains disclosures required by the CCPA and applies only to personal information that is subject to the CCPA.

Categories of Personal Information We Collect.

We collect the following categories of personal information about our job applicants:

- identifiers, including your first and last name, address of residence, telephone numbers, social security number, driver’s license or state identification number and others;
- physical characteristics relevant to your ability to perform the tasks required of the position sought;
- characteristics of protected classifications such as race or gender;
- professional or employment-related information, including references from prior employers;
- education information;
- if relevant to the position sought, your driving record;
- if you have a criminal record, your criminal record;
- other information about you that is linked to the personal information above.

How We Use Applicants’ Personal Information.

We use the information you provide to us to process and evaluate your application. This may include:

- communicating with you about your application;
- checking your references and prior employers;
- conducting background checks, including a criminal background check and, when relevant to the position sought, driving history;
- maintaining records of job applicants, including reasons for approval or denial;
- other internal and one-time uses.

Other Interactions with Us.

We may collect information about you that is unrelated to your application if you interact with other portions of our website, visit a location, or order take out or delivery from one of our locations. More information about our privacy practices can be found in our Privacy Policy at <https://www.macaronigrill.com/privacy-policy> or <https://sullivanssteakhouse.com/privacy-policy/>.

Contact Us.

For questions or concerns about this Notice, please contact us at by email at legal@macgrill.com or by regular mail at:

Attention: General Counsel

Romano's Macaroni Grill/Sullivan's Steakhouse

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