



Privacy Notice (Notice of Collection) to California Residents

If you are a California resident, please take notice that the Company may collection certain information about you. California’s Consumer Privacy Act (“CCPA”) and California Privacy Rights Act (“CPR”) provide California residents with certain rights. The privacy and security of your personal data (the “Personal Information”) which we collect from you is important to us. It is equally important that you understand how we handle this data.

Collection Of Information

In the course of conducting our business and complying with federal, state, and local government regulations governing such matters as employment, tax, insurance, etc, we must collect Personal and or Sensitive Information from you. We collect Personal/Sensitive Information from you solely for business purposes.

Data collected may include, without limitation, items such as:

- Your name
- Signature
- User ID(s)
- Phone numbers
- Email address (es)
- Mailing addresses
- Banking and other financial data
- Government identification numbers, e.g., Social Security number, driver’s license number
- Date of birth
- Gender, race, and ethnicity
- Health and disability data
- Family-related data, e.g., marital status
- Personal and health
- Education
- Employment history
- Emergency contact information
- Commercial information e.g., in connection with travel or other reimbursements
- Internet or network activity information
- Geolocation data
- Biometric information
- Sensory Information, e.g., audio, electronic, visual

Where We Get Your Information From

The Company collects information about you from the following sources:

- You
- Reference, recruiters, or job-related social media platforms
- Third-party companies, such as background check companies, drug testing facilities

Depending on the Company’s interactions with you, we may or may not collect all of the information identified about you.



Disclosure Of Data

Mosaic acts to protect your Personal/Sensitive Information and to ensure that unauthorized individuals do not have access to your information by using security measure to protect your information. We will not knowingly disclose, sell, or otherwise distribute your Personal/Sensitive Information to any third party without your knowledge, and where appropriate, you express written permission.

How Your Personal and Sensitive Information Is Used

The Company may use your Personal and Sensitive Information for the following purposes:

- To operate, manage, and maintain Company business
- For hiring, retention, and employment purposes
- To otherwise accomplish our business purposes and objectives, including, but not limited to
 - Conducting research, analytics, and data analysis
 - Maintaining our business
 - Quality and safety assurance measures
 - Conducting risk and security controls and monitoring
 - Detecting and preventing fraud
 - Performing identity verification
 - Performing accounting, audits, and other internal functions, such as internal investigations
- Complying with the law, legal process, and internal policies, such as
 - Maintaining records
 - Claims processing
 - Responding to legal requests for information and subpoenas; and
 - Exercising and defending legal claims
- Any other purposes authorized by the California Privacy Protection Agency, California, or Federal law.

We may or may not have used Personal/Sensitive Information about you for each of the above purposes.

Sharing Of Personal Information

The company may or may not have shared your information with the following third-party entities:

- **Third-party vendors and service providers such as**
 - Human Resource Information Service providers
 - Background check providers
 - Financial investment service providers
 - Wellness program service providers
 - Benefit providers
 - Insurance providers
 - Payroll service providers
 - Building management/security providers
 - Professional service organization, such as auditors or law firms
 - Operating systems and platforms
 - Parties in connection with business operations



Data Retention

The Company retains the information it receives about you for a period of 7 years, unless a shorter or longer period is required by California or Federal Law.

Your Rights

As a California resident, under the CCPA and CPRA you are provided with certain rights such as:

- **Knowledge of information collected:** You have the right to request that Mosaic disclose certain information to you about our collection and use of your Personal Information over the past twelve (12) months.
- **Deletion of information collected:** You have the right to request that Mosaic delete any of your Personal Information that we collected from you and retained, subject to certain exceptions. We may deny your deletion requests under certain circumstances and will inform you of the basis for the denial, which may include, but is not limited to, if retaining the information is necessary for us or our service provider(s).
- **Opt-in/out of information collected:** You have the right to opt-in/out of information that Mosaic collects, subject to certain exceptions.
- **Correction of information collected:** You have the right to correct inaccurate Personal Information maintained by Mosaic (including applicable service providers) unless an exception applies.
- **Limit use of information collected:** You have the right to limit the use of Personal Information maintained by Mosaic, unless an exception applies.
- **Not to be discriminated or retaliated against for exercising rights under the law**

Exercising Your Rights

For Inquiries and or to submit request for Information, Deletion, Correction, or Opt In/Out, please contact People Operations by:

- Calling us at 425-254-1724
- Emailing us at PeopleOperations@themosaiccompany.com
- Writing us at
707 S. Grady Way #450
Renton, WA 98057

Response Timing and Format

The company will respond to a verifiable request within forty-five days of its receipt. If we require more time (up to an additional 45 days), we will inform you of the reason and extension in writing. Any disclosures we provide you will only cover the 12-month period preceding the requests. The response we provide will also explain the reasons we cannot comply with a request, if applicable.



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Elevating Workforce Performance

Changes To Our Employee Privacy Notice

We reserve the right to amend this privacy notice at our discretion and at any time. When we make the changes to this privacy notice, we will post the updated notice. If you have any questions or would like to access this policy in an alternative format, please contact People Operations.