

Alger Associates, Inc and Subsidiaries

California Consumer Protection Act Employee Privacy Notice

Introduction

This Employee Privacy Notice for Alger Associates, Inc and Subsidiaries (**Alger, we, us, our**) sets out the categories of your personal data we collect, how we collect it, what we use it for and with whom we share it, in accordance with the California Consumer Protection Act (**CCPA**).

Information We Collect

We collect information that identifies, relates to, describes, references, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular employee or device ("personal information"). In particular, we have collected the following categories of personal information from employees:

Category	Examples
A. Identifiers	A real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address (when you access our network resources), email address, account name, Social Security number, or other similar identifiers. If provided by you as proof of eligibility to work or as part of your business travel profile: driver's license number, passport number, or other similar identifiers.
B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e))	A name, signature, Social Security number, physical characteristics or description, address, telephone number, insurance policy number, education, employment, employment history, bank account number or any other financial information, or health insurance information. If provided by you as proof of eligibility to work or as part of your business travel profile, passport number, driver's license or state identification card number, credit card number and/or debit card number. Some personal information included in this category may overlap with other categories.
C. Protected classification characteristics under California or federal law	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). NOTE: We require your age to verify your identity, run background checks, and to provide you with health and retirement benefits. All other information is optional, and we

	will collect this information only to the extent you choose to provide it.
D. Biometric information	Fingerprint data
E. Internet or other similar network activity	Browsing history, search history, information on a consumer's interaction with a website, application, or advertisement.
F. Sensory data	Visual information such as a picture on the Intranet
G. Professional or employment-related information	Current or past job history or performance evaluations.
H. Non-public education information (per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99))	Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.
I. Inferences drawn from other personal information	Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes derived from personality testing.

Personal information does not include:

- Publicly available information from government records;
- De-identified or aggregated consumer information;
- Information excluded from the CCPA's scope

Uses of Personal Information

Except as noted below, for each of the categories of personal information listed above, we may use or disclose the personal information we collect for one or more of the following business or commercial purposes:

- recruiting (*Categories A, B, C, G, H*);
- delivering or administering pay and benefits, including insurance benefits (*Categories A, B, C*);
- managing our workforce and your career (*Categories A, B, C, D, E, F, G, H, I*);
- delivering training programs, and measuring and recording the results of training (*Categories A, B, E, I*);

- communicating with Alger personnel (*Categories A, B, E*);
- maintaining information about your work history, work performance, and disciplinary actions (*Categories A, B, C, G, I*);
- to run and manage business operations, including to schedule work, manage the business organization, business assets, travel and expense reimbursement, managing corporate credit cards and card payment history, maintaining corporate contact directories and organizational charts, managing and storing records (*Categories A, B, D, G, F, I*);
- processing IT infrastructure, including email, internet, social media systems, and file shares (*Categories A, B, E, F*);
- maintaining the security and safety of our facilities, personnel, and other assets, including to authenticate personnel to access Alger's IT resources and facilities (*Categories A, B, E, F*);
- to conduct screening and background and compliance checks before and during your employment at Alger and maintaining records on such screening and checks (*Categories A, B, C, D, I, J*);
- providing employment programs such as on-site health services, company cars, pension schemes, stock options, and other similar benefits (*Categories A, B, C*);
- to comply with legal requirements, including to report accidents, salary, and tax information to regulatory authorities (*Categories A, B, C, D*);
- to respond to law enforcement requests and as required by applicable law, court order, or governmental regulations (*Categories A, B, C, D, E, F, G, H, I*);
- to evaluate or conduct a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of Alger's assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, in which personal information held by Alger about our employees is among the assets transferred (*Categories A, B, C, D, E, F, G, H, I*);
- detecting security incidents, protecting against malicious, deceptive, fraudulent, or illegal activity, and prosecuting those responsible for that activity (*Categories A, B, C, D, E, F, G, H, I*); and
- as described to you when collecting your personal information or as otherwise set forth in the CCPA (*Categories A, B, C, D, E, F, G, H, I*).

We will not collect additional categories of personal information or use the personal information we collected for materially different, unrelated, or incompatible purposes without providing you notice.

Changes to Our Privacy Notice

We reserve the right to amend this privacy notice at our discretion and at any time. When we make changes to this privacy notice, we will notify you by email or through our employee handbook.

Contact Information

If you have any questions or comments about this notice, our Privacy Statement, the ways in which we collect and use your personal information, your choices and rights regarding such use, or wish to exercise your rights under California law, please do not hesitate to contact us at dataprivacy@alger.com.