



CALIFORNIA CONSUMER PRIVACY ACT NOTICE

Pursuant to the California Consumer Privacy Act of 2018 (“CCPA”), Harris Ranch Beef Company and Harris Feeding Company, and its subsidiaries and affiliated companies are providing the following details regarding the categories of Personal Information about California residents that we may have collected or disclosed within the preceding 12 months. This CCPA Notice pertains only to the Personal Information that we may have collected about a California resident in the course of such person acting as a job applicant to, an employee of, director of, officer of, or contractor of the named Harris Ranch companies, (to the extent that the such person’s Personal Information is or was collected and used by Harris Ranch solely within the context of the person’s role or former role as a job applicant to, an employee of, director of, officer of, or a contractor of Harris Ranch).

We may have collected the following categories of Personal Information:

- Identifiers, such as name, contact information, online identifiers and Social Security numbers and other government-issued ID numbers;
- Personal information, as defined in the California customer records law, such as name, contact information, insurance policy number, education, employment, employment history financial information, medical information and health insurance information;
- Characteristics of protected classifications under California or federal law;
- Commercial information, such as transaction information, purchase history and financial details;
- Internet or network activity information, such as browsing history, online behavior, and interactions with our and other websites, applications and systems;
- Geolocation data, such as device location and IP location;
- Audio, electronic, visual and similar information, such as images and audio, video or call recordings created in connection with our business activities;
- Professional or employment-related information, such as work history, prior employer, information relating to references, CV, details of qualifications, skills and experience, human resources data and data necessary for benefits and related administration services;
- Education information subject to the federal Family Educational Rights and Privacy Act, such as student records; and
- Inferences drawn from any of the Personal Information listed above to create a profile or summary about, for example, an individual’s preferences and characteristics.

We may use this Personal Information to operate, manage, and maintain our business; for our employment and vendor management purposes; and to accomplish our business purposes and objectives, including, for example, using Personal Information to: develop, improve, repair, and maintain our products and services; undertake quality and safety assurance measures; conduct risk and security control and monitoring; detect and prevent fraud; perform identity verification; perform accounting, audit, and other internal functions, such as internal investigations; comply with law, legal process, and internal policies; maintain records; and exercise and defend legal claims.

Additional Questions

Should you have additional questions about this CCPA Notice, please contact the Human Resource Department, at 559-896-3081