



**CALIFORNIA CONSUMER PRIVACY ACT  
PRIVACY POLICY FOR EMPLOYEES, DIRECTORS,  
CONTRACTORS AND JOB APPLICANTS**

**Your Privacy is Westamerica Bank's Priority**

Westamerica works diligently to safeguard the privacy and maintain the confidentiality of our employees, officers, directors and contractors with regards to their financial records, consistent with state and federal laws. The following explains our policies regarding the use and protection of referenced information.

**Your Right to Know About Personal Information Collected, Disclosed, or Sold**

A consumer, which includes an employee, officer, director or contractor of Westamerica as well as those who have applied to be considered for employment at the Bank, has the right to request that we disclose what personal information we collect, use, disclose and sell.

Personal information is defined under the CCPA to include any information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked with a particular consumer or household. Examples include social security numbers, account, address information, and telephone numbers.

If you wish to submit a verifiable consumer request for personal information we collect, use, disclose or sell you should contact us as follows:

**Employees**

Steve Ensinger, SVP/Human Resources  
Division Manager  
4550 Mangels Boulevard  
Fairfield, CA 94544  
Office: 707-863-6915  
Fax: 707-863-6101  
Email: [steve.ensinger@westamerica.com](mailto:steve.ensinger@westamerica.com)

**Job Applicants**

Brittney Champagne, VP/Recruiting Manager  
4550 Mangels Boulevard  
Fairfield, CA 94544  
Office: 707-863-6734  
Fax: 707-863-6887  
Email: [Brittney.champagne@westamerica.com](mailto:Brittney.champagne@westamerica.com)

In order to verify your identity we will request specific pieces of information to compare against our records.

**Collection of Personal Information**

Westamerica Bank collects identifier, protected classification, geolocation audio, electronic, visual, professional, employment-related, education and consumer profile information to hire and manage our employees, comply with legal and regulatory obligations, improve the quality of our services and benefits, and to secure our assets and those of our customers.

We comply with lawful requests for information from law enforcement, regulators, judicial authorities and court-appointed trustees, supervisors, and other third-parties pursuant to subpoenas or document requests. Westamerica may also disclose your information to a third-party to enforce our agreements and policies, to protect the security or integrity of the Bank, its services and assets, to protect customers or the public from harm or illegal activities, to respond to an emergency which we believe reasonably requires us to disclose information to assist in preventing death or serious bodily injury, or, with your prior consent, to any other third-party.

Below is a list of categories of personal information we have collected about consumers in the preceding 12 months. For each identified category we have also provided the categories of sources from which we collected

personal information, the business or commercial purpose for collecting the information, and the categories of third-parties with whom we share personal information:

More specific categories and uses:

1. We collect audio and network activity information regarding calls, which may or may not include other personal information. This information is used to respond to requests and inquiries, prevent fraud, and comply with legal and regulatory obligations.
2. We collect video inside our branches and offices. This information is used for security, to resolve disputes, comply with legal and regulatory obligations, and to prevent fraud.
3. We collect personal information about current, past, and prospective employees of the Bank, including individual identifier information, protected class information, commercial, network activity, audio, electronic, visual, professional, employment-related, and education information, for physical security, business continuity, hiring, employment, vetting, payroll, employment benefit, and other employment related purposes, to comply with legal and regulatory obligations, and to prevent fraud. We collect fingerprint information for security purposes. For most employees, we collect a photo for identification and security purposes. We may collect additional personal information for employees who volunteer additional emergency contact or other information.

#### **Disclosure or Sale of Personal Information**

Westamerica Bank does not currently sell personal information. If Westamerica changes this policy to sell the personal information of California residents, we will provide notice and the opportunity to opt-out. By default, California residents the Bank knows to be under 16 years of age would be opted-out of the sale of their personal information.

#### **Right to Request Deletion of Personal Information**

You have the right to request the deletion of any personal information about you which we have collected or maintained.

If you wish to submit a request to delete the personal information we collected or maintain about you, you should contact us as follows:

##### **Employees**

Steve Ensinger, SVP/Human Resources  
Division Manager  
4550 Mangels Boulevard  
Fairfield, CA 94544  
Office: 707-863-6915  
Fax: 707-863-6101  
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4550 Mangels Boulevard  
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Please note that not all personal information is eligible to be deleted. For example, the Bank may retain personal information in order to:

1. Complete transactions or services for which the information was collected or reasonably anticipated, or provide a service requested by the consumer;
2. Detect security incidents and protect against malicious, deceptive, fraudulent, or illegal activity and prosecute those responsible for such activity;
3. Debug or identify errors;

4. Exercise free speech, or allow other consumers to do the same;
5. Comply with certain sections of the California Electronic Communications Privacy Act;
6. Engage in certain types of research where the consumer has provided informed consent;
7. Enable solely internal uses reasonably aligned with consumer expectations;
8. Comply with a legal obligation; or
9. Otherwise use it internally in a lawful manner that is compatible with the context in which the consumer provided the information.

### **Right to Non-Discrimination for the Exercise of Your Privacy Rights**

You have a right not to receive discriminatory treatment by us for the exercise of any privacy rights conferred by the California Consumer Privacy Act (California Civil Code §1798.100 ET SEQ.)

### **Authorized Agent**

You may designate an authorized agent to make a request under the California Consumer Privacy Act on your behalf.

### **Links**

WAB's web site may contain links to other third-party sites that are not governed by this Privacy Policy. If you click on a link to a third-party site, you will be directed to a site we do not control. We are not responsible for the privacy practices used by third-party sites. We suggest that you read the privacy policies of those sites carefully. We are not responsible for these third-party sites.

### **Contact for More Information**

If you wish to contact us to submit a request under the California Consumer Privacy Act of 2018 or you have any questions, comments or concerns with respect to our privacy practices or this Privacy Policy, please feel free to contact us as follows:

#### **Employees**

Steve Ensinger, SVP/Human Resources Division  
Manager  
4550 Mangels Boulevard  
Fairfield, CA 94544  
Office: 707-863-6915  
Fax: 707-863-6101  
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### **Changes in Policy**

From time to time, we may change our Policy. We will notify you of any material changes to our Policy as required by law. We will also post an updated copy on [www.westamerica.com](http://www.westamerica.com). Please check our website periodically for updates.