


WESTAMERICA BANK
CALIFORNIA CONSUMER PRIVACY ACT
NOTICE AT COLLECTION - JOB APPLICANTS

This notice is provided as required by the California Consumer Privacy Act of 2018. Westamerica Bancorporation and its subsidiaries, Westamerica Bank and Community Banker Services Corporation (collectively the “Company”), the Company must gather personal information about you due during the job application process. The following personal information about you is collected by the Company for the following purposes, and if stated, shared with our vendors or government entities.

To view our California Consumer Privacy Act Policy, go to www.westamerica.com/about/privacy.

Categories of Personal Information to be Collected

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 job applicant or device (“personal information”). In particular, we have collected the following categories of personal information from job applicants within the last twelve (12) months:

Category	Examples	Collected
A. Identifiers.	A real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol (IP) address, email address, or other identifiers, such as employment history or education history.	YES
B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	A name, signature, Social Security number, address, telephone number, passport number, driver’s license or state identification card number, education, employment, employment history, names, addresses, email addresses telephone numbers of references Some personal information included in this category may overlap with other categories.	YES
C. Protected classification characteristics under California or federal law.	Age (40 years or older), race, color, ancestry, national origin, citizenship, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), veteran or military status.	YES
D. Commercial information.	Records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.	NO
E. Biometric information.	Genetic, physiological, behavioral, and biological characteristics, or activity patterns used to extract a template or other identifier or identifying information, such as, fingerprints, faceprints, and voiceprints, iris or retina scans, keystroke, gait, or other physical patterns, and sleep, health, or exercise data.	NO
F. Internet or other similar network activity.	Browsing history, search history, and interaction with a website, while at the workplace	NO
G. Geolocation data.	Physical location or movements.	YES
H. Sensory data.	Audio, electronic, visual, thermal, olfactory, or similar information.	YES

Category	Examples	Collected
I. Professional or employment-related information.	Current or past job history, including the names of employers, positions held, tenure with those employers, periods of unemployment or self-employment, potential and job responsibilities held during your employment.	YES
J. 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.	NO
K. Inferences drawn from other personal information.	Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	YES
L. Information Used to Communicate and Accept an Offer of Employment	In addition to the information above, you will have an opportunity to review a job description for the position for which you are being considered; potential hiring date; required training and possible travel requirements; assigned supervisor's name and a possible receipt of a tentative offer of employment which includes your acknowledgment that you will comply with the Company's personal policies and undergo a background check.	YES
M. Information used to Reimburse you for Interview related Expenses	Dates, miles you drove, and destinations of your travel to and from one of our locations for an in-person interview; forms of transportation you used, including but not limited to your personal vehicle, airplanes, taxis, buses, and ferries on the date of your in-person interview; hotels in which you resided, and details of food and drinks you consumed on the date of your in-person interview	YES

Personal information does not include:

- Publicly available information from government records.
- De-identified or aggregated consumer information.
- Information excluded from the CCPA's scope, like:
 - health or medical information covered by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the California Confidentiality of Medical Information Act (CMIA) or clinical trial data;
 - personal information covered by certain sector-specific privacy laws, including the Fair Credit Reporting Act (FCRA), the Gramm-Leach-Bliley Act (GLBA) or California Financial Information Privacy Act (FIPA), and the Driver's Privacy Protection Act of 1994.

We obtain the categories of personal information listed above from the following categories of sources:

- Directly from job applicants or their agents. For example, from documents that you provide to us related to your prospective employment with us.
- Directly and indirectly from activity on our website. For example, submission through our website portal or website usage details collected automatically from third-parties that interact with us in connection with verifying employment history.

Use of Personal Information

We may use or disclose the personal information we collect for one or more of the following business purposes:

- To fulfill or meet the reason for which the information is provided. For example, if you provide us with personal information in order for us to reimburse you for mileage when traveling to and from your in-person interview.
- To provide you with information related to your job search, products or services that you request from us.
- To Communicate with you during the interview and hiring process to, if applicable, receiving and offer of employment, such as your representation that you are eligible to legally work in the United States of America and other information you may provide during the recruiting and interview process such as education history and other career development action you have taken or any standardized tests the Company may require you to complete to validate your skill level or determine if there is a match with the Company's sale culture.
- To determine whether you have any criminal records which will disqualify you from employment with the company under Federal banking laws.
- To carry out our obligations and enforce our rights arising from your candidacy for employment.
- To comply with the United States Government Reporting Requirements, such as completion of a federal I-9 form validating your legal right to work in the United States of America or to comply with the annual completion of an Affirmative Action Plan (gender, race, ethnicity, veteran status and if you disclosed a disability).
- As necessary or appropriate to protect the rights, property or safety of us, our customers or others.
- To respond to law enforcement requests and as required by applicable law, court order, or governmental regulations.
- As described to you when collecting your personal information or as otherwise set forth in the CCPA.

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.

Sharing Personal Information

We may disclose your personal information to a third party for a business purpose. When we disclose personal information for a business purpose, we enter a contract that describes the purpose and requires the recipient to both keep that personal information confidential and not use it for any purpose except performing the contract.

In the preceding twelve (12) months, we have disclosed the following categories of personal information for a business purpose:

Category A: Identifiers.

Category B: California Customer Records personal information categories.

Category C: Protected classification characteristics under California or federal law.

Category I: Professional or employment-related information.

Category L: Information Used to Communicate and Accept an Offer of Employment

Category M: Information used to reimburse you for covered Interview related Expenses

We disclose your personal information for a business purpose to the following categories of third parties:

- Our affiliates.
- Service providers.
- Third parties to whom you or your agents authorize us to disclose your personal information in connection with your prospective employment with the Company.

In the preceding twelve (12) months, we have not sold any personal information.

The above represents the California Consumer Privacy Act of 2018 disclosure of personal information collected about you to due to your prospective employment with the Company.

For purposes of any banking products or services you have with Westamerica Bank, this represents a customer relationship on your part with Westamerica Bank, which has separate disclosure responsibilities under the California Consumer Privacy Act of 2018.