

CANDIDATE PRIVACY NOTICE

Effective Date: April 30, 2022

This Candidate Privacy Notice describes the practices of Beacon Pointe Advisors, LLC (“we” or “Beacon Pointe”) with respect to the personal information we collect from and about candidates for employment with Beacon Pointe . This Policy describes such practices generally, so we may not collect all categories of personal information for each individual. If you provide personal information to us that is not described in this policy, we may collect and process that information in a manner that is consistent with the purpose for which you provided it.

This notice only applies only to “personal information” that is regulated by the CCPA. For example, this notice does not apply to information covered by the Health Insurance Portability and Accountability Act (HIPAA), the Confidentiality of Medical Information Act (CMIA), the Fair Credit Reporting Act (FCRA), the Gramm-Leach-Bliley Act (GLBA), or the California Financial Information Privacy Act (CFIPA).

1. Who Does This Notice Apply To?

This Policy applies to California residents in their capacity as candidates for employment with Beacon Pointe or who otherwise provide personal information in relation to any role with Beacon Pointe.

2. The Categories of Personal Information We Collect and Process

Beacon Pointe collects, uses, and discloses personal information about job candidates for business purposes only and consistent with applicable laws.

We may collect the following categories of personal information about you:

Category	Examples of Personal Data Within This Category
Identifiers.	Real name, nickname or alias, postal address, telephone number, e-mail address, signature, online identifier, Internet Protocol address.
Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	Name, signature, physical characteristics or description, address, telephone number, education, employment, employment history, <i>Some personal information included in this category may overlap with other categories.</i>
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.
Internet or other similar network activity.	Browsing history, search history, information on a consumer's interaction with a website, application, or advertisement, or email communications.
Sensory data.	Audio, visual or similar information, including from video surveillance cameras in public areas.
Professional or employment-related information.	Current or past job history, your resume, c.v., and performance evaluations.

Education Information	Information that is not publicly available to personal information as defined in the Family Education Rights and Privacy Act (20 U.S.C. Sec. 1232g; 34 C.F.R. Part 99).
Inferences	Inferences drawn from any information identified above to create a profile about a consumer reflecting the consumer’s preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

3. How Do We Collect Your Personal Information?

We obtain the categories of personal information listed above (i) directly from you when you provide it to us on forms, in interviews, or otherwise; (ii) indirectly from observing your actions, including your interactions with our digital properties; and (iii) from third parties, including staffing and recruiting agencies, your references, and when we perform employee background screenings.

4. How Do We Use Your Personal Information?

We use the personal information we collect as part of the candidate process:

- **To Process Employment Applications and Onboard New Hires:** We collect most personal information to evaluate your candidacy, including to open and maintain candidate records, communicate with you, conduct employment related background screening and checks, and evaluate your application.
- **For Diversity and Equal Opportunity Monitoring:** Where permitted by law, you have the option to provide certain sensitive personal information, such as race or ethnic origin, for the purposes of equal opportunities monitoring. If you decide not to provide this information, your application will not be prejudiced. You may also tell us if you have a disability, so that we can make appropriate arrangements for you to attend our offices and/or participate in an interview.
- **To Maintain Security at Our Premises:** If you attend in-person interviews at our offices or facilities, we may collect information related to your access to our building. This may include data related to your use of security control systems, audio and video captured on security cameras, and visitor logging information.
- **To Maintain Security On Our Digital Properties.** Personal information associated with you or your devices are processed for security and optimization purposes. For example, you may be required to log-in to a secure portal for purposes of submitting your candidacy information or to maintain communication with us. We collect personal information associated with your device to maintain the security of our computer systems and infrastructure.
- **To Conduct Candidate Evaluations:** We collect and review your personal information from multiple sources in order to assess your suitability for employment or work with Beacon Pointe. This may include obtaining pre-employment background checks following a successful application.
- **For Onboarding:** We may collect personal information necessary for employee onboarding purposes. We will provide you with additional privacy notices at that time.
- **For Similar Purposes:** When necessary or advisable we may process your personal information for purposes similar to those mentioned above, and consistent with the purpose for which you provided your personal information.

In addition to the uses set forth above, Beacon Pointe may use and share the categories of personal information identified:

- To comply with applicable legal and regulatory requests and obligations (including investigations).
- To establish or defend legal claims and allegations.
- For security or the prevention, detection, or investigation of fraud, suspected or actual illegal activity, or other misconduct.
- To seek advice from lawyers, auditors and other professional advisors.

5. Questions

If you have any questions about this Notice, or to request this Notice in another format, please contact the Human Resources department at info-HumanResources@beaconpointe.com.