

Privacy Notice for Employment Applicants Residing in California

Updated as of: October 3, 2023

TDK-Lambda America Inc. ("TLA") is concerned about privacy and wants you to be familiar with how we collect, use, and disclose your information.

This Privacy Notice ("Privacy Notice") supplements the information in the TDK Corporation Global Privacy Policy (available at <https://www.tdk.com/corp/en/policy/index.htm>) and applies solely to current and former applicants for employment by TLA who reside in the State of California. TLA has adopted this Privacy Notice to comply with the California Privacy Rights Act (the "CPRA"). Any terms defined in the CPRA have the same meaning in this Privacy Notice.

PERSONAL INFORMATION WE COLLECT

When Viewing Job Listings In Our Career Center: We do not require that you create a login ID or provide Personal Information in order to review job listings in our Career Center. We may collect information such as usage and interaction data, IP addresses, online identifiers, and cookies from our online career sites and applications.

When Applying For A Job Opening: When you apply for a job at TLA, we may collect the following information:

- Contact information (name, phone, address, email)
- Educational background, degrees, and certifications
- Professional experience and qualifications
- Professional references
- Compensation expectations
- Job openings of interest
- Source of information concerning job openings
- Gender, race, and ethnicity information
- Birthplace and national origin
- Work authorization status and sponsorship information
- Veteran status
- Medical and health information, disabilities, and necessary accommodations
- Location data
- Willingness to travel or relocate
- Background check information from service providers upon which offers may be contingent
- Banking information
- Information from third parties such as recruiters, employment agencies, online networks, and other vendors
- Usage and interaction data, account credentials, IP addresses, online identifiers, and cookies from online sites and applications of TLA and its service providers
- Inferences reflecting an applicant's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, aptitude, and abilities

HOW WE USE THIS PERSONAL INFORMATION

TLA may use the information it collects about its applicants for one or more of the following purposes:

- To communicate with applicant or applicant's agents
- To identify potential applicants
- Assessment of skills, qualifications, interests, and suitability for job role
- Preparation for interviews and hiring decisions
- Interview, hiring, staffing, and compensation decisions
- Assessment and verification of information obtained during recruiting process, including reference and background checks as permitted by law
- Reimbursement of travel costs
- Preparing employment offers, offer negotiations
- For work permits, housing or relocation purposes
- Providing information in advance of employment
- Providing information about other job positions and openings
- Providing, supporting, and developing human resources and personnel functions
- Managing and maintaining recruiting, hiring, and other employment-related functions and programs
- Creating and maintaining personnel files, including emergency contact information
- Reimbursement of travel and other expenses
- Administering, maintaining, and developing TLA websites and applications
- Developing a profile reflecting an applicant's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, aptitude, and abilities.
- Carrying out contractual obligations and enforcing rights under contracts
- Complying with state and federal law
- As necessary to protect the rights, property, or safety of TLA or any person
- Responding to law enforcement requests
- As required by applicable law, regulation, court order, or government request
- To evaluate or complete a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding
- As described at the time information is collected

HOW WE MAY SHARE AND DISCLOSE THIS PERSONAL INFORMATION

Service Providers: We may disclose personal information to third party service providers so they can perform functions for and provide services to TLA. Such service providers include:

- HR and benefits administrators
- Recruiters and employment agencies
- Website hosting providers
- Cloud storage and application providers
- IT support providers
- Security services providers

- Data analytics providers

Law and Public Interest: We may disclose personal information of employees if we believe that it is reasonably necessary.

- To comply with a law, regulation, court order, or government request
- As necessary to protect the rights, property, or safety of TLA or any person
- To respond to law enforcement requests
- To evaluate or complete a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding

Affiliates: We may disclose personal information to affiliates of TLA to allow them to consider you for employment or other services, or as otherwise permitted by this Privacy Notice or application law or regulation.

WE DO NOT SELL THIS PERSONAL INFORMATION

In the preceding twelve (12) months, TLA has not sold any Personal Information of its applicants. If, in the future, TLA anticipates selling such Personal Information, we will provide you with all rights required by the CPRA.

CHANGES TO THIS PRIVACY NOTICE

TLA reserves the right to amend this Privacy Notice at our discretion at any time. When we make any changes, we will provide you with the updated Privacy Notice via your email address on file with TLA.

CONTACT INFORMATION

Your personal information data is subject to the CPRA which gives you certain rights with respect to your personal information data. You have the right to request access to, rectify, erase, and restrict the processing of your personal information data, subject to the legitimate business interests of TLA and TLA's obligations to comply with applicable laws. In order to make any such requests or if you have any questions about this Privacy Notice or any manner in which TLA is collecting, using, or disclosing your personal information, please contact us at:

Email: lucy.khuu@tdk.com

Telephone: 619-628-2838

Mail: TDK-Lambda Americas Inc.
Human Resources Department
401 Mile of Cars Way, Suite 325
National City, CA 91950