



Privacy Notice for Zinnia California Employees

Zinnia Corporate Holdings, LLC (“Company”) collects your personal information and sensitive personal information, as defined under the California Consumer Privacy Act (Cal. Civ. Code § 1798.100, *et seq.*) to support its business operations, including for the business purposes described below.

Do you sell or share my personal information?

We do not sell the personal information or sensitive personal information we collect from our employees. We also do not share employee personal information or sensitive personal information with third parties for cross-context behavioral advertising.

What Information do you collect?

We may collect the personal information and sensitive personal information categories listed in the tables below. The table also lists, for each category, Company’s business purpose for collecting the information, and our expected retention period. Please note that in some situations, we may need to retain certain categories of personal information for longer than the disclosed period in order to comply with our legal or regulatory obligations, resolve disputes, defend against legal claims, or in other exigent circumstances.

Personal Information

Personal Information Category (per Cal. Civ. Code § 1798.140)	Business Purposes	Retention Period
Personal identifiers , including real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, social security number, driver’s license or passport number, or other similar identifiers.	Meet our legal obligations; perform human resource management; communicate with you; administer payroll and benefits; protect and secure our workforce and environment.	The length of your employment plus any statutorily required retention period for this category of personal information post-employment or 6 years post-employment, whichever is longer.
California Customer Records personal information (Cal. Civ. Code § 1798.80(e)), including name, signature, social security number, physical characteristics or description, address, telephone number, passport number, driver’s license or state	Meet our legal obligations; perform human resource management; communicate with you; administer payroll and benefits; protect and	The length of your employment plus any statutorily required retention period for this category of personal information post-employment or 6 years post-employment, whichever is longer.



<p>identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information.</p>	<p>secure our workforce and environment.</p>	
<p>Characteristics of protected classifications under California or federal law.</p>	<p>Meet our legal obligations; administer benefits; perform human resource management.</p>	<p>The length of your employment plus any statutorily required retention period for this category of personal information post-employment or 6 years post-employment, whichever is longer.</p>
<p>Commercial information, including records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.</p>	<p>We do not collect.</p>	<p>Not applicable.</p>
<p>Biometric information</p>	<p>We do not collect.</p>	<p>Not applicable.</p>
<p>Internet and other electronic network activity information, including, but not limited to, browsing history, search history, and information about individual interactions with an Internet website, application, or advertisement.</p>	<p>Perform human resource management; protect and secure our workforce and environment.</p>	<p>The length of any statutorily required retention period for this category of personal information or 1 year, whichever is longer.</p>
<p>Geolocation data</p>	<p>Protect and secure our workforce and environment.</p>	<p>The duration the geolocated device is managed by Company.</p>



Sensory data including audio, electronic, visual, thermal, olfactory, or similar information.	We do not collect.	Not applicable.
Professional or employment-related information.	Meet our legal obligations; perform human resource management.	The length of your employment plus any statutorily required retention period for this category of personal information post-employment or 6 years post-employment, whichever is longer.
Non-public education information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. § 1232g; 34 C.F.R. Part 99)	Perform human resource management.	The length of your employment plus any statutorily required retention period for this category of personal information post-employment or 6 years post-employment, whichever is longer.
Inferences drawn from any of the information identified above to create a profile about you reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	We do not collect.	Not applicable.

Sensitive Personal Information

Sensitive Personal Information Category (per Cal. Civ. Code § 1798.140)	Business Purposes	Retention Period
Social security number, driver's license number, state identification card, or passport number	Meet our legal obligations; perform human resource management; administer payroll and benefits; protect and secure our workforce and environment.	The length of your employment plus any statutorily required retention period for this category of personal information post-employment or 6 years post-employment, whichever is longer.



Account access credentials (user names, account numbers, or card numbers combined with the required access code, security code or password to access an account)	Protect and secure our workforce and environment.	The length of your employment.
Precise geolocation (location within a geographic area of a circle with a radius of 1850 ft or less)	Protect and secure our workforce and environment.	The duration the geolocated device is managed by Company.
Racial or ethnic origin	Meet our legal obligations; perform human resource management.	The length of your employment plus any statutorily required retention period for this category of personal information post-employment or 6 years post-employment, whichever is longer.
Religious or philosophical beliefs	We do not collect.	Not applicable.
Union membership	We do not collect.	Not applicable.
Genetic Data	We do not collect.	Not applicable.
Mail, email, or text messages where the content is not directed to Company.	Protect and secure our workforce and environment.	The length of your employment plus any statutorily required retention period for this category of personal information post-employment or 6 years post-employment, whichever is longer.
Unique identifying biometric information	We do not collect.	Not applicable.
Personal information collected and analyzed concerning health	We do not collect.	Not applicable.
Personal information collected and analyzed concerning sex life, or sexual orientation.	We do not collect.	Not applicable.



How can I learn more about my privacy rights or get an accessible version?

Additional information about your privacy rights under California law can be found in our online CPRA privacy notice, linked at <https://zinnia.com/privacy-policy/>. If you have any questions about this Privacy Notice or if you need to access it in an alternative format due to a disability, please contact Amber Reed at amber.reed@zinnia.com.