

California Employee and Job Applicant Privacy Notice Regarding the Collection of Personal Information

USS-UPI, LLC (“UPI”, the “Company,” “we,” “us,” or “our”) adopts this Privacy Notice to California Employees and Job Applicants Regarding the Collection of Personal Information (the “Privacy Notice”) to comply with the California Consumer Privacy Act (“CCPA”) and the California Privacy Rights Act (“CPRA”). Any terms defined in the CCPA or the CPRA have the same meaning when used in this Privacy Notice. Employees and job applicants with disabilities may access this notice in an alternative format by calling the following toll-free phone number: 800-877-7672 or emailing legal1@ussupi.com.

UPI respects your privacy and take your privacy seriously. We are committed to handling personal information responsibly and in compliance with applicable laws. As an Employer, in the course of our business, we will ask job applicants, prospective employees, and employees to provide personal information necessary relating to your employment or prospective employment. That information is obtained through completed job applications and the attachments thereto. This Privacy Notice describes how UPI collects and uses your personal information, the categories of personal information it collects, and instances where UPI may disclose your personal information to third parties. We will only collect and process your personal information in accordance with this Privacy Notice and our Privacy Policies, which can be located at ussupi.com unless otherwise required by applicable law.

If you are not an employee or job applicant, please review UPI’s Privacy Notice for California Residents.

Categories of Personal Information UPI Collects and How We Use It

UPI collects and processes information from you for human resource, employment, and benefit administration purposes, and where necessary to comply with any local, state, and federal legal obligations. UPI obtains the categories of personal information and sensitive personal information listed below directly from you and the information you provide during your job application process with our clients or with our recruiters, your employee onboarding process, and during the selection of your benefits as an employee. In some

cases, UPI may obtain a background check and/or consumer report from a consumer reporting agency once an offer of employment is made. UPI does not sell this personal information or sensitive personal information.

You may find in the following pages tables for categories of personal information and sensitive personal information that we collect, how long we retain that information (or how we determine how long to retain that information), the business purpose for that information, and whether we sell or share that information.

Personal Information Category	Retention Period	Business Purpose	Sold or Shared?
Identifiers (including but not limited to name, signature, social security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information)	For job applicants, long enough to consider the applicant for employment with the Company and to comply with requirements under California law, which no fewer than four years from the date of an employment application; for employees, during employment and after employment as needed for the Company to consider re-hiring or future employment possibilities, and to comply with requirements under California law, which is no fewer than four years; or to comply with local, state, and federal law or regulations or the needs of any ongoing litigation (until that litigation is resolved).	Comply with all applicable laws and regulations; recruit and evaluate job applicants and candidates for employment; conduct background checks; manage your employment relationship with us; manage and monitor employee access to Company facilities, equipment, and systems; conduct internal audits and workplace investigations; investigate, enforce compliance with, and remedy potential breaches of Company policies and procedures; engage in corporate transactions requiring review of employee records, such as for evaluating potential mergers and acquisitions of the Company; maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance; perform workforce analytics, data analytics, and benchmarking; administer and maintain the Company's operations, including for safety purposes; for client marketing purposes; and/or to defend the legal rights of the Company and its employees, affiliates, customers, contractors, and agents.	Not sold. Shared with: employees and external service providers to the extent necessary to carry out the Company's business purpose; local authorities as permitted or required by law; auditors or legal counsel for a possible merger, sale, other change in control or financial status of the Company; other third parties as required by law, regulation, or legal process; or when the Company believes disclosure is necessary to achieve any purpose disclosed in this Notice.
Protected classification characteristics under California or federal law	For job applicants, long enough to consider the applicant for employment with the Company and to comply with requirements under California law, which no fewer than four years from the date of an employment application; for employees, during employment and after employment as needed for the Company to	Comply with all applicable laws and regulations; conduct background checks; manage your employment relationship with us; conduct internal audits and workplace investigations; investigate, enforce compliance with, and remedy potential breaches of Company policies and procedures; maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance; and/or to defend the legal rights of the Company and its employees, affiliates, customers, contractors, and agents.	Not sold. Shared with: employees and external service providers to the extent necessary to carry out the Company's business purpose; local authorities as permitted or required by law; auditors or legal counsel for a possible merger, sale, other change in control or financial status of the Company; other third parties as required by law, regulation, or legal process; or when the Company

	consider re-hiring or future employment possibilities, and to comply with requirements under California law, which is no fewer than four years; or to comply with local, state, and federal law or regulations or the needs of any ongoing litigation (until that litigation is resolved).		believes disclosure is necessary to achieve any purpose disclosed in this Notice.
Commercial information	For job applicants, long enough to consider the applicant for employment with the Company and to comply with requirements under California law, which no fewer than four years from the date of an employment application; for employees, during employment and after employment as needed for the Company to consider re-hiring or future employment possibilities, and to comply with requirements under California law, which is no fewer than four years; or to comply with local, state, and federal law or regulations or the needs of any ongoing litigation (until that litigation is resolved).	Comply with all applicable laws and regulations; manage your employment relationship with us; conduct internal audits and workplace investigations; investigate, enforce compliance with, and remedy potential breaches of Company policies and procedures; engage in corporate transactions requiring review of employee records, such as for evaluating potential mergers and acquisitions of the Company; maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance; perform workforce analytics, data analytics, and benchmarking; administer and maintain the Company's operations, including for safety purposes; and/or to defend the legal rights of the Company and its employees, affiliates, customers, contractors, and agents	Not sold. Shared with: employees and external service providers to the extent necessary to carry out the Company's business purpose; local authorities as permitted or required by law; auditors or legal counsel for a possible merger, sale, other change in control or financial status of the Company; other third parties as required by law, regulation, or legal process; or when the Company believes disclosure is necessary to achieve any purpose disclosed in this Notice.
Biometric information	For job applicants, long enough to consider the applicant for employment with the Company and to comply with	Comply with all applicable laws and regulations; conduct background checks; manage your employment relationship with us; manage and monitor employee access to Company facilities, equipment, and systems; conduct internal audits	Not sold. Shared with: employees and external service providers to the extent necessary to carry out the Company's business purpose; local

	<p>requirements under California law, which no fewer than four years from the date of an employment application; for employees, during employment and after employment as needed for the Company to consider re-hiring or future employment possibilities, and to comply with requirements under California law, which is no fewer than four years; or to comply with local, state, and federal law or regulations or the needs of any ongoing litigation (until that litigation is resolved).</p>	<p>and workplace investigations; investigate, enforce compliance with, and remedy potential breaches of Company policies and procedures; engage in corporate transactions requiring review of employee records, such as for evaluating potential mergers and acquisitions of the Company; maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance; perform workforce analytics, data analytics, and benchmarking; administer and maintain the Company's operations, including for safety purposes; and/or to defend the legal rights of the Company and its employees, affiliates, customers, contractors, and agents.</p>	<p>authorities as permitted or required by law; auditors or legal counsel for a possible merger, sale, other change in control or financial status of the Company; other third parties as required by law, regulation, or legal process; or when the Company believes disclosure is necessary to achieve any purpose disclosed in this Notice.</p>
<p>Internet or other similar network activity</p>	<p>For job applicants, long enough to consider the applicant for employment with the Company and to comply with requirements under California law, which no fewer than four years from the date of an employment application; for employees, during employment and after employment as needed for the Company to consider re-hiring or future employment possibilities, and to comply with requirements under California law, which is no fewer than four years; or to comply with local, state, and federal law or regulations or the</p>	<p>Comply with all applicable laws and regulations; manage your employment relationship with us; manage and monitor employee access to Company facilities, equipment, and systems; conduct internal audits and workplace investigations; investigate, enforce compliance with, and remedy potential breaches of Company policies and procedures; engage in corporate transactions requiring review of employee records, such as for evaluating potential mergers and acquisitions of the Company; maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance; perform workforce analytics, data analytics, and benchmarking; administer and maintain the Company's operations, including for safety purposes; and/or to defend the legal rights of the Company and its employees, affiliates, customers, contractors, and agents.</p>	<p>Not sold. Shared with: employees and external service providers to the extent necessary to carry out the Company's business purpose; local authorities as permitted or required by law; auditors or legal counsel for a possible merger, sale, other change in control or financial status of the Company; other third parties as required by law, regulation, or legal process; or when the Company believes disclosure is necessary to achieve any purpose disclosed in this Notice.</p>

	needs of any ongoing litigation (until that litigation is resolved),		
Geolocation data	For job applicants, long enough to consider the applicant for employment with the Company and to comply with requirements under California law, which no fewer than four years from the date of an employment application; for employees, during employment and after employment as needed for the Company to consider re-hiring or future employment possibilities, and to comply with requirements under California law, which is no fewer than four years; or to comply with local, state, and federal law or regulations or the needs of any ongoing litigation (until that litigation is resolved).	Comply with all applicable laws and regulations; manage your employment relationship with us; manage and monitor employee access to Company facilities, equipment, and systems; conduct internal audits and workplace investigations; investigate, enforce compliance with, and remedy potential breaches of Company policies and procedures; engage in corporate transactions requiring review of employee records, such as for evaluating potential mergers and acquisitions of the Company; maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance; perform workforce analytics, data analytics, and benchmarking; administer and maintain the Company's operations, including for safety purposes; and/or to defend the legal rights of the Company and its employees, affiliates, customers, contractors, and agents.	Not sold. Shared with: employees and external service providers to the extent necessary to carry out the Company's business purpose; local authorities as permitted or required by law; auditors or legal counsel for a possible merger, sale, other change in control or financial status of the Company; other third parties as required by law, regulation, or legal process; or when the Company believes disclosure is necessary to achieve any purpose disclosed in this Notice.
Sensory data	For job applicants, long enough to consider the applicant for employment with the Company and to comply with requirements under California law, which no fewer than four years from the date of an employment application; for employees, during employment and after employment as needed for the Company to	Comply with all applicable laws and regulations; manage your employment relationship with us; manage and monitor employee access to Company facilities, equipment, and systems; conduct internal audits and workplace investigations; investigate, enforce compliance with, and remedy potential breaches of Company policies and procedures; engage in corporate transactions requiring review of employee records, such as for evaluating potential mergers and acquisitions of the Company; maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance; perform	Not sold. Shared with: employees and external service providers to the extent necessary to carry out the Company's business purpose; local authorities as permitted or required by law; auditors or legal counsel for a possible merger, sale, other change in control or financial status of the Company; other third parties as required by law, regulation, or legal process; or when the Company

	consider re-hiring or future employment possibilities, and to comply with requirements under California law, which is no fewer than four years; or to comply with local, state, and federal law or regulations or the needs of any ongoing litigation (until that litigation is resolved).	workforce analytics, data analytics, and benchmarking; administer and maintain the Company's operations, including for safety purposes; and/or to defend the legal rights of the Company and its employees, affiliates, customers, contractors, and agents.	believes disclosure is necessary to achieve any purpose disclosed in this Notice.
Professional or employment-related information	For job applicants, long enough to consider the applicant for employment with the Company and to comply with requirements under California law, which no fewer than four years from the date of an employment application; for employees, during employment and after employment as needed for the Company to consider re-hiring or future employment possibilities, and to comply with requirements under California law, which is no fewer than four years; or to comply with local, state, and federal law or regulations or the needs of any ongoing litigation (until that litigation is resolved).	Comply with all applicable laws and regulations; recruit and evaluate job applicants and candidates for employment; conduct background checks; manage your employment relationship with us; manage and monitor employee access to Company facilities, equipment, and systems; conduct internal audits and workplace investigations; investigate, enforce compliance with, and remedy potential breaches of Company policies and procedures; engage in corporate transactions requiring review of employee records, such as for evaluating potential mergers and acquisitions of the Company; maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance; perform workforce analytics, data analytics, and benchmarking; administer and maintain the Company's operations, including for safety purposes; for client marketing purposes; and/or to defend the legal rights of the Company and its employees, affiliates, customers, contractors, and agents.	Not sold. Shared with: employees and external service providers to the extent necessary to carry out the Company's business purpose; local authorities as permitted or required by law; auditors or legal counsel for a possible merger, sale, other change in control or financial status of the Company; other third parties as required by law, regulation, or legal process; or when the Company believes disclosure is necessary to achieve any purpose disclosed in this Notice.
Non-public education information	For job applicants, long enough to consider the applicant for employment with the Company and to comply with	Comply with all applicable laws and regulations; recruit and evaluate job applicants and candidates for employment; conduct background checks; manage your employment relationship with us; manage and monitor employee access to	Not sold. Shared with: employees and external service providers to the extent necessary to carry out the Company's business purpose; local

	<p>requirements under California law, which no fewer than four years from the date of an employment application; for employees, during employment and after employment as needed for the Company to consider re-hiring or future employment possibilities, and to comply with requirements under California law, which is no fewer than four years; or to comply with local, state, and federal law or regulations or the needs of any ongoing litigation (until that litigation is resolved).</p>	<p>Company facilities, equipment, and systems; conduct internal audits and workplace investigations; investigate, enforce compliance with, and remedy potential breaches of Company policies and procedures; engage in corporate transactions requiring review of employee records, such as for evaluating potential mergers and acquisitions of the Company; maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance; perform workforce analytics, data analytics, and benchmarking; administer and maintain the Company's operations, including for safety purposes; for client marketing purposes; and/or to defend the legal rights of the Company and its employees, affiliates, customers, contractors, and agents.</p>	<p>authorities as permitted or required by law; auditors or legal counsel for a possible merger, sale, other change in control or financial status of the Company; other third parties as required by law, regulation, or legal process; or when the Company believes disclosure is necessary to achieve any purpose disclosed in this Notice.</p>
<p>Inferences drawn from other personal information</p>	<p>For job applicants, long enough to consider the applicant for employment with the Company and to comply with requirements under California law, which no fewer than four years from the date of an employment application; for employees, during employment and after employment as needed for the Company to consider re-hiring or future employment possibilities, and to comply with requirements under California law, which is no fewer than four years; or to comply with local, state, and federal law or regulations or the</p>	<p>Comply with all applicable laws and regulations; recruit and evaluate job applicants and candidates for employment; conduct background checks; manage your employment relationship with us; manage and monitor employee access to Company facilities, equipment, and systems; conduct internal audits and workplace investigations; investigate, enforce compliance with, and remedy potential breaches of Company policies and procedures; engage in corporate transactions requiring review of employee records, such as for evaluating potential mergers and acquisitions of the Company; maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance; perform workforce analytics, data analytics, and benchmarking; administer and maintain the Company's operations, including for safety purposes; for client marketing purposes; and/or to defend the legal rights of the Company and its employees, affiliates, customers, contractors, and agents.</p>	<p>Not sold. Shared with: employees and external service providers to the extent necessary to carry out the Company's business purpose; local authorities as permitted or required by law; auditors or legal counsel for a possible merger, sale, other change in control or financial status of the Company; other third parties as required by law, regulation, or legal process; or when the Company believes disclosure is necessary to achieve any purpose disclosed in this Notice.</p>

	needs of any ongoing litigation (until that litigation is resolved).		
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Sensitive Personal Information Category	Retention Period	Business Purpose	Sold or Shared?
Government identifiers (such as social security, driver's license, state identification card, or passport number)	For job applicants, long enough to consider the applicant for employment with the Company and to comply with requirements under California law, which no fewer than four years from the date of an employment application; for employees, during employment and after employment as needed for the Company to consider re-hiring or future employment possibilities, and to comply with requirements under California law, which is no fewer than four years; or to comply with local, state, and federal law or regulations or the needs of any ongoing litigation (until that litigation is resolved).	Comply with all applicable laws and regulations; recruit and evaluate job applicants and candidates for employment; conduct background checks; manage your employment relationship with us; manage and monitor employee access to Company facilities, equipment, and systems; conduct internal audits and workplace investigations; investigate, enforce compliance with, and remedy potential breaches of Company policies and procedures; engage in corporate transactions requiring review of employee records, such as for evaluating potential mergers and acquisitions of the Company; maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance; perform workforce analytics, data analytics, and benchmarking; administer and maintain the Company's operations, including for safety purposes; for client marketing purposes; and/or to defend the legal rights of the Company and its employees, affiliates, customers, contractors, and agents.	Not sold. Shared with: employees and external service providers to the extent necessary to carry out the Company's business purpose; local authorities as permitted or required by law; auditors or legal counsel for a possible merger, sale, other change in control or financial status of the Company; other third parties as required by law, regulation, or legal process; or when the Company believes disclosure is necessary to achieve any purpose disclosed in this Notice.
Complete account access credentials (such as user names, account numbers, or card numbers combined with	For job applicants, long enough to consider the applicant for employment with the Company and to comply with requirements under California law, which no fewer than four	Comply with all applicable laws and regulations; recruit and evaluate job applicants and candidates for employment; conduct background checks; manage your employment relationship with us; manage and monitor employee access to Company facilities, equipment, and systems; conduct internal audits and workplace investigations; investigate, enforce	Not sold. Shared with: employees and external service providers to the extent necessary to carry out the Company's business purpose; local authorities as permitted or required by law; auditors or legal counsel for a

<p>required access/security code or password)</p>	<p>years from the date of an employment application; for employees, during employment and after employment as needed for the Company to consider re-hiring or future employment possibilities, and to comply with requirements under California law, which is no fewer than four years; or to comply with local, state, and federal law or regulations or the needs of any ongoing litigation (until that litigation is resolved).</p>	<p>compliance with, and remedy potential breaches of Company policies and procedures; engage in corporate transactions requiring review of employee records, such as for evaluating potential mergers and acquisitions of the Company; maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance; perform workforce analytics, data analytics, and benchmarking; administer and maintain the Company's operations, including for safety purposes; for client marketing purposes; and/or to defend the legal rights of the Company and its employees, affiliates, customers, contractors, and agents.</p>	<p>possible merger, sale, other change in control or financial status of the Company; other third parties as required by law, regulation, or legal process; or when the Company believes disclosure is necessary to achieve any purpose disclosed in this Notice.</p>
<p>Precise geolocation</p>	<p>For job applicants, long enough to consider the applicant for employment with the Company and to comply with requirements under California law, which no fewer than four years from the date of an employment application; for employees, during employment and after employment as needed for the Company to consider re-hiring or future employment possibilities, and to comply with requirements under California law, which is no fewer than four years; or to comply with local, state, and federal law or regulations or the needs of any ongoing litigation</p>	<p>Comply with all applicable laws and regulations; manage your employment relationship with us; manage and monitor employee access to Company facilities, equipment, and systems; conduct internal audits and workplace investigations; investigate, enforce compliance with, and remedy potential breaches of Company policies and procedures; engage in corporate transactions requiring review of employee records, such as for evaluating potential mergers and acquisitions of the Company; maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance; perform workforce analytics, data analytics, and benchmarking; administer and maintain the Company's operations, including for safety purposes; and/or to defend the legal rights of the Company and its employees, affiliates, customers, contractors, and agents.</p>	<p>Not sold. Shared with: employees and external service providers to the extent necessary to carry out the Company's business purpose; local authorities as permitted or required by law; auditors or legal counsel for a possible merger, sale, other change in control or financial status of the Company; other third parties as required by law, regulation, or legal process; or when the Company believes disclosure is necessary to achieve any purpose disclosed in this Notice.</p>

	(until that litigation is resolved)s.		
Racial or ethnic origin	For job applicants, long enough to consider the applicant for employment with the Company and to comply with requirements under California law, which no fewer than four years from the date of an employment application; for employees, during employment and after employment as needed for the Company to consider re-hiring or future employment possibilities, and to comply with requirements under California law, which is no fewer than four years; or to comply with local, state, and federal law or regulations or the needs of any ongoing litigation (until that litigation is resolved).	Comply with all applicable laws and regulations; conduct background checks; manage your employment relationship with us; conduct internal audits and workplace investigations; investigate, enforce compliance with, and remedy potential breaches of Company policies and procedures; maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance; and/or to defend the legal rights of the Company and its employees, affiliates, customers, contractors, and agents.	Not sold. Shared with: employees and external service providers to the extent necessary to carry out the Company's business purpose; local authorities as permitted or required by law; auditors or legal counsel for a possible merger, sale, other change in control or financial status of the Company; other third parties as required by law, regulation, or legal process; or when the Company believes disclosure is necessary to achieve any purpose disclosed in this Notice.
Religious or philosophical beliefs	For job applicants, long enough to consider the applicant for employment with the Company and to comply with requirements under California law, which no fewer than four years from the date of an employment application; for employees, during employment and after employment as needed for the Company to	Comply with all applicable laws and regulations; conduct background checks; manage your employment relationship with us; conduct internal audits and workplace investigations; investigate, enforce compliance with, and remedy potential breaches of Company policies and procedures; maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance; and/or to defend the legal rights of the Company and its employees, affiliates, customers, contractors, and agents.	Not sold. Shared with: employees and external service providers to the extent necessary to carry out the Company's business purpose; local authorities as permitted or required by law; auditors or legal counsel for a possible merger, sale, other change in control or financial status of the Company; other third parties as required by law, regulation, or legal process; or when the Company

	consider re-hiring or future employment possibilities, and to comply with requirements under California law, which is no fewer than four years; or to comply with local, state, and federal law or regulations or the needs of any ongoing litigation (until that litigation is resolved).		believes disclosure is necessary to achieve any purpose disclosed in this Notice.
Union membership	For job applicants, long enough to consider the applicant for employment with the Company and to comply with requirements under California law, which no fewer than four years from the date of an employment application; for employees, during employment and after employment as needed for the Company to consider re-hiring or future employment possibilities, and to comply with requirements under California law, which is no fewer than four years; or to comply with local, state, and federal law or regulations or the needs of any ongoing litigation (until that litigation is resolved).	Comply with all applicable laws and regulations; conduct background checks; manage your employment relationship with us; conduct internal audits and workplace investigations; investigate, enforce compliance with, and remedy potential breaches of Company policies and procedures; maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance; and/or to defend the legal rights of the Company and its employees, affiliates, customers, contractors, and agents.	Not sold. Shared with: employees and external service providers to the extent necessary to carry out the Company's business purpose; local authorities as permitted or required by law; auditors or legal counsel for a possible merger, sale, other change in control or financial status of the Company; other third parties as required by law, regulation, or legal process; or when the Company believes disclosure is necessary to achieve any purpose disclosed in this Notice.
Genetic data	N/A	N/A	N/A
Mail, email, or text message contents not		Comply with all applicable laws and regulations; manage your employment relationship with us; manage and monitor	Not sold. Shared with: employees and external service providers to the

<p>directed to the Company</p>		<p>employee access to Company facilities, equipment, and systems; conduct internal audits and workplace investigations; investigate, enforce compliance with, and remedy potential breaches of Company policies and procedures; engage in corporate transactions requiring review of employee records, such as for evaluating potential mergers and acquisitions of the Company; perform workforce analytics, data analytics, and benchmarking; administer and maintain the Company's operations, including for safety purposes; and/or to defend the legal rights of the Company and its employees, affiliates, customers, contractors, and agents.</p>	<p>extent necessary to carry out the Company's business purpose; local authorities as permitted or required by law; auditors or legal counsel for a possible merger, sale, other change in control or financial status of the Company; other third parties as required by law, regulation, or legal process; or when the Company believes disclosure is necessary to achieve any purpose disclosed in this Notice.</p>
<p>Unique identifying biometric information</p>	<p>For job applicants, long enough to consider the applicant for employment with the Company and to comply with requirements under California law, which no fewer than four years from the date of an employment application; for employees, during employment and after employment as needed for the Company to consider re-hiring or future employment possibilities, and to comply with requirements under California law, which is no fewer than four years; or to comply with local, state, and federal law or regulations or the needs of any ongoing litigation (until that litigation is resolved).</p>	<p>Comply with all applicable laws and regulations; conduct background checks; manage your employment relationship with us; manage and monitor employee access to Company facilities, equipment, and systems; conduct internal audits and workplace investigations; investigate, enforce compliance with, and remedy potential breaches of Company policies and procedures; engage in corporate transactions requiring review of employee records, such as for evaluating potential mergers and acquisitions of the Company; maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance; perform workforce analytics, data analytics, and benchmarking; administer and maintain the Company's operations, including for safety purposes; and/or to defend the legal rights of the Company and its employees, affiliates, customers, contractors, and agents</p>	<p>Not sold. Shared with: employees and external service providers to the extent necessary to carry out the Company's business purpose; local authorities as permitted or required by law; auditors or legal counsel for a possible merger, sale, other change in control or financial status of the Company; other third parties as required by law, regulation, or legal process; or when the Company believes disclosure is necessary to achieve any purpose disclosed in this Notice.</p>

<p>Health, sex life, or sexual orientation information</p>	<p>For job applicants, long enough to consider the applicant for employment with the Company and to comply with requirements under California law, which no fewer than four years from the date of an employment application; for employees, during employment and after employment as needed for the Company to consider re-hiring or future employment possibilities, and to comply with requirements under California law, which is no fewer than four years; or to comply with local, state, and federal law or regulations or the needs of any ongoing litigation (until that litigation is resolved).</p>	<p>Comply with all applicable laws and regulations; conduct background checks; manage your employment relationship with us; conduct internal audits and workplace investigations; investigate, enforce compliance with, and remedy potential breaches of Company policies and procedures; maintain commercial insurance policies and coverages, including for workers' compensation and other liability insurance; and/or to defend the legal rights of the Company and its employees, affiliates, customers, contractors, and agents.</p>	<p>Not sold. Shared with: employees and external service providers to the extent necessary to carry out the Company's business purpose; local authorities as permitted or required by law; auditors or legal counsel for a possible merger, sale, other change in control or financial status of the Company; other third parties as required by law, regulation, or legal process; or when the Company believes disclosure is necessary to achieve any purpose disclosed in this Notice.</p>
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UPI will not collect additional categories of personal information or sensitive personal information, or use the personal information or sensitive personal information collected for materially different, unrelated, or incompatible purposes without first providing you with additional and/or updated notice.

UPI's Disclosure of Personal Information to Third Parties

UPI does not sell or otherwise disclose your personal information or sensitive personal information to any third parties for any monetary consideration.

We may disclose any or each of the categories of your personal information or sensitive personal information, as described above, to the following categories of recipients:

- (i) The Company may disclose your personal information or sensitive personal information to other US Steel or UPI entities to fulfill the purposes described in this Notice. Within UPI entities, access to, use of, and other processing of personal information or sensitive personal information will generally be limited to individuals who have a need to know the information for the purposes described in this Notice, which may include personnel from: Human Resources, IT, Compliance, Legal, Information Security, Finance and Accounting, and Internal Audit. Most personnel within UPI will have access to your business contact information such as name, position, telephone number, work address, and email address.
- (ii) External service providers, such as (1) payroll and tax administrators, pensions and benefits providers and administrators, human resources administrators, IT systems and support providers, account monitoring services, financial institutions, telecommunications providers, insurance companies; (2) accountants, auditors, lawyers, and other outside professional advisors; (3) other third parties engaged to assist us in carrying out business, recruiting, or human resources activities; and (4) data verification services to ensure your data is accurate and to reduce errors. We do not allow third-party service providers to use or disclose your personal information or sensitive personal information except as necessary to perform services on our behalf or to comply with legal requirements.

(iii) Local authorities: UPI may share your personal information or sensitive personal information with local governmental, regulatory, supervisory, and/or judicial agencies or other public or official bodies, as permitted or required under applicable law.

(iv) Business investors: Your personal information or sensitive personal information may be disclosed to auditors and legal counsel in connection with a corporate restructuring, sale or assignment of assets, merger, divestiture, or other changes of control or financial status of the Company (including a reorganization, dissolution, or liquidation).

(v) Other third parties: Your personal data may be disclosed to third parties in circumstances where we are required to do so by law, regulation, or legal process (such as a court order or subpoena), or when we believe disclosure is necessary in order to achieve any purpose disclosed under this Notice.

Changes to This Privacy Notice

UPI reserves the right to update this Privacy Notice at any time and will provide you with a new Privacy Notice when and if any updates are made. If UPI would like to use your previously collected personal information or sensitive personal information for different purposes than those it notified you about at the time of collection, we will provide you with notice and, where required by law, seek your consent, before using your personal information or sensitive personal information for a new or unrelated purpose. UPI may process your personal information or sensitive personal information without your knowledge or consent only where required by applicable law or regulation.

If you have any questions about this Privacy Notice, our privacy policies (which can be located on Intelex, our practices, or the security of your personal information or sensitive personal information, please contact us at legal1@ussupi.com

or by calling (800) 877-7672 or mail to:

USS-UPI, LLC

Attn: Privacy Officer

P.O. Box 471, MS 29

Pittsburg, CA 94565