

# Applicant Notice About Your Personal Information

## 1. Overview

This Notice explains your rights under the California Consumer Privacy Act of 2018 (“CCPA”) (Cal. Civ. Code § 1798.100 *et seq.*) and helps you understand how Vegas.com, LLC (“Vegas.com”) collects, stores, uses, shares, and secures your personal information in compliance with the CCPA. In this Notice, the terms “Vegas.com,” “company,” “us,” “we,” and “our” refer to Vegas.com and its affiliates and subsidiaries.

## 2. Who This Notice Applies To

The CCPA provides certain rights to job applicants (“applicant” or “you”). Additionally, the CCPA protects the personal information you provide Vegas.com on other individuals, like an emergency contact’s personal information.

## 3. What We Collect and Why

As further described in the table below, the company collects information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with applicants (“Personal Information”). Personal Information **does not** include publicly available information from government records, deidentified information, or aggregated information.

The following chart details the purposes for which we collected Personal Information in the last twelve (12) months, and the categories of information we collected for each purpose. We will not collect additional categories of Personal Information or use the Personal Information we collected for materially different purposes without first providing applicants notice.

<b>Personal Information Vegas.com Collected</b>
<b>Recruiting and Hiring</b>
<ul style="list-style-type: none"><li>• Identifiers</li><li>• Characteristics of protected classifications under California or federal law</li><li>• Professional or employment-related information</li><li>• Education Information</li></ul>
<b>Government Reporting</b>
<ul style="list-style-type: none"><li>• Characteristics of protected classifications under California or federal law</li></ul>

## 4. Where We Get Your Personal Information From

We collect your Personal Information from the following sources:

- **You:** Primarily, we collect Personal Information directly from you in the application process.
- **Third parties:** When we collect your Personal Information from third parties, such as job seeking websites, it is because you have provided consent either to us or to the third party. To the extent you use third-party websites, the sites may be governed by separate terms of use and privacy policies, which are not under our control and are not subject to this Notice. Please contact the third parties for questions regarding their privacy practices, as well as to exercise your rights.

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## 5. When We Share Your Personal Information

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Vegas.com does not and will not sell your Personal Information to third parties. Vegas.com may disclose your Personal Information to businesses and service providers in connection with processing your application. For example, Vegas.com may input your Personal Information into a third party software that helps us manage applicant data and track your application. Additionally, Vegas.com may share information with third party recruiting agencies that assist us in filling open positions.

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## 6. Rights To Request Under CCPA Effective January 1, 2021

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You do not have rights to make requests under CCPA until January 1, 2021. Effective January 1, 2021, you will have the right to request additional information about what Vegas.com has collected about you, request a copy of your Personal Information, and request to delete certain Personal Information. Vegas.com will update applicant request rights as they become effective in 2021.

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## 7. How We Retain Your Personal Information

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To the extent permitted by applicable law, Vegas.com will retain your Personal Information in accordance with our retention schedule, and only for as long as the company believes it is necessary to fulfill the purposes for which it was collected, including for the purpose of meeting any legal, accounting, or other reporting requirements or obligations, and other legitimate and essential business purposes.

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## 8. How You Are Protected Against Discrimination and Retaliation

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Vegas.com will not unlawfully discriminate against you for exercising any of your rights under the CCPA. This commitment applies to all persons involved in Vegas.com operations and prohibits unlawful discrimination by any employee of Vegas.com. Anyone found to be engaging in unlawful discrimination will be subject to disciplinary action, up to and including termination of employment. If you have questions or concerns about any type of discrimination or retaliation, please contact Adam White by phone at 1-702-992-4863.

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## 9. Disclaimer

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Nothing in this Notice restricts Vegas.com's ability to otherwise:

- Comply with federal, state, or local laws;

- Comply with a civil, criminal, or regulatory inquiry, investigation, subpoena, or summons by federal, state, or local authorities;
- Cooperate with law enforcement agencies concerning conduct or activity that the business, service provider, or third party reasonably and in good faith believes may violate federal, state, or local law; or
- Exercise or defend legal claims.

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## **10. Changes to this Notice**

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This Notice is reviewed and updated annually to ensure it accurately captures our practices and procedures. The effective date of each version of this Notice is identified below.

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## **11. Resolving Concerns and How to Contact Us**

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If you have questions or concerns regarding this Notice or the handling of your Personal Information, please contact Adam White or call 1-702-992-4863. Alternatively, you may report concerns or complaints to the Human Resources Mailbox at [hr@vegas.com](mailto:hr@vegas.com).