



## California Consumer Privacy Act Notice for Job Applicants

**Effective Date: January 1, 2020**

Advanced Drainage Systems, Inc. (“ADS”) is committed to the responsible management, use, and protection of your Personal Information. We do not sell the Personal Information that we collect about you to third parties. As required by California law, the table below outlines the categories of Personal Information that we collect about Job Applicants, as well as the purposes for collecting that information. Please note, however, that not all of the categories of Personal Information listed in the table may be collected about you in particular, and, furthermore, it may not be collected for all of the purposes listed in the table.

CCPA Categories of Personal Information we may have collected in the last 12 months	We may collect this Personal Information for the following purposes:(See detailed descriptions for each purpose below)
<b>Professional/Job Applicant-related data</b> (e.g., current employment information and contact information)	<ul style="list-style-type: none"> <li>● Auditing</li> <li>● Security</li> <li>● Short-term use</li> <li>● Providing services</li> <li>● Research</li> <li>● To comply with legal requirements</li> </ul>
<b>Educational records</b>	<ul style="list-style-type: none"> <li>● Auditing</li> <li>● Security</li> <li>● Short-term use</li> <li>● Providing services</li> <li>● Research</li> <li>● To comply with legal requirements</li> </ul>
<b>Identifiers</b> (e.g., a real name, alias, postal address, online identifiers, and other similar identifiers)	<ul style="list-style-type: none"> <li>● Auditing</li> <li>● Security</li> <li>● Repairing errors</li> <li>● Short-term use</li> <li>● Providing services</li> <li>● Research</li> <li>● To comply with legal requirements</li> </ul>
<b>Internet/Electronic network activity</b> (e.g., browsing history, search history, and information regarding your interaction with an internet website, application, or advertisement)	<ul style="list-style-type: none"> <li>● Auditing</li> <li>● Security</li> <li>● Repairing errors</li> <li>● Short-term use</li> <li>● Providing services</li> <li>● Research</li> <li>● To comply with legal requirements</li> </ul>
<b>Characteristic of protected classifications under California or federal law</b> (e.g., age, race, disability, or origin)	<ul style="list-style-type: none"> <li>● Auditing</li> <li>● Security</li> <li>● Repairing errors</li> <li>● Short-term use</li> <li>● Providing services</li> <li>● Research</li> <li>● To comply with legal requirements</li> </ul>
<b>Other information</b> (e.g., audio, electronic, visual, thermal, olfactory, or similar information)	<ul style="list-style-type: none"> <li>● Security</li> <li>● Short-term use</li> <li>● Providing services</li> <li>● To comply with legal requirements</li> </ul>

<p><b>Inferences</b> (i.e., inferences drawn from the information identified in this table to create a profile about Job Applicants reflecting their preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes)</p>	<ul style="list-style-type: none"> <li>● Security</li> <li>● Short-term use</li> <li>● Providing services</li> <li>● Research</li> <li>● To comply with legal requirements</li> </ul>
<p><b>Other Job Applicant Records</b> (i.e., Other information that identifies, relates to, describes, or is capable of being associated with Job Applicants)</p>	<ul style="list-style-type: none"> <li>● Auditing</li> <li>● Security</li> <li>● Repairing errors</li> <li>● Short-term use</li> <li>● Providing services</li> <li>● Research</li> <li>● To comply with legal requirements</li> </ul>

**Contact Information:**

Should you have any questions regarding this Notice, please contact us at: [PRIVACY@ads-pipe.com](mailto:PRIVACY@ads-pipe.com).

**Description of potential purposes for the use of Personal Information listed in the above table:**

- (a) **Auditing:** Auditing related to current interactions with Job Applicants and concurrent transactions.
- (b) **Security:** Detecting security incidents, protecting against malicious, deceptive, fraudulent, or illegal activity, and prosecuting those responsible for that activity.
- (c) **Repairing errors:** Debugging to identify and repair errors that impair existing intended functionality.
- (d) **Short-term use:** Short-term use without disclosing to third parties, using to create profiles, or using for contextual customization of ads.
- (e) **Providing services:** Performing services on behalf of, or in relation to the administration of, our Job Applicants. This will include activities such as initiation of human resources administration, payroll and benefits, workforce management and administration, logistics, real estate management, workplace management, IT administration of our technologies, network, intranet, and IT security management and tasks.
- (f) **Research:** Research purposes, including internal research for technological development and demonstration.
- (g) **To comply with legal requirements:** Complying with legal requirements, such as responding to legally obligating documents such as warrants and subpoenas.

**Definition of Terms used in this Notice:**

1. **“CCPA”** means the California Consumer Privacy Act, Cal. Civ. Code § 1798.100 et seq., and any regulations and guidance that may be issued pursuant to CCPA from time to time.
2. **“Job Applicant”** means any California resident who: (i) is prospectively considering employment with ADS, (ii) is actively pursuing employment with ADS, or (iii) has completed the job application process with ADS but has not yet begun employment with ADS.
3. **“Personal Information”** means any information relating directly or indirectly, to an identified or identifiable natural person or household. The definition of Personal Information shall include, but shall not be limited to “Personal Information” as such term is defined under CCPA.
4. Any other terms that are not defined above shall have the meaning provided under the CCPA.