

**DISCLOSURE TO EMPLOYEES PURSUANT TO THE CALIFORNIA CONSUMER
PRIVACY ACT (CCPA)**

This Disclosure to Employees Pursuant to the California Consumer Privacy Act (CCPA) supplements Ascentium Capital LLC’s California Privacy Statement.

The Ascentium Capital LLC (the “Company”) collects, receives, maintains, and uses the Personal Information of current and former employees for the following business purposes:

1. To comply with state and federal law and regulations requiring employers to maintain certain records (such as immigration compliance records, personnel files, wage and hour records, payroll records, accident or safety records, and tax records);
2. to process payroll;
3. to maintain commercial insurance policies and coverages, including for workers’ compensation and other liability insurance;
4. to manage workers’ compensation claims;
5. to administer and maintain group health insurance benefits, 401K and/or retirement plans;
6. to manage employee performance of their job duties;
7. to conduct workplace investigations (such as investigations of workplace accidents or injuries, harassment, or other misconduct);
8. to evaluate job applicants and candidates for employment or promotions;
9. to obtain and verify background checks on job applicants and employees;
10. to evaluate, make, and communicate decisions regarding an employee’s employment, including decisions to hire, terminate, promote, demote, transfer, suspend or discipline.
11. to grant employees access to secure Company facilities and maintain information on who accessed the facility;
12. to implement, monitor, and manage electronic security measures on employee devices that are used to access Company networks and systems; and
13. to engage in corporate transactions requiring review of employee records, such as for evaluating potential mergers and acquisitions of the Company.
14. to respond to employment verification requests (such as pre-employment, loan, or government agency inquiries).

The Company collects, receives, and maintains the following categories of Personal Information of current and former employees for the above business purposes as referenced by number:

CATEGORY	EXAMPLES	BUSINESS PURPOSE
Personal Identifiers	Name, alias, postal or mailing address, email address, telephone number, social security number, driver’s license or state identification card number, passport number	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14

Physical Characteristics or Description	Eye color, hair color, hair style, height, weight, built, tattoos, piercings	4, 6, 7
Financial Information	Bank account number, credit card number, debit card number, or other financial account information	1, 2, 5, 10
Protected Classifications	Race, ethnicity, national origin, sex, gender, sexual orientation, gender identity, religion, age, disability, medical or mental condition, military status, familial status, language	1, 2, 4,5, 6, 7, 8
Pre-Hire Information	Job application, resume, background check results, drug test results, job interview notes, and candidate evaluation records	1, 2, 6, 7, 8, 9, 10, 13
Professional or Employment-Related Information	Personnel file, new hire or onboarding records, I-9 forms, tax forms, time and attendance records, non-medical leave of absence records, workplace injury and safety records, performance evaluations, disciplinary records, training records, licensing and certification records, compensation and health benefits records, and payroll information and records	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 13, 14
Medical and Health Information	Doctor's notes for absences or work restrictions, medical leave of absence records, requests for accommodation, interactive process records, and correspondence with employee and his/her medical or mental health provider(s) regarding any request for accommodation or medical leave of absence, as well as post-hire drug test results	1, 3, 4, 5, 6, 7, 10, 13
Biometric Information	Fingerprints, retina scans	11, 12
Education Information	Transcripts or records of degrees and vocational certifications obtained	1, 6, 7, 8, 10, 13
Visual, Audio or Video Recordings in the Workplace	Surveillance cameras or pictures of employees taken in the workplace or at a Company function or event	4, 6, 7, 10, 11, 13
Facility Access Records	Information identifying which employees accessed secure Company facilities and at what times using their keys, badges, fobs or other security access method	3, 4, 6, 7, 10, 11

Geolocation Data	IP address and/or GPS location (latitude & longitude) recorded on Company-issued computers, electronic devices, and vehicles, as well as timekeeping applications on cell phones that employees use to clock in and out and that log the geographic location at which each time entry was made	4, 6, 7, 10, 12
Internet and Network Activity	Internet or other electronic network activity information on Company-issued computers and electronic devices, including browsing history, search history, and usage history	2, 6, 7, 10, 12
Mobile Device Security Information	Data identifying employee devices accessing Company networks and systems, including cell phone make, model, and serial number, cell phone number, and cell phone provider	2, 6, 7, 10, 12