

CCPA Notice for Candidates Applying to Jobs at Goop

California law requires that we provide you this notice about the collection and use of your personal information. We encourage you to read it carefully. Upon request, this notice can be made available in alternative formats, such as large print or audio. Please contact dataprivacy@goop.com or call 1-844-WTF-GOOP, and an alternative format will be provided to you so you can access the information in this notice.

NOTICE TO CALIFORNIA RESIDENTS

California Notice at Collection	
Goop collects personal information from California residents who apply or are recruited for a job with us (“Candidates”) as detailed in our Privacy Policy and in this notice. The following serves as our notice at collection of personal information in accordance with California law.	
<p>What categories of personal information do we collect?</p> <ul style="list-style-type: none"> • Identifiers: This includes your first and last name, home address, telephone number, and email address. Your personal information will only be retained for as long as is reasonably necessary. What this means in practice will vary as between different types of information, and when we consider our approach we take into account any ongoing need for the information, as well as our legal obligations for example in relation to tax, health and safety, employment rights and potential or actual disputes or investigations. Please refer to our corporate retention policy for more details. • Professional or Employment-related Information: <ul style="list-style-type: none"> - <i>Information from job application materials or recruiters</i>, such as your job application, resume or CV, cover letter, references, education history, work history, whether you are subject to prior employer obligations, and information that referrers provide about you. This also includes professional history, references, language proficiencies. - <i>Professional qualifications</i>, such as licenses, permits, memberships, and certifications. 	<p>What are the purposes for which we collect and use your personal information?</p> <p>Recruitment management. Managing recruitment generally, such as:</p> <ul style="list-style-type: none"> • Operating the applicant tracking system we maintain through goop.com, Greenhouse or any other site to which this Notice is posted (collectively, the “Careers Site”); • recruiting, interviewing and evaluating job Candidates; • conducting background checks and other pre-employment screening (where permitted by law); • analyzing and improving our application and recruitment processes; • accommodating disabilities or health conditions; • communicating with you regarding your candidacy, opportunities with Goop or about the Careers Site and any changes to applicable terms or policies; and • other business operations. <p>Compliance, safety and fraud prevention, such as:</p> <ul style="list-style-type: none"> • complying with or monitoring compliance with legal and other requirements, such as reporting and equal opportunities monitoring requirements, where applicable; • complying with internal policies and procedures; • complying with lawful requests and legal process, such as responding to subpoenas or requests from government authorities; • protecting our, your or others’ rights, safety and property; • investigating and deterring against fraudulent, harmful, unauthorized, unethical or illegal

- *Information from the application process*, such as any phone-screens, interviews, evaluations and outcomes of take home tests and other recruiting exercises.
- *Other information that would allow us to verify your employment eligibility.*
- *Information you make publicly available through job search or career networking sites.*
- *Job preferences*, such as desired position and compensation, location preferences and willingness to relocate.
- *Employment history.*
- *Background check information*, such as information necessary to complete background, credit, and/or other checks when permitted by law, and information received during these checks.
- *Information needed to understand and assess accommodation requests regarding potential disabilities or other health conditions* (which may be deemed sensitive personal information under California law)

Your personal information will only be retained for as long as is reasonably necessary. What this means in practice will vary as between different types of information, and when we consider our approach we take into account any ongoing need for the information, as well as our legal obligations for example in relation to tax, health and safety, employment rights and potential or actual disputes or investigations. Please refer to our corporate retention policy for more details.

- **Characteristics of Protected Classifications under California or Federal Law**, such as immigration status, age (e.g., date of birth), and gender. Your personal information will only be retained for as long as is reasonably necessary. What this means in practice will vary as between different types of information, and when we consider our approach we take into

activity, or conduct in violation of our policies or procedures; and

- sharing information with government authorities, law enforcement, courts or private parties where we have a good-faith belief it is necessary for the foregoing purposes.

Additional Purposes:

- Analytics. Creating anonymous, aggregated or de-identified data that we use and share to analyze our application and recruitment activities, business and for other lawful business purposes.

account any ongoing need for the information, as well as our legal obligations for example in relation to tax, health and safety, employment rights and potential or actual disputes or investigations. Please refer to our corporate retention policy for more details.

- **Educational Information**, such as information relating to your education level and other educational details. Your personal information will only be retained for as long as is reasonably necessary. What this means in practice will vary as between different types of information, and when we consider our approach we take into account any ongoing need for the information, as well as our legal obligations for example in relation to tax, health and safety, employment rights and potential or actual disputes or investigations. Please refer to our corporate retention policy for more details.
- **Other information you provide to us.** Your personal information will only be retained for as long as is reasonably necessary. What this means in practice will vary as between different types of information, and when we consider our approach we take into account any ongoing need for the information, as well as our legal obligations for example in relation to tax, health and safety, employment rights and potential or actual disputes or investigations. Please refer to our corporate retention policy for more details.

1. Introduction

This CCPA notice regarding job applicants (“CCPA Notice”) describes the categories of personal information that Goop collects about Candidates, and the purposes for which we use that information.

For purposes of this CCPA Notice, “personal information” has the meaning given in the CCPA, but excludes information exempted from the CCPA’s scope.

This Notice does not create or form part of any contract for employment or otherwise.

If you have questions about this Notice, please contact us at dataprivacy@goop.com or at the address and/or phone number below:

Goop Inc.
3019 Wilshire Blvd., Suite 206
Santa Monica, CA 90403
Attn: Legal Department
1-844-WTF-GOOP

2. Information we collect about Candidates

2.1 Categories of personal information

The categories of personal information we may collect and process during the application and recruitment process include:

Identifiers	Your first and last name, home address, telephone number, and email address.
Professional or Employment-related Information	<ul style="list-style-type: none">- <i>Information from job application materials or recruiters</i>, such as your job application, resume or CV, cover letter, references, education history, work history, whether you are subject to prior employer obligations, and information that referrers provide about you. This also includes professional history, references, language proficiencies.- <i>Professional qualifications</i>, such as licenses, permits, memberships, and certifications.- <i>Information from the application process</i>, such as any phone-screens, interviews, evaluations and outcomes of take home tests and other recruiting exercises.- <i>Other information that would allow us to verify your employment eligibility.</i>- <i>Information you make publicly available through job search or career networking sites.</i>- <i>Job preferences</i>, such as desired position and compensation, location preferences and willingness to relocate.- <i>Employment history.</i>- <i>Background check information</i>, such as information necessary to complete background, credit, and/or other checks when permitted by law, and information received during these checks.- <i>Information needed to understand and assess accommodation requests regarding potential disabilities or other health conditions</i> (which may be deemed sensitive personal information under California law)

Characteristics of Protected Classifications under California or Federal Law	Your immigration status, age (e.g., date of birth), and gender.
Education Information	Your education level and other educational details.
Other information you provide to us	

Providing personal information to us is voluntary. However, if you do not provide sufficient information, we may be unable to consider your application or, if you are hired, your subsequent promotion, transfer or relocation.

In certain cases, we may ask you for additional information for purposes of complying with applicable laws. We may also inquire about criminal records. We will do so only where permitted by applicable law.

2.2 Sources of personal information

We collect personal information from you when you apply for a job and throughout the job application or recruitment process. We may also collect your personal information from other sources and combine it with the personal information you provide us. For example, we may collect your personal information from:

- Job board websites you may use to apply for a job with us;
- Prior employers that provide us with employment references;
- Professional references that you authorize us to contact;
- Pre-employment screening services, such as background check providers (where permitted by law);
- Employment agencies and recruiters;
- Your educational institutions;
- Your public social media profile or other publicly-available sources;
- Online activity information that we and our service providers collect using server logs, “cookies” and similar technologies. Please see our Privacy Policy above for more information.
- Other Company personnel.

3. How we use personal information about Candidates

3.1 Purposes for which we use personal information

We may use the categories of personal information above for the following purposes: Recruitment management. Managing recruitment generally, such as:

- Operating the applicant tracking system we maintain through goop.com, Greenhouse or any other site to which this Notice is posted (collectively, the “Careers Site”);

- recruiting, interviewing and evaluating job Candidates;
- conducting background checks and other pre-employment screening (where permitted by law);
- analyzing and improving our application and recruitment processes;
- accommodating disabilities or health conditions;
- communicating with you regarding your candidacy, opportunities with Goop or about the Careers Site and any changes to applicable terms or policies; and
- other business operations.

Compliance, safety and fraud prevention, such as:

- complying with or monitoring compliance with legal and other requirements, such as reporting and equal opportunities monitoring requirements, where applicable;
- complying with internal policies and procedures;
- complying with lawful requests and legal process, such as responding to subpoenas or requests from government authorities;
- protecting our, your or others' rights, safety and property;
- investigating and deterring against fraudulent, harmful, unauthorized, unethical or illegal activity, or conduct in violation of our policies or procedures; and
- sharing information with government authorities, law enforcement, courts or private parties where we have a good-faith belief it is necessary for the foregoing purposes.

Analytics. Creating anonymous, aggregated or de-identified data that we use and share to analyze our application and recruitment activities, business and for other lawful business purposes.

3.2 Sharing personal information

We may share your personal information with other parties as necessary for the purposes described above. For example, we may share your personal information with:

- Affiliates. Our corporate parent, subsidiaries, and other affiliates under the control of our corporate parent, for purposes consistent with this Notice or to operate shared infrastructure, systems and technology.
- Goop service providers. Companies that provide us with services that help us manage the recruiting process and/or operate our business, such as job boards, recruiters, job placement agencies, interviewing and testing, pre-employment screening, interview travel booking and expense reimbursement (where applicable), relocation (where applicable), and recruitment analytics.
- Government authorities, law enforcement and others. Government authorities, law enforcement, courts, and others as described in the [compliance, safety and fraud prevention](#) section above.
- Business transfers. Parties to transactions and potential transactions whereby we sell, transfer or otherwise share some or all of our business or assets, including your personal information, such as a corporate

divestiture, merger, consolidation, acquisition, reorganization or sale of assets, or in the event of bankruptcy or dissolution.

- Professional advisors. Lawyers, financial consultants, immigration advisors, and other outside professional advisors.
- Customers and business partners. Customers, other companies and individuals with whom Goop does business or is exploring a business relationship.

4. Your Privacy Rights

If you are a California resident, you can take advantage of the following rights:

- **Right to Know:** You have the right to know what personal information we have collected about you, including the categories of personal information, the categories of sources from which the personal information is collected, the business or commercial purpose for collecting, selling, or sharing personal information, the categories of third parties to whom we disclose personal information, and the specific pieces of personal information we have collected about you.
- **Right to Delete:** You have the right to delete personal information that we have collected from you, subject to certain exceptions. Note that there are some reasons we will not be able to fully address your request, such as to perform a contract, to detect and protect against fraudulent and illegal activity, to preserve or exercise our rights, for our internal purposes, or to comply with a legal obligation.
- **Right to Correct:** You have the right to correct inaccurate personal information that we may maintain about you, subject to appropriate verification.

To take advantage of these rights, please email us at dataprivacy@goop.com or call us at 1-844-WTF-GOOP. We will need to verify your identity with reference to the information we hold about you before we can process your request.

You may authorize someone to make a privacy rights request on your behalf (an authorized agent). Authorized agents will need to demonstrate that you've authorized them to act on your behalf or must demonstrate they have power of attorney pursuant to applicable probate law. Goop retains the right to request confirmation directly from you confirming that the agent is authorized to make such a request, or to request additional information to confirm the agent's identity. An authorized agent is prohibited from using your personal information, or any information collected from or about you, for any purpose other than to fulfill the your requests, for verification, or for fraud prevention.

We value your privacy and will not discriminate in response to your exercise of your privacy rights.

Mandatory Disclosures

Categories of Personal Information Sold or Shared: Goop does not "sell" Candidate personal information or "share" Candidate personal information for "cross-context behavioral advertising," as these terms are defined under California privacy law.

Categories of Personal Information Disclosed for Business Purposes: In the last 12 months, Goop has disclosed the following categories of personal information for a business purpose (such as with our service providers who are restricted from using your personal information outside the scope of their services for us):

- Identifiers

- Professional or Employment-related Information
- Characteristics of Protected Classifications under California or Federal Law
- Education Information
- Other information you provide to us

We disclosed each category to third parties such as job boards, recruiters, job placement agencies, interviewing and testing, pre-employment screening, interview travel booking and expense reimbursement (where applicable), relocation (where applicable), and recruitment analytics, in the manner described in the “Sharing Personal Information” section of the Privacy Policy.

Use and Disclosure of Sensitive Personal Information: To the extent that we collect, use, or share “sensitive personal information” as that term is defined in applicable California law, we limit our use or disclosure of the sensitive personal information for permitted business purposes.

5. Other information about this Notice

5.1 Third parties

This Notice does not address, and we are not responsible for, the practices of any third parties, which have their own rules for how they collect and use your personal information. Our links to third party websites or services are not endorsements.

5.2 Changes to this Notice

We reserve the right to change this Notice at any time. The “Effective Date” heading at the top of this Notice indicates when it was last revised. Any changes will become effective when we post the revised notice on our Careers Site.

5.3 Children

The Careers Site is not intended for minors under the age of 18.

6. Candidate obligations

Among other obligations, including without limitation the obligation to provide complete and accurate information in recruiting documents and processes, it is your responsibility to ensure that information you submit does not violate any third party’s rights.

You should keep your personal information on file with Goop up to date and inform us of any significant changes to it.