

# Big 5 Corp. California Employee Privacy Notice

## Information for Our Employees

We collect Employee Personal Data from our employees and, at times, independent contractors and comply with the California Privacy Rights Act (“CPRA”). In addition to our general Privacy Policy available at <https://www.big5sportinggoods.com/store/company/Privacy+Policy>, this California Employee Privacy Notice (“Employee Privacy Notice”) applies to all employees and independent contractors who reside in the State of California (“Employees,” “you,” or “your”).

For the purposes of this Employee Privacy Notice, “Employee Personal Data” means information that is linked or reasonably linkable to a particular individual or household. However, the following categories of information are not Employee Personal Data:

- Publicly available information;
- Deidentified or aggregated data; or
- Information otherwise excluded from the scope of the CPRA.

This Privacy Notice provides the following information to California Employees:

- Categories of Employee Personal Data we collect;
- Purposes for which we use Employee Personal Data;
- Categories of Employee Personal Data we disclose to third parties;
- Categories of third parties to which we disclose Employee Personal Data; and
- How Employees can exercise their rights under the CPRA:
  - The rights to access, correct, or delete Employee Personal Data;
  - The right to obtain a portable copy of Employee Personal Data;
  - The right to limit the use of sensitive Employee Personal Data in certain circumstances; and
  - The rights to opt out of the sharing of Employee Personal Data for behavioral advertising, sales of Employee Personal Data, or certain profiling.

Our ability to disclose and delete information is subject to certain exceptions. Information on how to exercise your rights may be found below.

## Categories of Non-Sensitive Employee Personal Data

The table below outlines the non-sensitive categories of Employee Personal Data Big 5 Corp. collects about California Employees and whether and how they are disclosed to third parties.

We collect Non-Sensitive Employee Personal Data from the following sources:

- Directly from you
- Inferences from your activity
- From our business partners

**Category of Employee Personal Data:  
Identifiers**

**Examples**

Identifiers may contain the following: A real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, driver's license number, social security number, or other similar identifiers.

**Purpose(s)**

- To review and administer applications;
- To determine eligibility for employment, including verification of references and qualifications;
- To conduct performance reviews, investigations, and assess job requirements;
- To assess qualifications for a position or task;
- To schedule employees and verify or record time worked;
- To administer pay, correct pay, or report pay;
- To process and administer employee claims, benefits, reasonable accommodations, absences, or leaves of absence;
- To investigate claims;
- To manage employee performance, including promotions, discipline, and/or termination;
- To administer an employee hire, transfer, promotion, or other job status alteration;
- To administer and track required trainings;
- To administer and track third-party education;
- To verify accuracy of union affiliation or dues;
- As necessary to maintain company and data security;
- To deliver information, such as information related to employment benefits or pay;
- Where required under employment, workers' compensation, unemployment, or tax laws;
- To perform workforce analytics, data analytics, and benchmarking;
- To engage in corporate transactions requiring review of employee records;
- As necessary to maintain legal and regulatory compliance and protect and defend our legal rights;
- To perform firearms and licensing transactions; and/or
- To provide government agencies with information, such as for tax purposes, to comply with reporting requirements, or respond to government agency inquiries.

**Targeted Advertising**

We do not share Employee Personal Data for targeted advertising purposes.

**Sale**

We do not sell Employee Personal Data to anyone.

### **Sharing**

This data may be shared with Processors. We do not share Employee Personal Data with other third parties except as to necessary to comply with the law, applicable regulations, governmental and quasi-governmental requests, court orders or subpoenas, or to protect our rights, property or safety or the rights, property or safety of our users or others. We reserve the right to release information that we collect to law enforcement or other government officials, as we, in good faith, deem necessary or appropriate.

### **Retention Period**

We may retain your Employee Personal Data for as long as necessary to fulfill the purposes outlined in this Employee Privacy Notice or for as long as needed, permitted, or required by law. For instance, we may retain and use your Employee Personal Data as necessary to comply with our legal/regulatory obligations, resolve disputes, prevent fraud and abuse, and fulfill and enforce our agreements.

### **Category of Employee Personal Data: Personal Characteristics**

### **Examples**

Personal Characteristics may contain the following: A name, signature, address, telephone number, insurance policy number, medical information, and health insurance information.

### **Purpose(s)**

- To determine eligibility for employment, including verification of references and qualifications;
- To conduct performance reviews and assess job requirements;
- To assess qualifications for a position or task;
- To verify time worked;
- To administer pay;
- Where required by law to process and administer employee claims, benefits, reasonable accommodations, or protected leave;
- To investigate claims;
- To administer and track an employee transfer;
- To manage employee performance, including promotions, discipline, and/or termination;
- To administer and track required trainings;
- To administer and track third-party education;
- To maintain security;
- To deliver information, such as information related to employment benefits or pay;
- Where required under workers' compensation laws;
- To perform workforce analytics, data analytics, and benchmarking;
- To engage in corporate transactions requiring review of employee records; and/or
- As necessary to maintain legal and regulatory compliance and protect and defend our legal rights.

#### **Targeted Advertising**

We do not share Employee Personal Data for targeted advertising purposes.

#### **Sale**

We do not sell Employee Personal Data to anyone

#### **Sharing**

This data may be shared with Processors. We do not share Employee Personal Data with other third parties except as to necessary to comply with the law, applicable regulations, governmental and quasi-governmental requests, court orders or subpoenas, or to protect our rights, property or safety or the rights, property or safety of our users or others. We reserve the right to release information that we collect to law enforcement or other government officials, as we, in good faith, deem necessary or appropriate.

#### **Retention Period**

We may retain your Employee Personal Data for as long as necessary to fulfill the purposes outlined in this Employee Privacy Notice or for as long as needed, permitted, or required by law. For instance, we may retain and use your Employee Personal Data as necessary to comply with our legal/regulatory obligations, resolve disputes, prevent fraud and abuse, and fulfill and enforce our agreements.

**Category of Employee Personal Data:  
Commercial Information**

**Examples**

Commercial Information may contain the following: Records of products purchased.

**Purpose(s)**

- As necessary to verify invoice payment or employee discounts;
- To fulfill our tax and accounting obligations; and/or
- As necessary to maintain legal and regulatory compliance and protect and defend our legal rights.

**Targeted Advertising**

We do not share Employee Personal Data for targeted advertising purposes.

**Sale**

We do not sell Employee Personal Data to anyone.

**Sharing**

This data may be shared with Processors. We do not share Employee Personal Data with other third parties except as to necessary to comply with the law, applicable regulations, governmental and quasi-governmental requests, court orders or subpoenas, or to protect our rights, property or safety or the rights, property or safety of our users or others. We reserve the right to release information that we collect to law enforcement or other government officials, as we, in good faith, deem necessary or appropriate.

**Retention Period**

We may retain your Employee Personal Data for as long as necessary to fulfill the purposes outlined in this Employee Privacy Notice or for as long as needed, permitted, or required by law. For instance, we may retain and use your Employee Personal Data as necessary to comply with our legal/regulatory obligations, resolve disputes, prevent fraud and abuse, and fulfill and enforce our agreements.

**Category of Employee Personal Data:  
Internet/Electronic Activity**

**Examples**

Internet/Electronic Activity may contain the following: Browsing history, search history on Big 5 devices.

**Purpose(s)**

- To maintain network and data security;
- To verify compliance with company policies;
- To review tasks performed or workplace activity; and/or
- As necessary to maintain legal and regulatory compliance and protect and defend our legal rights.

**Targeted Advertising**

We do not share Employee Personal Data for targeted advertising purposes.

**Sale**

We do not sell Employee Personal Data to anyone.

**Sharing**

This data may be shared with Processors. We do not share Employee Personal Data with other third parties except as to necessary to comply with the law, applicable regulations, governmental and quasi-governmental requests, court orders or subpoenas, or to protect our rights, property or safety or the rights, property or safety of our users or others. We reserve the right to release information that we collect to law enforcement or other government officials, as we, in good faith, deem necessary or appropriate.

**Retention Period**

We may retain your Employee Personal Data for as long as necessary to fulfill the purposes outlined in this Employee Privacy Notice or for as long as needed, permitted, or required by law. For instance, we may retain and use your Employee Personal Data as necessary to comply with our legal/regulatory obligations, resolve disputes, prevent fraud and abuse, and fulfill and enforce our agreements.

**Category of Employee Personal Data:  
Imprecise Geolocational**

**Examples**

Imprecise Geolocational may contain the following: Physical location or movements of trucks.

**Purpose(s)**

- To safeguard our assets and safety of drivers; and/or
- As necessary to maintain legal and regulatory compliance and protect and defend our legal rights.

**Targeted Advertising**

We do not share Employee Personal Data for targeted advertising purposes.

**Sale**

We do not sell Employee Personal Data to anyone.

**Sharing**

This data may be shared with Processors. We do not share Employee Personal Data with other third parties except as to necessary to comply with the law, applicable regulations, governmental and quasi-governmental requests, court orders or subpoenas, or to protect our rights, property or safety or the rights, property or safety of our users or others. We reserve the right to release information that we collect to law enforcement or other government officials, as we, in good faith, deem necessary or appropriate.

**Retention Period**



We may retain your Employee Personal Data for as long as necessary to fulfill the purposes outlined in this Employee Privacy Notice or for as long as needed, permitted, or required by law. For instance, we may retain and use your Employee Personal Data as necessary to comply with our legal/regulatory obligations, resolve disputes, prevent fraud and abuse, and fulfill and enforce our agreements.

**Category of Employee Personal Data:  
Sensory Information**

**Examples**

Sensory Information may contain the following: Audio or visual information.

**Purpose(s)**

- To maintain the security of you and others and/or
- As necessary to maintain legal and regulatory compliance and protect and defend our legal rights.

**Targeted Advertising**

We do not share Employee Personal Data for targeted advertising purposes.

**Sale**

We do not sell Employee Personal Data to anyone.

**Sharing**

This data may be shared with Processors. We do not share Employee Personal Data with other third parties except as to necessary to comply with the law, applicable regulations, governmental and quasi-governmental requests, court orders or subpoenas, or to protect our rights, property or safety or the rights, property or safety of our users or others. We reserve the right to release information that we collect to law enforcement or other government officials, as we, in good faith, deem necessary or appropriate.

**Retention Period**

We may retain your Employee Personal Data for as long as necessary to fulfill the purposes outlined in this Employee Privacy Notice or for as long as needed, permitted, or required by law. For instance, we may retain and use your Employee Personal Data as necessary to comply with our legal/regulatory obligations, resolve disputes, prevent fraud and abuse, and fulfill and enforce our agreements.

**Category of Employee Personal Data:  
Professional Information**

**Examples**

Professional Information may contain the following: Current or past job history.

**Purpose(s)**

- To evaluate and verify applicant qualifications;
- As necessary to evaluate employee performance, promotions, and investigations;
- To maintain security;
- To engage in corporate transactions requiring review of employee records; and/or
- As necessary to maintain legal and regulatory compliance and protect and defend our legal rights.

**Targeted Advertising**

We do not share Employee Personal Data for targeted advertising purposes.

**Sale**

We do not sell Professional Information to anyone.

**Sharing**

This data may be shared with Processors. We do not share Employee Personal Data with other third parties except as to necessary to comply with the law, applicable regulations, governmental and quasi-governmental requests, court orders or subpoenas, or to protect our rights, property or safety or the rights, property or safety of our users or others. We reserve the right to release information that we collect to law enforcement or other government officials, as we, in good faith, deem necessary or appropriate.

**Retention Period**

We may retain your Employee Personal Data for as long as necessary to fulfill the purposes outlined in this Employee Privacy Notice or for as long as needed, permitted, or required by law. For instance, we may retain and use your Employee Personal Data as necessary to comply with our legal/regulatory obligations, resolve disputes, prevent fraud and abuse, and fulfill and enforce our agreements.

**Category of Employee Personal Data:  
Educational Information**

**Examples**

Educational Information may contain the following: Information subject to the federal Family Educational Rights and Privacy Act, such as student records.

**Purpose(s)**

- To evaluate and verify applicant qualifications;
- As necessary to evaluate employee performance, promotions, and investigations;
- To engage in corporate transactions requiring review of employee records; and/or
- As necessary to maintain legal and regulatory compliance and protect and defend our legal rights.

**Targeted Advertising**

We do not share Employee Personal Data for targeted advertising purposes.

**Sale**

We do not sell Educational Information to anyone.

**Sharing**

This data may be shared with Processors. We do not share Educational Information with other third parties except as to necessary to comply with the law, applicable regulations, governmental and quasi-governmental requests, court orders or subpoenas, or to protect our rights, property or safety or the rights, property or safety of our users or others. We reserve the right to release information that we collect to law enforcement or other government officials, as we, in good faith, deem necessary or appropriate.

**Retention Period**

We may retain your Employee Personal Data for as long as necessary to fulfill the purposes outlined in this Employee Privacy Notice or for as long as needed, permitted, or required by law. For instance, we may retain and use your Employee Personal Data as necessary to comply with our legal/regulatory obligations, resolve disputes, prevent fraud and abuse, and fulfill and enforce our agreements.

**Category of Employee Personal Data:  
Inferences**

**Examples**

Inferences may contain the following: Profile reflecting a person's characteristics, behavior, abilities, and aptitudes.

**Purpose(s)**

- As necessary and legally permitted to evaluate employee performance, promotions, and investigations;
- To maintain security; and/or
- As necessary to maintain legal and regulatory compliance and protect and defend our legal rights.

**Targeted Advertising**

We do not share Employee Personal Data for targeted advertising purposes.

**Sale**

We do not sell Inferences to anyone.

**Sharing**

This data may be shared with Processors. We do not share Inferences with other third parties except as to necessary to comply with the law, applicable regulations, governmental and quasi-governmental requests, court orders or subpoenas, or to protect our rights, property or safety or the rights, property or safety of our users or others. We reserve the right to release information that we collect to law enforcement or other government officials, as we, in good faith, deem necessary or appropriate.

**Retention Period**

We may retain your Employee Personal Data for as long as necessary to fulfill the purposes outlined in this Employee Privacy Notice or for as long as needed, permitted, or required by law. For instance, we may retain and use your Employee Personal Data as necessary to comply with our legal/regulatory obligations, resolve disputes, prevent fraud and abuse, and fulfill and enforce our agreements.

### **Categories of Sensitive Employee Personal Data**

The table below outlines the categories of Sensitive Employee Personal Data Big 5 Corp. collects about California Employees and whether they are shared with third parties.

We collect Sensitive Employee Personal Data from the following sources:

- Directly from you
- From our business partners

**Category of Sensitive Employee Personal Data:  
Government ID Data**

**Examples**

Government ID Data may contain the following: social security, driver's license, state identification card, or passport number or similar government ID

**Purpose(s)**

- To determine eligibility for employment, including verification of references and qualifications;
- To assess job requirements;
- To assess qualifications for a position or task;
- To administer pay;
- Where required by law to process and administer employee claims, benefits, reasonable accommodations, or protected leave;
- To investigate claims;
- To manage employee performance, including promotions, discipline, and/or termination;
- To verify accuracy of union affiliation or dues;
- As necessary to maintain company and data security;
- To deliver information, such as information related to employment benefits or pay;
- Where required under workers' compensation laws;
- To engage in corporate transactions requiring review of employee records; and/or
- As necessary to maintain legal and regulatory compliance and protect and defend our legal rights.

**Targeted Advertising**

We do not share Employee Personal Data for targeted advertising purposes.

**Sale**

We do not sell Government ID Data to anyone.

**Sharing**

This data may be shared with Processors. We do not share Government ID Data with other third parties except as to necessary to comply with the law, applicable regulations, governmental and quasi-governmental requests, court orders or subpoenas, or to protect our rights, property or safety or the rights, property or safety of our users or others. We reserve the right to release information that we collect to law enforcement or other government officials, as we, in good faith, deem necessary or appropriate.

**Retention Period**

We may retain your Sensitive Employee Personal Data for as long as necessary to fulfill the purposes outlined in this Employee Privacy Notice or for as long as needed, permitted, or required by law. For instance, we may retain and use your Sensitive Employee Personal Data as necessary to comply with our legal/regulatory obligations, resolve disputes, prevent fraud and abuse, and fulfill and enforce our agreements.

**Category of Sensitive Employee Personal Data:  
Sensitive Category Data****Examples**

Sensitive Category Data may contain the following: medical diagnosis, citizenship or immigration status.

**Purpose(s)**

- To determine tax credit eligibility;
- Where required by law to process and administer benefits, reasonable accommodations, or protected leave;
- Where required to process workers' compensation claims; and/or
- As necessary to maintain legal and regulatory compliance and protect and defend our legal rights.

**Targeted Advertising**

We do not share Employee Personal Data for targeted advertising purposes.

**Sale**

We do not sell Sensitive Category Data to anyone.

**Sharing**

This data may be shared with Processors. We do not share Sensitive Category Data with other third parties except as to necessary to comply with the law, applicable regulations, governmental and quasi-governmental requests, court orders or subpoenas, or to protect our rights, property or safety or the rights, property or safety of our users or others. We reserve the right to release information that we collect to law enforcement or other government officials, as we, in good faith, deem necessary or appropriate.

## **Retention Period**

We may retain your Sensitive Employee Personal Data for as long as necessary to fulfill the purposes outlined in this Employee Privacy Notice or for as long as needed, permitted, or required by law. For instance, we may retain and use your Sensitive Employee Personal Data as necessary to comply with our legal/regulatory obligations, resolve disputes, prevent fraud and abuse, and fulfill and enforce our agreements.

## **Use of Employee Personal Data**

We use Employee Personal Data for the purposes described in our general Privacy Notice (see <https://www.big5sportinggoods.com/store/company/Privacy+Policy>). Employee Personal Data may also be used or disclosed as otherwise permitted or required by applicable law.

## **Disclosing Employee Personal Data**

We share Employee Personal Data with the following categories of third parties:

- Processors: We use processors to securely handle Employee Personal Data on our behalf and only on our instructions. These companies may not use your Employee Personal Data for their own purposes.

See the tables above for more details about how different categories of Employee Personal Data are shared.

We do not sell Employee Personal Data to anyone.

## **Exercising Your Employee Personal Data Rights**

California Employees have the following rights under the CPRA:

- The rights to access, correct, or delete Employee Personal Data;
- The right to obtain a portable copy of Employee Personal Data;
- The right to limit the use of Sensitive Employee Personal Data in certain circumstances;
- and
- The rights to opt out of the sharing of Employee Personal Data for behavioral advertising, sales of Employee Personal Data, or certain profiling.

If you are a California Employee, you can submit a request to exercise your Employee Personal Data rights under the CPRA by:



- 1) By emailing: [careers@big5corp.com](mailto:careers@big5corp.com)
- 2) By calling: (310) 297-7650 during regular business hours

To protect your privacy, we may need to authenticate your identity before we respond to your rights request. We will use commercially reasonable efforts to verify your identity for this purpose. Any information you provide to authenticate your identity will only be used to process your rights request. Please be aware that we do not accept or process rights requests through other means (e.g., via fax or social media).

We will respond to your rights request within 45 days, though in certain cases we may inform you that we will need up to another 45 days to act on your request. If we suspect fraudulent or malicious activity on or from your request, we will delay taking action until we can appropriately verify your identity and the request as authentic. Also note that each of the rights are subject to certain exceptions.

We reserve the right to decline to process, or charge a reasonable fee for, requests from an Employee that are manifestly unfounded, excessive, or repetitive.

### **Limiting the Use of Sensitive Employee Personal Data**

The CPRA provides a right to limit some uses of Sensitive Employee Personal Data. In particular, you may direct companies not to use Sensitive Employee Personal Data except as necessary to provide goods or services you have requested.

### **Authorized Agent Requests**

The CPRA allows you to designate an authorized agent to make a rights request on your behalf. Your authorized agent may submit such a request by following the same method described above. We may require verification of your authorized agent in addition to the information for verification above.

### **Policy Access**

Our goal is to permit our employees to access this policy and the features available under this policy, whether or not they are using assistive technologies, like a screen reader, magnifier, or other technology. Upon request, you may access the policy in an alternative format by contacting us at (310) 297-7650 or [careers@big5corp.com](mailto:careers@big5corp.com). Further, you may also contact us if you have difficulty accessing this policy. We will work with you through a communication

method that is accessible for you, consistent with applicable law, to provide you with access to this policy.

### **Contact Us**

If you have any questions or concerns regarding this California Employee Privacy Notice, contact us at:

Phone: (310) 297-7650

Email: [careers@big5corp.com](mailto:careers@big5corp.com)

Last updated: January 11, 2023