

Privacy Notice for California Job Applicants

This **Privacy Notice for California Job Applicants** (this “**Notice**”) applies solely to those who reside in the State of California and are a job applicant to (“**job applicants**” or “**you**”) Fortress Investment Group LLC or any of its controlled affiliates (collectively referred to as “**Fortress**”). We adopt this Notice to comply with the California Consumer Privacy Act of 2018 as amended by the California Privacy Rights Act of 2020 (“**CCPA**”), and any terms defined in the CCPA have the same meaning when used in this Notice.

Information We Collect

Personal Information

We collect information that identifies, relates to, describes, references, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer, household, or device (“**personal information**”). Personal information does not include:

- Publicly available information from government records.
- Deidentified or aggregated consumer information.
- Information excluded from the CCPA’s scope, like:
 - health or medical information covered by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the California Confidentiality of Medical Information Act (CMIA) or clinical trial data;
 - personal information covered by certain sector-specific privacy laws, including the Fair Credit Reporting Act (FCRA), the Gramm-Leach-Bliley Act (GLBA) or California Financial Information Privacy Act (FIPA), and the Driver’s Privacy Protection Act of 1994.

In particular, we will collect the following categories of personal information from our job applicants, which we will retain for the below retention periods, unless otherwise agreed to by you or required by applicable law which may include litigation holds (we may also elect to retain such information for a shorter period of time):

Category	Examples	Retention Period
Identifiers.	A real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, Social Security number, driver’s license number, passport number, or other similar identifiers.	Two years
Personal information categories listed in the California Customer	A name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number,	Two years

Records statute (Cal. Civ. Code § 1798.80(e)).	driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information. Some personal information included in this category may overlap with other categories.	
Protected classification characteristics under California or federal law.	Age (40 years or older), race, color, ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status, genetic information (including familial genetic information).	Two years
Professional or employment-related information.	Current or past job history or performance evaluations.	Two years
Non-public education information (per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99)).	Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.	Two years

Sensitive Personal Information

Among the above-mentioned categories of personal information which we will collect, certain categories are considered “**sensitive personal information**” under the CCPA, which we will retain for the below retention periods, unless otherwise required by applicable law which may include litigation holds (we may also elect to retain such information for a shorter period of time):

Category	Description	Retention Period
Identifiers.	Information that reveals your social security, driver's license, state identification card, or passport number.	Two years

Union membership.	Information that reveals your union membership.	Two years
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We obtain the categories of personal information (including sensitive personal information) listed above from the following categories of sources:

- *Directly from you.* For example, if you agree to provide the information as part of the application process and through your role as a job applicant to Fortress.
- *Third-parties.* For example, from a reference supplied by you.

Use of Personal Information

We may use the personal information (including sensitive personal information) we collect for one or more of the following purposes within the context of your role as a job applicant to Fortress:

- To evaluate you as a possible employee, director, officer, or contractor.
- To verify your information, carry out reference checks, and conduct background checks if you are offered a job.
- To manage the candidate selection process, including recommending potential career opportunities based on your skills, qualifications and interests, should you decide not to join us or are not offered a job for the current position.
- To fulfill or meet the reason you provided the information. For example, if you share your email address, we will use that information to contact you regarding next steps in the application process.
- To respond to law enforcement requests and as required by applicable law, court order, or governmental regulations.

If you are offered and accept a position as a member of our workforce, all or some portion of the personal information (including sensitive personal information) collected during the job application process may become part of your personnel record. In such case, any such personal information shall be subject to our privacy policy applicable to our workforce, which will supersede this Notice with respect to such personal information. We may disclose any of the abovementioned categories of your personal information (including sensitive personal information) to service providers to assist us in any of the foregoing activities.

Your Data Rights

We do not sell or share personal information about you to a third party (i.e., communicate personal information about you to a third party for monetary or other valuable consideration or for cross-context behavioral advertising).

We also do not collect or process sensitive personal information about you for the purpose of inferring characteristics about you. As a resident of California, you have the following rights:

- *Right to delete.* You may request that we delete any personal information about you which we have collected from you, subject to the following exceptions. We may refuse a request to delete if it is reasonably necessary for us to maintain your personal information in order to:
 - comply with a legal obligation;
 - enable solely internal uses that are reasonably aligned with your expectations and context; or
 - exercise or defend legal claims.
- *Right to correct.* You may request that we correct inaccurate personal information, taking into account the nature of the personal information and the purposes of the processing of the personal information.
- *Right to know.* You may request that we disclose to you the following:
 - The categories of personal information we have collected about you;
 - 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.
- *Anti-retaliation right.* You will not be discriminated against for exercising any of these data rights.

The above requests should be directed to the email address, mailing address or phone number listed in the Contact Information section of this Notice. We will disclose and deliver the required information to you free of charge, correct inaccurate personal information, or delete your personal information, based on your request, within forty-five (45) days of receiving a verifiable request from you. Such time period may be extended once by an additional forty-five (45) days when reasonably necessary, in which instance we will provide you with notice of the extension within the first forty-five (45)-day period.

Changes to Our Privacy Notice

Fortress recognizes that protecting your personal information is an ongoing responsibility and so it will update this Notice as it undertakes new practices involving your personal information. We reserve the right to amend this Notice at our discretion and at any time. Because of this, Fortress advises that you check this Notice from time to time in order to familiarize yourself with any updates. **Your continuance in providing services to Fortress constitutes your acceptance of such changes.**

Contact Information

If you have any questions or comments about this Notice or the ways in which Fortress collects and uses your personal information described here, or if you would like to exercise any of your rights described above, please do not hesitate to contact us by email at DSR@fortress.com.

Or write to us:

Data Subject Rights
c/o Compliance Department
Fortress Investment Group
1345 Avenue of the Americas
New York, NY 10105

Or call us at this toll-free number: 1-833-459-0090

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