



Privacy Notice for California Job Applicants

Last updated: January 1, 2023

In accordance with the California Consumer Privacy Act of 2018 (“CCPA”) as amended by the California Privacy Rights Act of 2020 (“CPRA”), Semiconductor Components Industries, LLC d/b/a onsemi and its affiliates (collectively “onsemi,” the “Company,” “we,” or “us”) provide the following privacy notice about the collection, use, disclosure and other processing of information that can reasonably be linked with individuals residing in California (“Personal Data”) who have applied to the Company (“you”). The scope of this notice extends to the 12 months preceding the “last updated” date.

Collection and Disclosure of Personal Data.

In the course of your relationship with us, the Company collects Personal Data about you and your application to work with the Company.

The following chart details which categories of Personal Data we collect and process, as well as which categories of Personal Data we disclose to third parties for our operational business, hiring, and recruitment purposes.

Categories of Personal Data	Disclosed to Which Categories of Third Parties for Operational Business Purposes
Identifiers , such as name, alias, postal address, unique personal identifiers, email address, account name, online identifiers, and government-issued identifiers (e.g., Social Security or national insurance number, passport or visa number, driver’s license)	Our personnel and affiliates; service providers that provide services such as employment screening and background checks, IT, and other services; professional advisors; regulatory authorities
Personal information as defined in the California customer records law , such as name, contact information, signature, passport number, financial, education and employment information, physical characteristics or description	Our personnel and affiliates; service providers that provide services such as employment screening and background checks, IT, and other services; professional advisors; regulatory authorities
Protected Class Information , such as characteristics of protected classifications under California or federal law, such as sex, age, gender, race, disability, citizenship, military/veteran status, gender identity and expression, language(s) spoken, and immigration status, marital/civil partnership status	Our personnel and affiliates; service providers that provide services such as employment screening and background checks, IT, and other services; professional advisors; regulatory authorities
Commercial Information , such as travel information and expenses	Our personnel and affiliates; service providers that provide services such as employment screening and background checks, IT, and other services; professional advisors; regulatory authorities
Employment Information . Professional or employment-related information, such as your	Our personnel and affiliates; service providers that provide services such as employment

<p>resume, CV, cover letter, references, and employment application, qualifications, training and skills, work authorization, professional and other work-related licenses, permits and certifications held, a description of your current position, job title, management category, job function(s), branch/unit/department, location, employment status and type, terms of employment, employment contract, work history, hire/re-hire and termination date(s) and reason, retirement eligibility, promotions and disciplinary records, and reporting manager(s) information, performance reviews, information necessary to complete a background check, development programs planned and attended</p>	<p>screening and background checks, IT, and other services; professional advisors; regulatory authorities</p>
<p>Sensitive Personal Information. Personal Data that reveals an individual’s Social Security, driver’s license, or passport number, account log-in, place of birth, citizenship, immigration status, trade union membership information, religion or philosophical beliefs, and race or ethnicity</p>	<p>Our personnel and affiliates; service providers that provide services such as employment screening and background checks, IT, and other services; professional advisors; regulatory authorities</p>

We may also disclose the above categories of Personal Data to a third party in the context of any reorganization, financing transaction, merger, sale, joint venture, partnership, assignment, transfer, or other disposition of all or any portion of our business, assets, or stock (including in connection with any bankruptcy or similar proceedings).

We do not sell Personal Data, and we do not share or otherwise process Personal Data for purposes of cross-context behavioral advertising, as defined under the CCPA/CPRA. We have not engaged in such activities in the 12 months preceding the “last updated” date. Without limiting the foregoing, we do not sell or share the Personal Data of minors under 16 years of age.

Sources of Personal Data.

We collect Personal Data directly from you as well as third parties, such as colleagues, managers, references you provide, background check providers, and prior employers or schools.

Purposes for the Collection and Use of Personal Data.

We may collect or use Personal Data for the purposes of operating, managing, and maintaining our business, sourcing talent and recruiting employees, and accomplishing our business purposes and objectives, including, for example, using Personal Data for:

- Recruitment, such as evaluating an application for employment, conducting interviews, conducting background checks (consistent with applicable law), deciding terms of an employment offer, and any other employment application-related communications with you;
- Applicants analytics, such as analyzing and monitoring the diversity of job applicants, in accordance with applicable law, including designing diversity initiatives;
- Protecting onsemi’s data, people, and property, including identifying patterns in the use of technology systems to protect information entrusted to us;

- Contacting you about future career opportunities;
- Fulfilling administrative functions, such as statistical analyses, and as generally required to conduct our business; and
- Compliance with law, legal process, requests from governmental or regulatory authorities, internal policies and other requirements such as record-keeping, equal employment opportunity laws, work permit and immigration regulations, conducting audits, reporting obligations, and the exercise or defense of legal claims.

Use of Sensitive Personal Information.

We may use sensitive personal information for purposes of performing services for our business, providing services as requested by you, and ensuring the security and integrity of our business, infrastructure and the individuals we interact with. This includes, without limitation, receiving and processing your job application, evaluating your suitability for the position(s) you are applying for, conducting background checks, analyzing and monitoring diversity, making you an offer (subject to our discretion), fulfilling administrative functions, complying with law, legal process or requests from governmental or regulatory authorities, and exercising or defending legal claims.

Retention of Personal Data.

We keep candidate records, including Personal Data and sensitive personal information, as required or permitted by law or for as long as is reasonably required for our business purposes in accordance with onsemi's record retention policy. The criteria used to determine applicable retention periods include:

- The duration of the job application process;
- Whether your job application is successful and you become an employee;
- Whether, if your application is not successful, you would like to be notified of future job opportunities with us or our affiliates;
- The length of time we have an ongoing relationship with you and the length of time thereafter during which we may have a legitimate need to reference your Personal Data to address issues that may arise;
- Whether there is a legal obligation to which we are subject (for example, certain laws may require us to keep your application records for a certain period of time); and
- Whether retention is advisable in light of our legal position (such as in regard to applicable statutes of limitations, litigation or regulatory investigations).

Individual Requests.

Subject to applicable law, you can contact onsemi's Global Privacy Office at privacy@onsemi.com or at 1-800-905-4574 if you:

- have any questions or concerns about how onsemi processes Personal Data;
- would like to request that we disclose to you: the categories of Personal Data we collected about you and the categories of sources from which we collected such Personal Data, the business or commercial purpose for collecting Personal Data about you, and the categories of Personal Data about you that we otherwise disclosed, and the categories of third parties to whom we disclosed such Personal Data (if applicable), covering the 12 months preceding your request;
- would like to request to access, correct inaccuracies, or delete Personal Data collected from you or about you, as applicable, or object to the processing of it as permitted by applicable law; or
- would like to request a copy of your Personal Data, including specific pieces of Personal Data, or portability of your Personal Data.



We will not unlawfully retaliate against you for making a request under the CCPA/CPRA. We will verify and respond to your request consistent with applicable law, taking into account the type and sensitivity of the Personal Data subject to the request. We may need to request additional Personal Data from you, such as name, email address, and region in order to verify your identity and protect against fraudulent requests. If you make a request to delete, we may ask you to confirm your request before we delete your Personal Data. Please note, however, that certain Personal Data may be exempt from requests pursuant to applicable privacy and data security laws or other laws and regulations.

Authorized Agents.

If an agent would like to make a request on your behalf as permitted by applicable law, the agent may use the submission methods noted in the section entitled "Individual Requests." As part of our verification process, we may request that the agent provide, as applicable, proof concerning his or her status as an authorized agent. In addition, we may require that you verify your identity as described in the section entitled "Individual Requests" or confirm that you provided the agent permission to submit the request.

Your Obligations.

Any information you submit to us must be true, complete and not misleading. Submitting inaccurate, incomplete, or misleading information may lead to a rejection of your job application during the application process or disciplinary action including immediate termination of employment. In addition, it is your responsibility to ensure that information you submit does not violate any third party's rights. If you provide us with Personal Data of a reference or any other individual as part of your application, it is your responsibility to obtain consent from that individual prior to providing the information to us.

Transfers of Personal Data.

Due to the global nature of our business, your Personal Data will be disclosed to onsemi entities and third parties located worldwide to fulfill the purposes described in this Privacy Notice to the extent permitted by applicable law.

Global Privacy Office Contact Information.

For more information about the onsemi global privacy practices and principles, please contact the Global Privacy Office at privacy@onsemi.com with any questions.

Changes to Our Privacy Notice.

We may change this Privacy Notice from time to time. Each version of this Privacy Notice is identified by its "last updated" date.