

Blueprint Technologies California Applicant and Employee Privacy Notice

The California Applicant and Employee Privacy Notice describes how Blueprint Technologies (the company), and our subsidiaries, collects, uses, and discloses (for this purpose) personal information provided to the company for recruitment and employment.

This notice applies to person(s) located in California who are job prospects, applicants, and employees and their information is gathered through networking sites/activity, careers/job portals, and through the employment process and interactions at Blueprint.

Your Privacy Rights – California Residents

California residents have certain rights with respect to their data:

- **Right to Access:**
 - You can request Blueprint to provide you with a copy of your personal information and/or confirm whether we are processing your personal information that has been collected.
- **Right to Correction:**
 - If the personal information we have is inaccurate or incomplete, you can ask for a correction and/or to provide the missing information.
- **Right to Delete:**
 - In some circumstances, you can request Blueprint to delete or remove some of your personal information.

To request access, correction, or deletion of your personal information, submit your request to . You may designate an authorized agent to exercise privacy rights on behalf of yourself. They must provide signed permission to submit your request on your behalf. We may need to verify your authorized agent by contacting you.

The following information is a synopsis of the types of personal information that may be collected and how it is used. If you have any questions, please reach out to Hr@bpcs.com.

What Personal Information Does Blueprint Technologies collect?

We collect personal information in connection with your application and/or employment with Blueprint Technologies.

Below is a sample of Personal Information that Blueprint may collect:

Personal Identifiers

Personal Identifiers includes but not limited to, your name(s), alias, address (both mailing and electronic), signatures, internet protocol addresses, account names, social security number, driver's license/state identification numbers, passport numbers, date of birth, citizenship documents (to confirm eligibility to work in the United States) and other similar personal identifiers.

Protected classification applicable to State and Federal requirements

This includes but is not limited to age, marital status, gender, race, ethnicity, religion, orientation, veteran status, and disability status.

Internet or electronic network and publicly available sources

Blueprint Technologies utilizes multiple streams to collect data, including but not limited to an Applicant Tracking system (ATS), payroll/timecard system, a careers/job portal, collateral samples provided by candidates, testing portals, applications and information gathered from publicly available resources like LinkedIn.

Audio, visual and other similar information

Including photos information gathering via cameras, CCTV, and virtual meetings. If you would like to have your photo and/or personal information omitted from public usage (e.g. acknowledgments, celebratory, postings/emails etc.), please contact Hr@bpcs.com. We will make every effort to comply with your wishes.

Professional and employment-related information

Data may be collected during the application process, including resumes, cover letters, interviews, background checks, work-related documents and through incidental interactions.

Health and health-related information

Voluntary disclosure of health records/information during recruitment and employment for assistance with benefits, and ADA accommodations.

Where does Blueprint obtain your personal information?

Generally, Blueprint collects personal information directly from you as an applicant or as an employee. Examples of this information provided by you the employee/applicant is through your resume, phone, email, video interview, your personal information provided for benefits and payroll purposes, and eligibility to work in the United States.

How does Blueprint use your personal information?

For recruitment, we use this information to evaluate you as a candidate for potential employment, to provide candidates with the support they may need during the recruitment process or during their employment. We also may utilize data that is anonymized for government requirements (reporting), detecting fraud, concerns about safety and/or requirements from our engagements, complying with applicable laws, cooperating with law enforcement investigations, regulations related to legal process and governmental requests. Additionally, as an employee some of the data may be communicated to our Health and Welfare benefit providers.

Who does Blueprint Technologies disclose your personal information to?

Third-Party Service Providers: We engage 3rd party service providers to perform services on behalf of our employees. This includes, but is not limited to benefit providers, travel and bookings vendors, background check vendors, applicant tracking systems, payroll vendors, and professional advisors (e.g., financial institutions, brokers, lawyers, auditors).

Government Authorities/Law Enforcement, regulators, and other similar agencies/entities:

We will disclose information to government entities, external advisors, courts, and for investigations or otherwise required by applicable law or legal process, and other third parties that we may use to disclose personal information to comply with Blueprint's legal obligations to protect Blueprint, our customers, and the public.