

# Privacy Notice for California Residents

Last updated February 22, 2022

## Personal Information Collection and Disclosure

### *Categories of Personal Information We collect*

We may collect the following categories of your personal information and generally collect consumers' personal information for the following commercial or business purposes (see information below about employees, job applicants, labor contractors and directors):

<b>Category Of Personal Information</b>	<b>Examples</b>	<b>Purpose for which Personal Information Is Used</b>	<b>Sources where Personal Information is Obtained</b>	<b>Other Entities to Whom Personal Information is Disclosed</b>
<b>Identification Information</b>	Name, postal address, email address, account name, online identifier, internet protocol address, and other similar identifiers	To provide products, services and access to our websites, mobile applications, and other communication systems and to communicate with you about our products and services.	<ul style="list-style-type: none"> <li>• Directly from you</li> <li>• Contracts with cities, municipalities, state and other governmental entities and agencies ("Governmental Entities")</li> <li>• Affiliates and subsidiaries of EJ Harrison &amp; Son's ("Affiliates")</li> <li>• Companies who support our business, such as waste vendors, payment processors, information technology vendors, etc. ("Service Providers").</li> </ul>	<ul style="list-style-type: none"> <li>• Governmental Entities</li> <li>• Affiliates</li> <li>• Service Providers.</li> </ul>
<b>Sensitive Information</b>	Signature, telephone number, bank account number, credit card number, debit card number, and other similar identifiers.	To provide products, services and access to our websites, mobile applications, and other communication systems and to communicate with you about our products and	<ul style="list-style-type: none"> <li>• Directly from you</li> <li>• Governmental Entities</li> <li>• Affiliates</li> <li>• Service Providers</li> </ul>	<ul style="list-style-type: none"> <li>• Governmental Entities</li> <li>• Affiliates</li> <li>• Service Providers</li> </ul>

		services.		
<b>Demographic Information and Characteristics of Protected Classifications</b>	Age, language preferences, marital status, household size, dwelling type, household composition, income, occupation and employment, buying channel preferences, media channel usage, social media usage, gender and other similar information.	To improve service, and provide targeted customer experiences and service offerings.	Service Providers.	Affiliates
<b>Education Information</b>	Diplomas, certificates or other equivalents.	To improve service, and provide targeted customer experiences and service offerings.	Service Providers.	Affiliates.
<b>Commercial Information</b>	Products or services purchased, obtained, or considered, or other purchasing histories or tendencies.	To improve service, and provide targeted customer experiences and service offerings.	<ul style="list-style-type: none"> <li>• Governmental Entities</li> <li>• Affiliates</li> <li>• Directly From you</li> <li>• Service Providers</li> </ul>	<ul style="list-style-type: none"> <li>• Governmental Entities</li> <li>• Affiliates</li> <li>• Service Providers</li> </ul>
<b>Internet or Other Electronic Network Activity Information</b>	Browsing history, search history, and interaction with Web sites, apps & ads, and other similar information	To provide targeted customer experience and service offerings	<ul style="list-style-type: none"> <li>• Affiliates</li> <li>• Directly from you</li> <li>• Service Providers</li> </ul>	<ul style="list-style-type: none"> <li>• Affiliates</li> <li>• Service Providers</li> </ul>
<b>Geolocation Data</b>	Physical location and/or movements.	Service verification.	<ul style="list-style-type: none"> <li>• Governmental Entities</li> <li>• Affiliates</li> <li>• Directly from you</li> <li>• Service Providers</li> </ul>	<ul style="list-style-type: none"> <li>• Governmental Entities</li> <li>• Affiliates</li> <li>• Service Providers</li> </ul>
<b>Sensory Data</b>	Recording of customer service calls; photos or videos of containers at customer location, electronic,	To provide and improve services, for service verification, safety, quality control and compliance; and images and videos captured at E.J. Harrison & Son's	Customer service calls: Cameras and other devices equipped on trucks, containers and dumpsters or on other E.J. Harrison & Son's, customer or	<ul style="list-style-type: none"> <li>• Governmental Entities</li> <li>• Affiliates</li> <li>• Service Providers</li> </ul>

	visual, or similar information, photographic and videographic images captured at E.J. Harrison & Son's sites	sites for security purposes.	Service Provider equipment; E.J. Harrison & Son's sites.	
<b>Derived Information</b>	Information included in a profile based on a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes, and other similar information.	To improve service, and provide targeted customer experiences and service offerings.	<ul style="list-style-type: none"> <li>• Governmental Entities</li> <li>• Affiliates</li> <li>• Directly from you</li> <li>• Service Providers</li> </ul>	Affiliates

**For employees, labor contractors and directors, we may collect the following categories of your personal information:**

<b>Category of Personal Information</b>	<b>Examples</b>	<b>Purpose for Which Personal Information Is Used</b>
<b>Identification Information</b>	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.	To evaluate employment or contractor status, to communicate with you.
<b>Sensitive Information</b>	A name, signature, social security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment status, employment history, bank account number, medical information (including blood and urine samples), health insurance information, birth certificate, and other similar information.	To evaluate employment or contractor status; to transact payments and for employment benefit purposes, sitespecific testing, prehire testing, including physicals, health assessments for workplace safety, and/or for security clearances where required; and compliance.
<b>Demographic Information</b>	Race, color, age, ancestry, national origin, citizenship, religion or creed,	For compliance and auditing recordkeeping, and/or for security

<b>and Characteristics of Protected Classifications</b>	marital status, medical condition, gender, veteran, military status or other similar information.	clearances where required.
<b>Biometric Information</b>	Fingerprints or other biometric identifiers.	Security clearance; access control.
<b>Geolocation Data</b>	Physical location and/or movements.	Compliance, auditing, recordkeeping; to perform job duties
<b>Employment Information</b>	Current and/or past employment history including performance evaluations and other similar information.	To evaluate employment or contractor status.
<b>Derived Information</b>	Characteristics, predispositions, behavior, attitudes, abilities, aptitudes and other similar information.	To determine skills and aptitudes that best match a position; to assess job performance including how likely you are to remain in your job.
<b>Sensory Data</b>	Audio and video recordings; temperature testing, and other similar information.	Quality control; compliance, job performance assessment; internal communications, training and information sharing; workplace health, safety and security.

**For job applicants, we may collect the following categories of your personal information:**

<b>Category of Personal Information</b>	<b>Examples</b>	<b>Purpose of Collection</b>
<b>Identification Information</b>	Name, email, phone number, address, emergency contact information including name, address, phone, relationship to candidate, and other similar identifiers.	To generate your account, process your application, verify your eligibility to be employed and communicate with you.
<b>Sensitive Information</b>	Signature, social security number, telephone number, education, employment status, employment history, and other similar information.	To process and evaluate your application, and verify your eligibility to be employed.
<b>Employment Information</b>	Most recent or current employer, job title, years of service, referral information, which may be vehicular accident information, and traffic convictions and violations, and other similar employment information.	To process and evaluate your application, and verify your eligibility to be employed and identify the source of your referral to E.J. Harrison & Son's
<b>Demographic Information and Characteristics of Protected Classifications</b>	Gender, ethnicity, race, language preference, national origin, citizenship, veteran status, disability status, marital status, and other	For auditing our compliance with non-discrimination laws, and for internal tracking purposes, including but not limited to tracking the results

	similar information.	of our Diversity and Inclusion efforts and to promote equity in our workplace.
<b>Education Information</b>	Education records such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records, and other similar information.	To evaluate and validate the information shared on your resume and application.