

CALIFORNIA CONSUMER PRIVACY ACT PRIVACY NOTICE FOR CALIFORNIA APPLICANTS AND EMPLOYEES



Last Updated Date: December 8, 2019 Effective Date: January 1, 2020

Changes to Our California Privacy Notice

PNC will update this notice in response to changing legal, technology, or business developments. If you have questions about changes, please contact PNC through our website or the details below.

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1 INTRODUCTION

1.1 PNC Financial Services Group, Inc. (collectively, “we”, “our”, “us”, “PNC”) is committed to protecting the privacy of personal information of individuals. This Privacy Notice supplements the information contained in the Privacy Policy of PNC and its subsidiaries and applies solely to PNC applicants, employees, contractors, and agents who are residents of the State of California (“CA Persons” or “you”). We adopt this notice to comply with the California Consumer Privacy Act of 2018 (CCPA), as amended. Any terms defined in the CCPA have the same meaning when we use them in this notice.

2 INFORMATION WE COLLECT

2.1 We collect information that identifies, relates to, describes, references, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular CA Person (“personal information”). Section 2.3 provides information on certain types of data that are not considered “personal information”. In particular, we have collected the following categories of personal information listed in Section 2.2 from CA Persons within the last twelve (12) months.

2.2 Personal information may be collected from the following categories of information. Please note that the below list of examples is intended to be a very broad description of types of personal information. PNC Human Resources does not collect all of the below types of personal information from every CA Person.

Category	Examples*
A. 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
B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e))	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, 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.
C. 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)

D. Commercial information	Records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies
E. Biometric information	Genetic, physiological, behavioral, and biological characteristics, or activity patterns used to extract a template or other identifier or identifying information, such as, fingerprints, faceprints, and voiceprints, iris or retina scans, keystroke, gait, or other physical patterns, and sleep, health, or exercise data
F. Internet or other similar network activity	Browsing history, search history, information on a consumer's interaction with a website, application, or advertisement
G. Geolocation data	Physical location or movements
H. Sensory data	Audio, electronic, visual, thermal, olfactory, or similar information
I. Professional or employment-related information	Current or past job history or performance evaluations
J. Non-public education information (per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99))	Not collected
K. Inferences drawn from other personal information	Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes

*We may not collect all items listed as examples in a particular category.

2.3 Personal information does not include:

- Publicly available information from government records.
- De-identified or aggregated information relating to one or more CA Persons.
- 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 (FRCA), the Gramm-Leach-Bliley Act (GLBA) or California Financial Information Privacy Act (FIPA), and the Driver's Privacy Protection Act of 1994.

2.4 We obtain the categories of personal information listed above from the following categories of sources:

- Directly from you or your authorized agents — for example, from documents that our CA Persons provide to us related to the establishment and maintenance of an employment and/or work relationship with PNC.
- Indirectly from you or your authorized parties and from third parties that interact with us in connection with the employment and/or work relationship — for example, through information we collect from our recruitment agencies, your managers, Human Resources, benefits providers or others.

3 USE OF PERSONAL INFORMATION

3.1 We may use or disclose the personal information we collect about CA Persons for one or more of the following business purposes:

- To fulfill the employment and/or work relationship with you, including for the purposes of operating payroll and administering employment benefits or maintaining an employee directory.
- To meet the purposes of business process execution and internal management, travel and expense management, business reporting, systems reporting and access, analyses, performance review purposes, training, administering compensation programs, disciplinary purposes and other business purposes related to the management of PNC's workforce, for facilities and IT systems and infrastructure management, safeguarding the security of our infrastructure, premises, assets, and office equipment, including the prevention of criminal activity.
- To respond to law enforcement requests and as required by applicable law, court order, or governmental regulations.
- As described to you when collecting your personal information or as otherwise set forth in the CCPA.

3.2 We will not collect additional categories of personal information or use the personal information we collected for materially different, unrelated, or incompatible purposes without providing you notice.

4 SHARING PERSONAL INFORMATION

4.1 We may disclose your personal information to a third party for a business purpose. When we disclose personal information for a business purpose, we enter a contract that describes the purpose and requires the recipient to both keep that personal information confidential and not use it for any purpose except performing the contract.

4.2 We disclose your personal information for a business purpose to the following categories of third parties:

- Our affiliates and subsidiaries
- Service providers
- Third parties to whom you authorize us, directly or indirectly, to disclose your personal information in connection with your employment and/or work relationship with us
- Government or regulatory authorities

4.3 In the preceding twelve (12) months, we have not sold any personal information.

5 CHANGES TO OUR PRIVACY NOTICE

We reserve the right to amend this privacy notice at our discretion and at any time. When we make changes to this privacy notice, we will notify you through a notice on our website homepage.

6 CONTACT INFORMATION

If you have any questions or comments about this notice, our Privacy Policy, or the ways in which we collect and use your personal information, please do not hesitate to contact us at:

Phone: 1-877-968-7762
 Email: pncpathfinder@pnc.com