

# Privacy Notice for California Employees and Job Applicants

This **Privacy Notice for California Employees and Job Applicants** applies solely to those who reside in the State of California and are a job applicant to, an employee of, owner of, director of, officer of, or a contractor (“**consumers**” or “**you**”) of FIG LLC (collectively with Fortress Investment Group LLC and its other affiliates, “Fortress,” or the “Company”). We adopt this notice to comply with the California Consumer Privacy Act of 2018 (CCPA) and any terms defined in the CCPA have the same meaning when used in this Notice.

## Information We Collect

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 you:

Category	Examples
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.
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.
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).
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.
Professional or employment-related information.	Current or past job history or performance evaluations.
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.

We obtain the categories of 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 an employee, owner, director, officer, or a contractor of the Company.
- Third-parties. For example, from a reference supplied by you.

### **Use of Personal Information**

We may use the personal information we collect for one or more of the following purposes within the context of your role as a job applicant to, an employee of, owner of, director of, officer of, or a contractor of the Company:

- To evaluate you as a possible employee, owner, director, officer, or contractor.
- To manage the performance of job duties.
- To fulfill or meet the reason you provided the information. For example, if you share your bank account number, we will use that information to process your compensation.
- To respond to law enforcement requests and as required by applicable law, court order, or governmental regulations.

- To effectively process payroll.
- To administer and maintain employee benefit plans including group health plans, 401(k) plans and other welfare and retirement plans and perquisites.

### **Changes to Our Privacy Notice**

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

### **Contact Information**

If you have any questions or comments about this notice or the ways in which the Company collects and uses your personal information described here, please do not hesitate to contact us by email at [DSR@fortress.com](mailto:DSR@fortress.com).

Or write to us:

Fortress Investment Group  
Data Subject Rights c/o Compliance Department  
1345 Avenue of the Americas, 46<sup>th</sup> Floor  
New York, New York 10105

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