

California Consumer Privacy Act Notice for Applicants

Under the California Consumer Privacy Act (“CCPA”) effective January 1, 2020, Farmers & Merchants Bank of Central California (the “Company”) is required to notify you of the personal information we collect to determine whether applicants are a good fit for the job and our business. We may also collect your personal information for purposes of account administration if you are a customer of F&M Bank of Central California; you will receive a separate notice regarding our use of your information associated with your personal account.

We collect the following information from all applicants:

Category of Personal Information	Intended Use
Contact information	Reaching you regarding your application process
Employment and education history	Assessing your qualifications for the job
Relevant non-public licenses and certifications	Assessing your qualifications for the job

If you are selected to move forward in the recruitment process, for further prescreening, or a conditional offer of employment, we may collect the following additional categories of information:

Category of Personal Information	Intended Use
Personality and aptitude test results and any associated profiles or inferences	Evaluating your skills and fitness for the job
Credit and financial information (e.g., credit score, credit history, records of bankruptcy, liens, bank account number and routing data)	Assessing qualifications for hiring, as permitted by law
Race, gender, date of birth, and other protected class information	Completing EEO surveys as required by law; enforcing Equal Opportunity policies; administering employee benefits; conducting voluntary diversity programs
Background check reports compiled in-house or from third parties, including criminal history, credit information where permitted by law, reputation, character, personal characteristics, and inferences or compiled profiles regarding the same	Assessing your qualifications and fitness for the job, consistent with applicable law

The Company will protect the privacy of information collected in accordance with applicable state, federal, and local laws. If you have any questions about the use of your personal information, or would like to receive this notice in a different format to accommodate a disability, please contact Human Resources at 800-888-1498.