Notice to California Residents

Last Modified: February 2024

Category of personal information (PI)	Types of PI that HWG has collected	Categories of sources for PI	Business or commercial purpose for collection
Identifiers	Name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address.	Provided by consumer, automatic collection via HWG website, third parties	Operate and improve our website, communicate with you, market HWG services, hiring
Personal information described in Cal. Civil Code Section 1798.80(e), if not publicly available	Name, address, telephone number Job candidates: signature, social security number, passport number, driver's license or state identification card number, education, employment, employment history	Provided by consumer, third parties	Operate and improve our website, communicate with you, market HWG services, hiring
Characteristics of protected classifications	Job candidates: race, gender, and other demographic information	Provided by job candidates on a voluntary basis	Evaluating and improving hiring practices
Internet or other electronic network activity information	Information regarding a consumer's interaction with an HWG website, newsletter, presentation or online content	Provided by consumer, automatic collection via HWG website, third parties	Operate and improve our website, communicate with you, market HWG services
Professional or employment-related information	Information pertaining to job candidates and business contacts	Provided by consumer Job candidates: third parties, including former employers and educational institutions	Communicate with you, market HWG services, hiring
Inferences drawn from above	Potential legal issues, HWG news, and employment opportunities of interest	HWG	Communicate with you, market HWG services, hiring
Sensitive personal information	Job candidates only: Race, gender, immigration status, and information relating to government-issued ID	Provided by job candidates (on a voluntary basis for race and gender)	Hiring