

NOTICE TO APPLICANTS/EMPLOYEES

Urban Kitchen Group

Please take notice that the Company collects certain information about you. For more information on the Company's policies, please refer to the Company's handbook:

California's California Consumer Privacy Act ("CCPA") and California Privacy Rights Act ("CPRA") provide California applicants and employees with certain rights:

- Knowledge of information collected;
- Deletion of information collected;
- Opt-out of information collected;
- Opt-in of information collected;
- Correction of information collected;
- Go to court;
- Limit use of information collected;
- Not to be discriminated or retaliated against for exercising rights under the law.

Where We Get Your Information From. The Company collects information about you from the following sources: 1) you; 2) prior employers, references, recruiters, job-related social media platforms; 3) third-party sources of demographic information; 4) third-party companies, such as background check companies, drug testing facilities; and 5) claim administrators and investigators. Depending on the Company's interactions with you, we may or may not collect all of the information identified about you.

The Personal and Sensitive Personal Information That We Are Collecting. We are collecting the following information:

- Identifiers, such as name, government-issued identifier (e.g., Social Security number), and unique identifiers (e.g., employee ID);
- Personal information, such as real name, signature, SSN, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, passport number, federal identification authorizing work in the United States, access and/or passcodes, insurance policy number, education, employment, employment history, bank account number, other financial information, medical information, or health insurance information;
- Characteristics of protected classifications under California or federal law, such as age, marital status, gender, sex, race, color, disability, citizenship, primary language, immigration status, military/veteran status, disability, request for leave, and medical conditions;
- Commercial information, such as transaction information and purchase history (e.g., in connection with travel or other reimbursements [or purchases from Company]);
- Internet or network activity information, such as browsing history and interactions with our online systems and websites and any personal information that you provide while

accessing the Company's computer systems, such as personal credit card information and passwords;

- Geolocation data, such as device location from usage of the Company's devices;
- Biometric information related to access to the Company's secured access points;
- Audio, electronic, visual, and similar information;
- Professional or employment-related information, such as work history and prior employer;
- Non-public education information;
- Inferences drawn from any of the Persona and Sensitive Personal Information listed above to create a profile or summary about, for example, an individual's preferences and characteristics.

How Your Personal and Sensitive Personal Information is Used. We may use Personal and Sensitive Personal Information:

- To operate, manage, and maintain our business;
- For hiring, retention, and employment purposes;
- To otherwise accomplish our business purposes and objectives, including, for example:
 - Emergency services;
 - Conducting research, analytics, and data analysis;
 - Maintaining our facilities and infrastructure;
 - Quality and safety assurance measures;
 - Conducting risk and security controls and monitoring;
 - Protecting confidential and trade secret information;
 - Detecting and preventing fraud;
 - Performing identity verification;
 - Performing accounting, audit, and other internal functions, such as internal investigations;
 - Complying with the law, legal process, and internal policies;
 - Maintaining records;
 - Claims processing;
 - Responding to legal requests for information and subpoenas; and
 - Exercising and defending legal claims.
- Any other purposes authorized by the California Privacy Protection Agency, California or Federal law.

We may or may not have used Personal and Sensitive Personal Information about you for each of the above purposes.

Sharing of Personal Information. We only share your information with the following third-party entities:

- Coastal Payroll
- HUB International Insurance Services
- C3 Risk and Insurance Services
- Sentry Insurance

- AmTrust Financial Services
- Concentra
- Toast, Inc.
- Nowsta
- Chase Bank
- Tripleseat
- BevSpot Inc.
- Fourth Enterprises LLC
- Pettit Kohn Ingrassia Lutz & Dolin
- Nobel Intent Studio
- Jordan Ink
- Local, State and Federal Government Entities
- Gmail
- Dropbox

Selling of Personal Information. The Company DOES NOT sell your personal information.

Data Retention. The Company retains the information it receives about you for a period of: 4 years, unless a shorter or longer period is required by California or Federal law.

For Inquiries and/or to Submit Requests for Information, Deletion or Correction. Please contact either: (1) Jill Gerber, 619-400-7686, jill@urbankitchengroup.com, 1295 West Morena Blvd., San Diego, CA 92101, or (2) contact@urbankitchengroup.com for inquiries about the Company's policy, or to submit your requests for information, deletion or correction.

AVISO A LOS SOLICITANTES/EMPLEADOS

Grupo Cocina Urbana

Tenga en cuenta que la Compañía recopila cierta información sobre usted. Para obtener más información sobre las políticas de la Compañía, consulte el manual de la Compañía:

La Ley de Privacidad del Consumidor de California ("CCPA") y la Ley de Derechos de Privacidad de California ("CPRA") brindan a los solicitantes y empleados de California ciertos derechos:

- Conocimiento de la información recopilada;
- Eliminación de la información recopilada;
- Optar por no recibir la información recopilada;
- Opt-in de la información recopilada;
- Corrección de la información recopilada;
- Ir a la corte;
- Limitar el uso de la información recopilada;
- No ser discriminado ni sufrir represalias por ejercer los derechos que le otorga la ley.

De dónde obtenemos su información. La Compañía recopila información sobre usted de las siguientes fuentes: 1) usted; 2) empleadores anteriores, referencias, reclutadores, plataformas de redes sociales relacionadas con el trabajo; 3) fuentes de información demográfica de terceros; 4) empresas de terceros, como empresas de verificación de antecedentes, instalaciones de pruebas de drogas; y 5) administradores e investigadores de reclamos. Dependiendo de las interacciones de la Compañía con usted, podemos recopilar o no toda la información identificada sobre usted.

La información personal personal y confidencial que recopilamos. Estamos recopilando la siguiente información:

- Para operar, administrar y mantener nuestro negocio;
- Para propósitos de contratación, retención y empleo;
- Para lograr de otro modo nuestros fines y objetivos comerciales, incluidos, por ejemplo:
 - Servicios de emergencia;
 - Realización de investigaciones, análisis y análisis de datos;
 - Mantener nuestras instalaciones e infraestructura;
 - Medidas de garantía de calidad y seguridad;
 - Realización de controles y seguimiento de riesgos y seguridad;
 - Proteger la información confidencial y de secretos comerciales;
 - Detectar y prevenir el fraude;
 - Realizar la verificación de identidad;
 - Realizar contabilidad, auditoría y otras funciones internas, como investigaciones internas;
 - Cumplir con la ley, el proceso legal y las políticas internas;
 - Mantenimiento de registros;
 - Tramitación de reclamaciones;
 - Responder a solicitudes legales de información y citaciones; y
 - Ejercicio y defensa de reclamaciones.
- Cualquier otro propósito autorizado por la Agencia de Protección de Privacidad de California, California o la ley federal.

Es posible que hayamos utilizado o no información personal y personal confidencial sobre usted para cada uno de los fines anteriores.

Compartir información personal. Solo compartimos su información con las siguientes entidades de terceros:

- Coastal Payroll
- HUB International Insurance Services
- C3 Risk and Insurance Services
- Sentry Insurance
- AmTrust Financial Services
- Concentra
- Toast, Inc.
- Nowsta
- Chase Bank

- Tripleseat
- BevSpot Inc.
- Fourth Enterprises LLC
- Pettit Kohn Ingrassia Lutz & Dolin
- Nobel Intent Studio
- Jordan Ink
- Entidades gubernamentales locales, estatales y federales
- Gmail
- Dropbox

Venta de Información Personal. La Compañía NO vende su información personal.

Data Retention. The Company retains the information it receives about you for a period of: 4 years, unless a shorter or longer period is required by California or Federal law.

Retención de datos. La Compañía retiene la información que recibe sobre usted por un período de: 4 años, a menos que las leyes federales o de California exijan un período más corto o más largo.

Para Consultas y/o Presentar Solicitudes de Información, Supresión o Corrección.

Comuníquese con: (1) Jill Gerber, 619-400-7686, jill@urbankitchengroup.com, 1295 W Morena Blvd., San Diego, CA 92110, o (2) contact@urbankitchengroup.com para consultas sobre la política de la Compañía, o para presentar sus solicitudes de información, supresión o corrección.