

Applicant Privacy Notice

Last Updated: [2/14/2022]

This Applicant Privacy Statement (this “Statement”) for California residents applies to all of the information collected on this website (the “Site”) and otherwise by Afognak Native Corporation, its direct and indirect subsidiaries at any level (including Alutiiq, LLC and Afognak Commercial Group, LLC and its direct and indirect subsidiaries), and any joint ventures or other business enterprises of those companies (“Company”), including information submitted by you to facilitate your job application (“Applicant Personal Information”).

The Site is operated by the Company in order to support its recruitment efforts. The Site is not intended for distribution or use in any jurisdiction or country where such distribution or use would be contrary to local law or regulation. Also, this Site does not extend binding offers or terms or conditions of employment. Any employment offer that may result from your submitting information in response to a job opening listed on this Site is in accordance with the specific terms of that offer and is not based in any way on the description of the job on this Site. Except as otherwise prohibited by law, nothing on this Site shall be construed as a contract of employment or as a guarantee of continued employment or employment for any specific duration. Employment with the Company is "at will" and that generally cannot be modified by an employee or representative of the Company. This means if you are hired, either you or the Company can separate your employment at any time without notice or cause.

The Company operates in different locations worldwide. You understand and agree that, by applying through this Site for a particular position(s), your application also may be considered for other positions or other positions may be recommended to you based on your qualifications.

Applicant Personal Information. The chart below describes the categories of Applicant Personal Information that may be collected in connection with the application and the purposes for which such information is collected and may be used. We will retain your data for the duration of our relationship, subject to our legal obligations.

Categories of Personal Information Collected
<p><u>Identifiers and Contact information.</u> This category includes names, addresses, telephone numbers, mobile numbers, email addresses, dates of birth, Social Security numbers, driver’s license or state identification numbers, ANC Shareholder ID, government employment, security clearance eligibility, and other similar contact information and identifiers.</p>
<p><u>Protected classification information.</u> This category includes characteristics of protected classifications under California or federal law.</p>
<p><u>Internet or other electronic network activity information.</u> This category includes without limitation:</p> <ul style="list-style-type: none">• all activity on the Company’s information systems, such as internet browsing history, search history, and email communications• all activity on communications systems including phone calls, call logs, voice mails, text messages, chat logs, and app use
<p><u>Professional and employment-related information.</u> This category includes without limitation:</p> <ul style="list-style-type: none">• data submitted with employment applications including employment history, recommendations, etc.• background check, personal security clearance check, and criminal history;• work authorization• fitness for duty data and reports
<p><u>Education information.</u> This category includes education history.</p>

Limited medical information. This category includes without limitation:

- symptoms and other indicators of exposure to the coronavirus, COVID-19
- fitness for duty data and reports
- leave of absence information including family obligations, physical and mental health data concerning employee and his or her family members
- travel information and information regarding close contacts

Sensitive Personal Information. This category includes sensitive information such as:

- social security, driver's license, state identification card, or passport number

Purposes Personal Information is Used.

- Collect and process employment applications, including confirming eligibility and qualifications for employment, background, and related checks, as necessary.
- Evaluate an individual's appropriateness for a particular position at the Company, or promotion to a new position.
- Communicate with you about your application.
- Maintaining personnel records and record retention requirements.
- Complying with applicable state and federal labor, employment, equal employment opportunity, and related laws.
- Preventing unauthorized access to or use of the Company's property, including the Company's information systems, electronic devices, network, and data.
- Investigating complaints, grievances, and suspected violations of Company policy.
- Protect the legal rights, privacy, safety or property of Company or its employees, agents, contractors, customers, or the public.
- Protect against fraud or other illegal activity or for risk management purposes.
- Enforce the Site's terms of use
- Carry out a license, sale or transfer of all or a portion of the business or assets (including in connection with any bankruptcy or similar proceedings), or manage or arrange for acquisitions, mergers, and re-organizations.
- Design, implement, and promote the Company's diversity and inclusion programs
- Improve safety of our facilities for employees, customers, and the public with regard to use of Company property and equipment
- Complying with federal, state, and local orders, identifying potential COVID-19 symptoms, and protecting the workplace

To carry out the purposes outlined above, the Company may share information with third parties, such as background check providers, third-party human resources and information technology providers, outside legal counsel, and state or federal governmental agencies. The Company may add to the categories of PI it collects and the purposes it uses PI. In that case, the Company will inform you.

If you have questions about this notice, you may call 888-232-9574 or email alutiiqjobs@alutiiq.com.

Changes to Statement. We reserve the right to amend this Notice at any time without advance notice.