

**Pizza Hut US Privacy Notice
for
California Company Employees and Franchisee Workers**

CALIFORNIA LAW REQUIRES THAT WE PROVIDE YOU THIS NOTICE ABOUT THE COLLECTION AND USE OF YOUR PERSONAL INFORMATION. WE ENCOURAGE YOU TO READ IT CAREFULLY.

Effective Date: January 1, 2023

1. Introduction

This notice (“**Notice**”) describes the categories of personal information that Pizza Hut US (“**Pizza Hut US**” “**Brand**”, “**Company**”, “**we**”, “**us**” and “**our**”) collects about Company Employees and Franchisee Workers as defined below, who access Pizza Hut US’s systems for Pizza Hut US Brand information as defined below, who are California residents, and how that information is used and shared.

This notice applies to personal information collected about you in your capacity as an employee of Pizza Hut US (“Company Employee”) or an employee of a Pizza Hut US Franchisee who accesses Pizza Hut US’s systems for Pizza Hut US Brand information (“Franchisee Worker”). If you are employed by a Pizza Hut US Franchisee you are not an employee of the Company. When you **interact with us offline or online in the same manner that a website visitor or other non-employee may interact with us**, see our [Privacy Policy](#) and our [California Privacy Policy](#) for more information about how we use your information.

For purposes of this Notice, “**personal information**” and “**sensitive personal information**” have the meaning given in the California Consumer Privacy Act of 2018 (as amended, the “**CPRA**”).

This Notice does not create or form part of any employment contract.

If you have questions about this Notice, please contact pizzahutescalations@alorica.com.

2. Information we collect about Company Employees and Franchisee Workers.

2.1. Categories of personal information

Below are categories of personal information that may be collect by the Company or Brand Franchisee and processed before, during and after your employment with either the Company or a Brand Franchisee. For each category listed, the CCPA requires the Company or Brand Franchisee to identify the statutory category under Cal. Civ. Code Section 1798.140(v)(1) to which it corresponds. These statutory categories are listed in footnotes as “California categories” or addressed in Section 2.2.

- **Contact information**, such as your work and home address, telephone number, email address and social media handles;
- **Identification information**, such as your social security number, government-issued identification information (e.g., driver’s license, passport), photographs, or other similar identifiers;
- **Immigration status** and other information that would allow the Company or Brand Franchisee to verify your employment eligibility whether it is for Company employment or a Brand Franchisee employment;

- **Biographical information**, such as name, gender, date of birth, professional history, language proficiencies, professional qualifications, references, education details, information in your Company or Brand Franchisee biography, social media profiles and activity, and your photo;
- **Professional qualifications**, such as professional designations, licensure information, memberships, leadership positions, credentials, professional qualifications and continuing education information;
- **General employment information**, such as department, work location, job title, dates of employment, work status (e.g., full-time/part-time), any terms or conditions of employment, work history (current, past, or prospective), timekeeping information, personnel and disciplinary records, training and learning program participation, information necessary to complete background checks, drug and/or alcohol tests, and other screens permitted by law, and other information reasonably necessary to administer the Company or Brand Franchisee employment relationship with you, including without limitation information related to absence administration, workers' compensation matters and emergency services;
- **Performance information**, such as management metrics, performance evaluations, feedback, and promotion history;
- **Credentials, technology, access and system information**, such as your Company or Brand Franchisee email address, usernames, passwords, and keycard number; information about your use of, as well as content and communications you send and receive through, devices, Company or Brand Franchisee communications, IT systems and applications (e.g., time of use, files accessed, search history, web pages viewed, IP address, device ID, device location); and information about your access to and location within offices and facilities (e.g., keycard scans and security camera footage);
- **Health care, welfare, and medical information**, such as information related to Company Employees or Franchisee Workers or their eligible dependent's participation in wellness and Company Employee or Franchisee Workers assistance programs, executive physicals and health insurance programs and your body temperature, vaccination status, health symptoms and other screening and tracking information (including travel information, participation in health education programs, and information about your related persons) in connection with the Company or Brand Franchisee's health and safety plans and protocols, including screening required to access Company or Brand Franchisee offices/facilities and other measures designed to prevent the transmission of COVID-19 or other infectious diseases (such as contact tracing, your recent in-office activities, or test results);
- **Information needed to evaluate accommodation requests regarding potential disabilities or other health conditions**; and
- **Other information you provide to the Company or Brand Franchisee**, such as your feedback and survey responses where you choose to identify yourself.

In certain cases, the Company or Brand Franchisee may ask you for additional information for purposes of monitoring equal opportunity and/or complying with applicable laws. The Company or Brand Franchisee may also inquire about criminal and/or credit records. The Company or Brand Franchisee will do so only where permitted by applicable law.

2.2. *Sensitive personal information and protected classification characteristics*

With the possible exception of “contact information”, all of the categories above include, or contain information from which it may be possible to infer, sensitive personal information and characteristics of protected classifications under California or federal law if applicable. However, the Company and the Brand Franchisees do not use or disclose sensitive personal information in ways subject to the right of California residents to limit use of sensitive personal information under the CCPA.

2.3. *Sources of personal information*

Personal information is collected from you during your candidacy for a job, and during and after your employment.

Personal information may also be collected from various other sources and combined with the personal information you provide to the Company or Brand Franchisee. For example, your personal information may be collected from:

- job board websites you may use to apply for a job with the Company or a Brand Franchisee;
- providers of services that are made available to Company Employees or Franchisee Workers as part of a benefits program;
- prior employers, when they provide employment references;
- professional references that you authorize the Company or Brand Franchisee to contact;
- providers of background check, credit check, or other screening services (where permitted by law);
- your public social media profiles or other publicly-available sources;
- employment agencies or recruiters;
- your related persons who chose to communicate with the Company or Brand Franchisee directly;
- Company or Brand Franchisee communications and IT systems/applications that automatically collect information about, and transmitted by, users; and
- other Company or Brand Franchisee personnel.

This section generally describes the Company and Brand Franchisee practices currently in place and during the preceding 12 months. You should assume that each category of personal information collected may have been collected from each category of sources listed above in this section.

3. **How the Company and Brand Franchisee use personal information of Company Employees and Franchisee Workers**

3.1. *Purposes for which personal information is used*

Categories of personal information above may be used for the following purposes:

- **Workforce management.** Managing work activities and personnel generally, such as:
 - recruiting, interviewing and evaluating job candidates;
 - administering and evaluating benefits, including healthcare, pensions, retirement and savings plans and loans;
 - maintaining contact details of your designated dependents and beneficiaries and communicating with them as necessary in the administration of your benefits and awards;
 - administering and evaluating vacation, paid time off, sick leave, and other leaves of absence;
 - providing training and career development opportunities;
 - administering transfers, reassignments and secondments;
 - conducting surveys and soliciting feedback;
 - improving our application and/or recruitment process, including improving diversity;
 - accommodating disabilities or health conditions;
 - providing information technology resources and support;
 - maintaining internal directories;
 - communicating with you;
 - otherwise administering an employment relationship with you; and

- analyzing the workforce and information relating to any of the activities above.
- **Business operations.** Operating and managing business, including managing communications and IT systems; research, development and operation of products and/or services; strategic planning and project management; business continuity; maintenance of business and audit records; budgeting, financial management and reporting; internal communications; promoting business; physical and information security; health and safety, including the personal safety and security of Company Employees, Franchisee Workers, contractors, vendors and other visitors; and evaluating and undergoing mergers, acquisitions, sales, re-organizations or disposals and integration with purchasers.
- **Compliance, safety and protection.** Complying with legal and other requirements, such as tax, audit, recordkeeping, reporting, verifying identity and eligibility to work, and equal opportunities monitoring requirements; protecting your or others' rights, safety and property, including by complying with applicable public health guidelines and requirements, including, without limitation, guidance from the Centers for Disease Control or other public health authorities relating to the prevention and control of COVID-19 or other infectious diseases; administering and enforcing internal policies and procedures.
- **Monitoring.** Monitoring offices and facilities, IT and communications systems, devices, equipment and applications through manual review and automated tools such as security software, website and spam filtering software, mobile device management software, and controlling access to and monitoring Company and Brand Franchisee physical premises (e.g., by requiring health screenings to access offices/facilities and using security cameras and keycard scans) to protect Company, Brand Franchisee, your or others' rights, safety and property; operate, maintain and protect the security of Company and Brand Franchisee network systems and devices; protect Company and Brand Franchisee proprietary and confidential information and intellectual property; for recordkeeping and archiving; for personnel training and/or performance management; for the compliance, safety and protection purposes described above; to investigate and respond to security and other incidents; and for business continuity (such as monitoring business-related emails following a Company Employee or a Franchisee Worker's departure).
- **Analytics.** Creating anonymous, aggregated or de-identified data that is used and shared to analyze the workforce and business and for other lawful business purposes.

3.2. *Sharing personal information*

Your personal information may be shared with the following parties for the purposes described above:

- **Affiliates.** The Brand's corporate parent, subsidiaries, and other affiliates under the control of the Brand's corporate parent, for purposes consistent with this Notice or to operate shared infrastructure, systems and technology.
- **Company service providers.** Providers of services to the Company or Brand Franchisee, such as payroll administration, benefits and wellness, human resources, occupational health, performance management, training, expense management, travel agencies, transportation and lodging, IT systems and support, information and physical security, background checks and other screenings, equity award administration, corporate banking and credit cards, health care, trade associations, insurance brokers, claims handlers and loss adjusters, and any necessary third party administrators, nominees, registrars or trustees appointed in connection with benefits plans or programs.
- **Company Employee or Franchisee Worker service providers.** Providers of services to eligible Company Employees or Franchisee Workers as part of a Company Employee or Franchisee Worker benefits program (e.g., financial advisors, securities brokers, financial institutions and

providers of health, fitness, wellness, childcare and concierge services) who need your information to verify your eligibility and provide you with services.

- **Marketing audience.** Current and prospective customers and other business contacts with whom the Company or Brand Franchisees share your Company Employee or Franchisee Worker contact details, bio, and other information you authorize to be shared, including on Company or Brand Franchisee's websites or in other publicly available marketing materials and communications as part of the Company or Brand Franchisee marketing activities.
- **Government authorities, law enforcement and others.** Government authorities, law enforcement, courts, and others as described in the [compliance, safety and protection](#) section above.
- **Professional advisors.** Accountants, auditors, lawyers, insurers, bankers, and other outside professional advisors who require your information in the course of providing their services.
- **Customers and business partners.** Customers, other companies and individuals with whom the Company or Brand Franchisees do business with or are exploring a business relationship.
- **Other parties** not listed above but that are identified at or before the point at which your personal information is collected along with the purposes for which the information will be shared.

This section generally describes the Brand's practices currently and during the preceding 12 months. You should assume that each category of personal information collected may be disclosed, and may have been disclosed during the preceding 12 months, to each category of parties listed above in this section, except that personal information will only be shared with the Company's marketing audience in the manner described above and personal information is only shared with Company Employee or Franchisee Worker service providers that they need to provide their services.

3.3. *Retention*

The criteria for deciding how long to retain personal information is generally based on whether such period is sufficient to fulfill the purposes for which the Company collected it as described in this Notice, including complying with our legal obligations.

4. **California privacy rights**

4.1. *Your California privacy rights*

California residents have the rights listed below under the CCPA. However, these rights are not absolute, and in certain cases we may decline your request as permitted by law.

- **Information.** You can request the following information about how the data has been collected and how your personal information was used during the past 12 months:
 - The categories of personal information that were collected.
 - The categories of sources from which personal information was collected.
 - The business or commercial purpose for collecting or selling personal information.
 - The categories of third parties with which personal information was shared.
 - The categories of personal information that were sold or disclosed for a business purpose.
 - The categories of third parties to whom the personal information was sold or disclosed for a business purpose.
- **Access.** You can request a copy of the personal information that has been collected.
- **Deletion.** You can ask the Company to delete the personal information that has been collected from you.
- **Correction.** You can ask to correct inaccurate personal data that has been collected about you.

- **Opt-out of sales or sharing of personal information.** California residents can opt-out of any “sale” or “sharing” of personal information as such terms are defined under the CCPA. We do not sell or share personal information of Company Employees or Franchisee Employees and have not done so in the preceding 12 months. However, the Company encourages you to review our Privacy Policy for information about the sale or sharing of personal information that may occur when you interact with the Company offline or online in the same manner that a website visitor or other non-employee may interact with the Company.
- **Nondiscrimination.** You are entitled to exercise the rights described above free from discrimination as prohibited by the CCPA, including exercising such rights without retaliation.

4.2. *How to exercise your California privacy rights*

Company Employees only may submit requests to exercise your rights to Human Resources at pizzahutescalations@alorica.com by using your work email address, by meeting with a member of Human Resources in person, or submitting a request through [this form](#). Submitting your request through such channels allows us to verify your identity as required by the CCPA. As such, we cannot accept requests through other channels. We cannot process your request if you do not provide us with sufficient detail to allow us to understand and respond to it. We reserve the right to confirm your current California residency. Franchisee Workers should contact their owner’s Human Resources department or designated representative for further information on how to exercise California privacy rights of Franchisee Workers.

Your authorized agent may make a request on your behalf upon our verification of the agent’s identity and our receipt of a copy of a valid power of attorney given to your authorized agent pursuant to California Probate Code Sections 4000-4465. If you have not provided your agent with such a power of attorney, you must provide your agent with written and signed permission to exercise your CCPA rights on your behalf, provide the information we request to verify your identity, and provide us with confirmation that you have given the authorized agent permission to submit the request.

5. Third parties

This Notice does not address, and the Company is not responsible for, the practices of any third parties, which have their own rules for how they collect and use your personal information. Our links to third party websites or services are not endorsements.

6. Changes to this Notice

The Company reserve the right to change this Notice at any time. The “Effective Date” heading at the top of this Notice indicates when it was last revised. Any changes will become effective upon the posting of a new policy.

7. Your obligations

It is your responsibility to ensure that information you submit to the Company does not violate any third party’s rights. You should keep your personal information on file with your employer up to date and inform your employer of any significant changes to it.