

California Employment Privacy Policy

Trustmark Mutual Holding Company and each of its subsidiaries (“Trustmark”, “we”, “our” “us”) respects your privacy and is committed to protecting it through our compliance with this policy (“California Employment Privacy Policy”).

This California Employment Privacy Policy applies to any “consumer” as defined by the California Privacy Protection Act (“CCPA”) who submits an application for employment with, or becomes an employee, director or contractor for Trustmark (“you”, “your”).

This California Employment Privacy Policy describes the types of information we may collect from you or that you may provide to us in your capacity as an applicant for employment or as an employee, director or contractor, as well as our practices for collecting, using, maintaining, protecting and disclosing that information.

What information might we collect?

This California Employment Privacy Policy is intended to cover transactions limited to applying for employment with Trustmark and being managed as a Trustmark employee, director or contractor.

This California Employment Privacy Policy does not apply to benefits that you receive or may be eligible to receive as a Trustmark employee. If you are already an employee of Trustmark who is applying for, enrolling in, or eligible for, a product or service offered by Trustmark, or if you visit any of our websites or mobile applications, please refer to our corporate [Privacy Policy](#).

As an applicant for employment with Trustmark, or in your capacity as a Trustmark employee, director or contractor, we will collect information from and about you which may include the following:

- Your name, signature, current and prior postal address, email address, phone number, Social Security number, driver’s license or similar ID number, documentation of authorization to work in the United States, current and historical employment information including job performance information, educational background information, tax, financial account and property information) medical information, physical characteristics, biometric

information, gender, date of birth, online user name or similar identifier (“personal information”).

How might we collect your personal information online or through web or mobile applications?

Accounts:

When you log in to your online accounts hosted by or affiliated with Trustmark or through a mobile application, you may be required to share certain personal information with us so that we can identify you. You may be asked to provide an email address and password to create your account. The personal information collected by us will be used to facilitate our review of your employment application or management of you as an employee of Trustmark.

Log Files and Tracking Technologies:

We may gather personal information such as Internet Protocol (IP) addresses, browser type, internet service provider (ISP), device identifier or clickstream data in order to tailor and improve our services to you, for analytics and to improve site functionality.

Technologies such as cookies, beacons and, tags or similar technologies may be used for analyzing trends, administering our websites, and tracking user movements around our websites.

Trustmark uses cookies in a range of ways to improve your experience on our website(s), including:

- Keeping you signed in
- To allow for single sign on
- Understanding how you use our website
- Improving your experience when you use our website

Most browsers allow you to control cookies through their settings preferences. However, if you limit the ability of websites to set cookies, you may worsen your overall user experience, since it will no longer be personalized to you. It may also stop you from saving customized settings like login information.

Definitions:

A “cookie” is a bit of information that a website sends to your web browser that helps the website remember information about you and your preferences.

“Session” cookies are temporary bits of information that are erased once you exit your web browser window or otherwise turn your computer off. Session cookies are used to improve navigation on websites and to collect aggregate statistical information. This Site uses session cookies.

“Persistent” cookies are more permanent bits of information that are placed on the hard drive of your computer and stay there unless you delete the cookie. Persistent cookies store information on your computer for a number of purposes, such as retrieving certain information you have previously provided (for example, passwords), helping to determine what areas of the website visitors find most valuable and customizing the website based on your preferences. This website uses persistent cookies.

Google Analytics

If you visit any of our websites, you consent to our use of Google Analytics, which uses cookies to collect non-personally identifiable information. Google Analytics uses cookies to track visitors who use our Site. We then use the information to compile reports and to help us improve our Site. We do not send such information to any third parties. Google Analytics collects the information anonymously. It reports website trends without identifying individual visitors.

We will use this information as aggregate data to help us maintain this Site. However, you can opt out of Google Analytics without affecting how you visit our Site. For more information on opting out of being tracked by Google Analytics across all websites you use, visit this Google page:

<https://tools.google.com/dlpage/gaoptout>.

Surveys or Contests

Trustmark may provide you the opportunity to participate in surveys or contests, but participation is always voluntary. If you choose to participate, we may request certain personal information from you in order to identify you and link the information you provide as part of the survey or contest to you.

How might we collect your personal information other than online accounts or applications?

Outside of personal information collected via online applications, you we might collect personal information via paper work required to accompany an employment or contracting application or offer of acceptance for employment or contract engagement.

We may also receive your personal information from third party sources that we use to assist in conducting background or reference checks for employment purposes.

How might we use your personal information?

To the extent permitted by applicable law, we may use your personal information to:

- Determine your eligibility and qualifications for initial and continuing employment.
- Communicate with you via email or mail on matters pertaining to your employment application or employment.
- Identify you and associate you with the information you provide if you make a verifiable request to exercise your privacy rights under state or federal law.
- Detect, investigate and prevent activities that make us or others uncomfortable, or may violate our policies or may be illegal.
- Otherwise manage our relationship with you.

With whom do we share your personal information?

To the extent permitted by applicable law, we may share your personal information:

- With third parties that assist us in determining your eligibility for employment who are bound by contractual obligations to keep your personal information confidential, and to use it only for the purposes for which we disclose it to them.
- When we are required to do so by law, or in response to a subpoena or court order.
- When we believe in our sole discretion that disclosure is reasonably necessary to protect against fraud, to protect property or other rights of us, third parties or the public at large.
- When we believe that you have abused our products, services or systems in any way to violate the law.

- For any other purpose for which you have provided affirmative written consent.
- With vendors with whom we have contracted to provide benefit offerings.

We do not sell your personal information to third parties.

How do we protect your information?

We have implemented commercially reasonable physical, technical and administrative security measures designed to safeguard and protect your information from unauthorized access.

We are committed to protecting and securing all personal information that you submit to us in any form, whether through this website or any other electronic or non-electronic format. All of our employees who have access to personal information are trained in our data privacy policies and procedures and aware of our standards to keep your information secure and confidential. In addition, our contractors, vendors and agents are required to ensure compliance with our data protection standards, and applicable state and federal privacy laws, rules, and regulations.

The security of your information also depends on you. Where we have given you, (or where you have chosen), a password for access to certain parts of our website(s), you are responsible for keeping this password confidential. Please do not share your password with anyone. If you suspect someone else obtained access to your password, please immediately change it.

Please be aware that despite our efforts, no security measures are impenetrable. We cannot guarantee the security of your personal information transmitted to us. If you choose to communicate with us by email, you should be aware that internet email is not secure. We strongly encourage you to use encrypted email when sending sensitive, personal, private and/or confidential information by email. Any transmission of personal information is at your own risk. We are not responsible for circumvention of any privacy settings or security measures contained on our website(s), systems or services.

Privacy policies of other websites

Our Company website(s) may contain links to other websites. Our California Employment Privacy Policy applies only to our website so if you click on a link to another website, that third party's privacy policy will apply to your use of their site. We recommend that you review all third parties' terms of use agreements and privacy policies before using their sites, goods or services.

Changes to our California Employment Privacy Policy

Because of changes in technology, industry practices, regulatory requirements and the growth and development of our business, or for other business reasons, we may need to modify this California Employment Privacy Policy from time to time. We will post a copy of the new policy with its effective date on our websites. Where required by applicable law, we will mail you a copy of the California Employment Privacy Policy or provide you with electronic notification (such as via email if we have your email address) of a material change to the California Employment Privacy Policy.

How to contact us

If you have any questions about our Company's California Employment Privacy Policy, please do not hesitate to contact us.

Email us at: PrivacySecurityOffice@trustmarkbenefits.com

Last Updated: November 19, 2019