

# The Durst Organization California Applicant Privacy Policy

Last Updated: August 15, 2025

The Durst Organization Applicant Privacy Policy (“**Policy**”) describes the personal information the Durst Organization (“**Durst**,” “**we**,” “**us**,” and/or “**our**”) collects, uses, discloses, transfers, and stores (collectively, “**process**”) in connection with your employment application when you access or use our website at <https://job-boards.greenhouse.io/thedurstorganization> (“**Career Portal**”), when you otherwise interact with us as a job applicant, such as through our human resources or other support channels, and in connection with our recruitment activities. This Policy applies only to the extent you are a job applicant and a California resident. This Policy does not cover our processing of personal information collected from you as a Durst customer or as a visitor of Durst-affiliated websites.

We may change this Policy from time to time. If we make changes to this Policy, we will notify you by revising the date at the top of this Policy. If we make material changes, we may provide you with additional notice, such as by sending you a notification, or adding a statement to the Career Portal.

## CONTENTS

- I. [Notice of Collection of Information](#)
- II. [Categories of Sources of Information](#)
- III. [Use of Information](#)
- IV. [Disclosures of Information](#)
- V. [Privacy Rights](#)
- VIII. [Contact Us](#)

## I. NOTICE OF COLLECTION OF INFORMATION

We collect information from you in connection with your application to work with us. More specifically, we collect:

- **Identifiers** (as permitted by applicable law), name, postal address, internet protocol address, email address, phone number, social security number, date of birth, and other similar identifiers when required to manage our relationships with you;
- **Eligibility to work information**, information relating to whether you are eligible to work in the U.S., visa status;
- **Characteristics of protected classifications under applicable law**, gender, race, age, national origin, citizenship, sex (including gender, gender identity, gender expression), veteran or military status, medical condition, and physical or mental disability status;

- **California Customer Records**, such as a name, social security number, address, telephone number, education, employment, employment history;
- **Professional and employment-related information**, your applications, resumes, curriculum vitae, files you choose to share with us, cover letters, information provided to us during an interview, shared with us by references, or included in background checks (where applicable); job title, picture; employment history;
- **Education information**, names, degree information, and graduation dates of educational institutions attended;
- **Internet or electronic network activity information**, browsing history, search history, information regarding your interaction with our websites, applications, or Career Portal, and other information collected via cookies, web beacons and similar technologies (e.g., browser information, device information, IP address, the date, time, length of stay, and specific pages accessed during your visits) (as applicable);
- **Approximate Geolocation data** inferred from your IP address;

If you are an applicant, your decision to apply for a position and provide your personal information to us is voluntary. We will tell you if additional information is required to move forward with your application.

**Sensitive Personal Information:** In some cases, we collect sensitive personal information about you, as described in the [Notice of Collection of Information](#) section above. We collect this information for specific purposes, which are the following: to accommodate a disability or illness, comply with legal obligations such as anti-discrimination or diversity regulations (where applicable).

We only use such sensitive personal information for the purposes set out in this Policy, or as otherwise described to you at the time such information is collected, and in accordance with applicable law. We do not process Sensitive Personal Information to infer characteristics about you.

### **Information About Others**

If you provide us with personal information of a reference or any other individual as part of your application, it is your responsibility to inform that individual prior to providing such information to us.

## **II. CATEGORIES OF SOURCES OF INFORMATION**

Most of the personal information we collect is obtained directly from you, such as from forms you complete, including when you submit a job application or when we conduct a phone, video, or in-person interview. We also collect personal information automatically and/or indirectly, such as when monitoring the use of our equipment, devices, computers, network, applications, software, or similar assets and resources.

We also receive information about you from other sources, from your previous employers, educational institutions, persons who referred you for a position, background checks (where applicable), third-party providers (e.g., third-party staffing and recruiting agencies with whom we contract for services and consumer reporting agencies when we perform employee background screenings), your named references.

When you visit our Careers Portal, we collect certain information automatically. To collect this information, we may use tracking technologies, such as cookies and web beacons, with your consent. A “cookie” is a small text file stored on your hard drive or in device memory that help us improve our websites and your experience. Web beacons (also known as “pixel tags” or “clear GIFs”) are electronic images that we use on our websites and in our emails to help deliver cookies, count visits, and understand usage.

### **III. USE OF INFORMATION**

When you apply for a position on our Career Portal, we use your personal information to evaluate a potential employment relationship with you and for other business purposes. Such uses include:

- **To provide, maintain, and improve the Career Portal and personalize your experience;**
- **To manage our hiring and recruiting activities,** such as to assess your skills, qualifications, and suitability for the role;
- **To communicate with you about the recruitment process,** such as to respond to your requests, inquiries, and comments;
- **To verify your information,** such as to complete your reference and/or background checks (where applicable) if we offer you a position or other opportunity with us;
- **To manage and improve our recruitment and hiring process more generally,** and enable other processing for legitimate business interests and internal uses that are reasonably aligned with the expectations of applicants;
- **To administer our applications, software, and systems,** including to ensure the security of our workforce, guests, property, and assets, and to monitor and audit network traffic and information in such applications, software, and systems;
- **For legal and regulatory compliance purposes,** such as to implement internal policies, detect, investigate, help prevent, and respond to suspected fraud, security incidents, or other activity that is malicious, fraudulent, illegal or violates our policies, exercise a legal claim, cooperate with law enforcement investigations and comply with applicable laws, regulations, legal processes, and governmental requests (as applicable);

- **To protect the health, safety, and vital interests and rights and property** of Durst, applicants, or of another natural person, such as to prevent physical harm or financial loss (as applicable);
- **To communicate with you**, to send you technical notices, security alerts, support messages, and other transactional or relationship messages;
- **To monitor and analyze trends, usage, and activities** in connection with our Career Portal;
- **To create de-identify, anonymized, or aggregated information**; and
- **To carry out any other purpose described to you** at the time the information was collected or to which you consent.

If we hire you, personal information we collect in connection with your application will become part of your employment record and be used during the onboarding process and for other employment-related purposes.

#### IV. DISCLOSURES OF INFORMATION

The table below describes the categories of personal information we [collect](#) and to whom we disclose such information for a business purpose now and over the past 12 months.

The bulleted list below the table provides further details and examples about the recipients within Durst, service providers, contractors, and other third parties to whom we disclose such personal information.

<b><i>Category of Personal Information</i></b>	<b><i>Categories of Recipients</i></b>
<ul style="list-style-type: none"> <li>• Identifiers</li> <li>• California Customer Records</li> <li>• Internet or electronic network activity information</li> </ul>	Affiliates, Service Providers, and Contractors
<ul style="list-style-type: none"> <li>• Characteristics of protected classifications under California or federal law</li> <li>• Professional and employment information</li> </ul>	Affiliates, Service Providers and Contractors; Professional Advisors

#### Further Details About Those to Whom We Disclose Personal Information

- **Durst Affiliates:** We may communicate your personal information to affiliates and related entities with the Durst Organization.
- **Service Providers and Contractors:** We may communicate personal information to service providers and contractors that need access to such information to perform services on our behalf. For example, we communicate certain information to service providers who assist us with our business operations and services, including cloud service providers, communication platforms, IT and security services, and entities that facilitate programs relating to diversity, inclusion, and anti-discrimination. We also communicate certain information to service providers who facilitate our Career Portal, applicant tracking system, video interviews, reporting and analytics, and verification/background checking services, as applicable. We also communicate information about you to recruiting agencies.
- **Professional Advisors:** We may communicate information about you to our professional advisors, including accountants, auditors, lawyers, insurers, and bankers. We only permit these advisors to process your personal information for specified purposes and, as appropriate, in accordance with our instructions and the provisions of this Policy and applicable law.
- **Government Authorities, Regulators, and Similar Third Parties:** We may communicate personal information to courts, government authorities, independent external advisors, and internal compliance and investigation teams if we believe such disclosure is in accordance with, or is otherwise required by, any applicable law, regulation, or legal process.
- **Other Third Parties:** In certain limited circumstances, we communicate your personal information to other third parties, including (a) to comply with our obligations, to protect the rights and property of Durst, our customers and the public, to cooperate with law enforcement investigations and to detect and respond to suspected illegal activity and threats to the health or safety of any person or of our systems or services, (b) in connection with, or during negotiations of, any merger, joint venture, sale of company assets, financing, or acquisition of all or a portion of our business, assets or stock by another company (including in connection with any bankruptcy or similar proceedings), and (c) with your consent and at your direction. In certain circumstances and only as necessary in connection with business operations, work contact details may be provided to customers, potential customers, and other third parties, where the disclosure is required by role.

We may also use and disclose aggregated or de-identified information, which cannot reasonably be used to identify you for any purpose not prohibited by applicable law. Durst processes, maintains, and uses this information only in a de-identified fashion and will not attempt to re-identify such information except as permitted by law.

## **V. Privacy Rights**

You have the right to (1) request to know more about and access your Personal Information, including in a portable format, (2) request deletion of your Personal

Information, and (3) request correction of inaccurate Personal Information. To request access, correction, or deletion of your Personal Information, please contact us at [hr4u@durst.org](mailto:hr4u@durst.org). We may verify your request by asking you to provide certain information. Any request to exercise one of these rights will be assessed by Durst on a case-by-case basis. There may be circumstances in which we are not legally required to comply with your request, such as a legal exemption under applicable law.

You can designate an authorized agent to submit a privacy rights request on your behalf. We may ask authorized agents to submit proof of their authority to make a request. In some cases we may be required to contact the individual who is the subject of the request to verify his or her own identity or confirm the authorized agent has permission to submit the request. If you are an authorized agent seeking to make a request, please contact us at [hr4u@durst.org](mailto:hr4u@durst.org).

We will not discriminate or retaliate against you for exercising your privacy rights.

### **Sales or sharing**

We do not “sell” or “share” your personal information as those terms are defined under the California Consumer Privacy Act, as amended by the California Privacy Rights Act (collectively, “CCPA”). “Sale,” for the purposes of the CCPA, broadly means scenarios in which we have disclosed personal information with third parties in exchange for valuable consideration, while “sharing” means we have disclosed information to a third party for cross-context behavioral advertising. We do not knowingly sell or share personal information about consumers under the age of 16.

### **Data Retention**

We will not retain your Personal Information for longer than is reasonably necessary to carry out the purposes we have described in our Policy, or as otherwise described to you at the time such information is collected.

If your application for employment is unsuccessful (or you withdraw from the process or decline our offer), we will retain your information for a reasonable period of time beyond the end of the application process for the purposes described above, including complying with our legal obligations, resolving disputes, and as necessary for our legitimate interests, such as to consider you for other current and future employment opportunities at Durst. If you do not want us to contact you regarding other roles, or if you would like us to delete your personal information, please contact us at [hr4u@durst.org](mailto:hr4u@durst.org).

If your application for employment is successful, personal information gathered during the recruitment process will be retained during your employment.

## **VI. CONTACT US**

If you have any questions regarding this Policy, please contact us at [hr4u@durst.org](mailto:hr4u@durst.org).