

Tommy Bahama Applicant Privacy Notice

This privacy notice describes the categories of personal data Tommy Bahama Group, Inc. and our affiliates (“Company” or “we” or “us”) collect when you apply for a job at Company and how we use this information.

Categories of Personal Data We Collect: We collect the following categories of personal data, as pre-defined by the California Consumer Privacy Act:

- Identifiers such as real name, alias, postal address, unique personal identifier, online identifier, internet protocol address, email address, account name, social security number, driver’s license number, passport number, or other similar identifiers;
- Characteristics of protected classifications under state or federal law, such as age or gender;
- Audio, electronic, visual or similar information;
- Professional or employment-related information;
- Education information;
- Internet or electronic network activity information, including, but not limited to, browsing history, search history, and information regarding an individual’s interaction with an internet website, application, or advertisement; and
- Inferences drawn to create a profile about an individual reflecting the individual’s preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

Business or Commercial Purposes for Using the Personal Data We Collect: We use the categories of personal data described above for the following business and commercial purposes:

- Evaluate, and engage in communications regarding, your application for the specific position you have applied for or other open positions within Company, verify your information and complete reference checks (where applicable and pursuant to applicable law), provide reimbursements for authorized expenses related to the application process, and determine the terms of an employment offer;
- Detect, protect against and prevent security incidents and illegal or unauthorized activities, investigate complaints and claims, and provide other security protections;
- Cooperate with law enforcement and protect the rights, interests, safety or property of Company or our customers, service providers and other third parties;
- Comply with and enforce applicable legal and regulatory obligations, and respond to governmental requests;

- Enforce our policies, terms and conditions, or other agreements;
- Defend against or pursue claims, disputes, or litigation – in court or elsewhere;
- Retain records related to our hiring processes, including records of unsuccessful applications, in order to streamline future hiring processes;
- Carry out reasonable internal purposes related to our evaluation of your application, such as considering candidates for current and future employment opportunities and managing and improving our recruitment and hiring process; and
- Other uses with your consent and at your direction.

If we hire you, information we collect in connection with your application will become part of your employment record and used to manage the onboarding process and for other employment-related purposes in accordance with our internal employee policies.