



CALIFORNIA EMPLOYEE AND JOB APPLICANT PRIVACY NOTICE REGARDING THE COLLECTION OF PERSONAL INFORMATION

Updated: December 17, 2025

WMBE Payrolling Inc. dba TCWGlobal and its affiliates ("TCWGlobal," "we," "us" or "our") adopt this Privacy Notice to California Employees and Job Applicants Regarding the Collection of Personal Information (the "Privacy Notice") to comply with the California Consumer Privacy Act ("CCPA") and California Privacy Rights Act ("CPRA"). Any terms defined in the CCPA and CPRA have the same meaning when used in this Privacy Notice. Employees and job applicants with disabilities may access this notice in an alternative format by calling the following toll-free phone number: 888-388-8873 or emailing hello@tcwglobal.com.

TCWGlobal respects your privacy and takes your privacy seriously. We are committed to handling personal information responsibly and in compliance with applicable laws. As a Global Payrolling Provider and Employer of Record Service, in the course of our business, TCWGlobal will ask job applicants, prospective employees, and employees to provide personal information necessary relating to your employment or prospective employment. That information may be obtained through www.tcwglobal.com (individually referred to as our "Website") This Privacy Notice describes how TCWGlobal collects and uses your personal information, the categories of personal information it collects, and instances where TCWGlobal may disclose your personal information to third parties through the Websites. We will only collect and process your personal information in accordance with this Privacy Notice and our Privacy Policies which can be located at www.tcwglobal.com/privacy, unless otherwise required by applicable law.

This notice does not apply to information collected through StaffingNation or Webcenter. For more information on the data collected through those systems, please visit www.tcwglobal.com/privacy.

If you are not an employee or job applicant, please review TCWGlobal's Privacy Notice for California Residents.

Categories of Personal Information TCWGlobal Collects and How We Use It

TCWGlobal collects and processes information from you for human resources, employment, and benefit administration purposes, and where necessary to comply with any local, state, and federal legal obligations. TCWGlobal obtains the categories of personal information listed below directly from you and the information you provided to us by way of forms on the websites.

TCWGlobal will not collect additional categories of personal information or use the personal information collected for materially different, unrelated, or incompatible purposes without first providing you with additional and/or updated notice.

Our Websites collects information that identifies, relates to, describes, references, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual, company, or device ("personal information"). We do not collect sensitive personal information on our Websites. The table also lists, for each category, our expected retention period, use purposes, and whether we sell the information or share it with third parties for cross-context behavioral advertising. For more information on our data retention periods please visit www.tcwprivacy.com.

Personal Information Category	Expected Retention Period	Business Purpose	Sold or Shared
<p>Identifiers:</p> <p>first and last name, your address, your email address, telephone number, gender, date of birth, social security number, driver license number, passport number, and/or other government identification numbers, immigration and work authorization status, or similar information for your dependents and beneficiaries.</p>	<p>7 years for employees or until applicant opts out or deletion request received</p>	<p>TCWGlobal collects this information to make employment and/or job-related decisions that involve you, to fulfill or meet the reason you provided the information as a job applicant or employee, to provide you with employment, to manage your employment relationship with us and for general employee or applicant inquiries provided on the Website.</p>	<p>Not Sold. May be shared with our service providers to the extent necessary for the provision of services on our behalf or with our Clients that the engagement is with.</p>
<p>California Customer Records personal information:</p> <p>first and last name, your address, your email address, telephone number, date of birth, social security number, driver license number, passport number, and/or other government identification numbers, immigration and work authorization status, signature, and username and/or account name.</p> <p>Financial information such as banking information for direct deposit, debit card number, credit card number, tax selections,</p>	<p>7 years for employees or until applicant opts out or deletion request received</p>	<p>TCWGlobal collects this information to make employment and/or job-related decisions that involve you, to fulfill or meet the reason you provided the information as a job applicant or employee, to provide you with employment, to manage your employment relationship with us and for general employee or applicant inquiries provided on the Website.</p>	<p>Not Sold. May be shared with our service providers to the extent necessary for the provision of services on our behalf or with our Clients that the engagement is with.</p>

pay rate, and payroll deduction information. Benefit selection and related information such as your benefit selection, social security number or other government identification number, date of birth, health insurance information, policy number, and selections.			
Protected classification characteristics under California or federal law: age, race, color, national origin, citizenship, marital status, physical or mental disability, sex (including gender, gender identity, gender expression), and veteran or military status	7 years for employees or until applicant opts out or deletion request received	TCWGlobal collects protected classification (ex. diversity information such as age, race, color, national origin, citizenship, marital status, physical or mental disability, sex (including gender, gender identity, gender expression), and veteran or military status) to comply with local, state, and federal laws and regulations, comply with reporting requirements as your employer, and for diversity initiatives.	Not Sold. May be shared with our service providers to the extent necessary for the provision of services on our behalf
Commercial information: Products and services related to equipment purchases, food, lodging, and transportation.	Not Collected	Not Collected	Not Collected
Biometric information	Not Collected	Not Collected	Not Collected
Internet or other similar network activity: Browsing history, search history, information on a consumer's interaction with a website,	7 years for employees or until applicant opts out or deletion request received	TCWGlobal collects interaction data with the Websites and software in order to properly track usage, document acknowledgements or consents, and to monitor usage.	Not Sold. May be shared with our service providers to the extent necessary for the provision of services on our behalf.

program, or advertisements.			
Geolocation data	Not Collected	Not Collected	Not Collected
Sensory data	Not Collected	Not Collected	Not Collected
Professional or employment-related information: current or past employment history, employee status and title, job evaluations, employment status, job assignments, hours worked, training and development information, performance evaluation information, disciplinary and counseling information, background check information, drug test results, driving records, and termination information.	7 years for employees or until applicant opts out or deletion request received	TCWGlobal may collect this information to make employment and/or job related decision that involves you, to fulfill or meet the reason you provided the information as a job applicant or employee, to provide you with employment, to assess qualifications for a particular job or task, for education, training, and development requirements.	Not Sold. May be shared with our service providers to the extent necessary for the provision of services on our behalf or with our Clients that the engagement is with.
Non-public education information: Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records	Not Collected	Not Collected	Not Collected
Inferences drawn from other personal information.	Not Collected	Not Collected	Not Collected

Sensitive personal information is a subtype of personal information consisting of specific information categories. We may collect or use information that falls within the sensitive personal information categories listed in the table below.

Sensitive Personal Information Category	Expected Retention Period	Business Purpose	Sold or Shared
Government identifiers (social security, driver's license, state identification card, or passport number)	7 years for employees or until applicant opts out or deletion request received	TCWGlobal collects this information to make employment and/or job-related decisions that involve you, to fulfill or meet the reason you provided the information as a job applicant or employee, to provide you with employment, to manage your employment relationship with us and for general employee or applicant inquiries provided on the Website.	Not Sold. May be shared with our service providers to the extent necessary for the provision of services on our behalf or with our Clients that the engagement is with.
Complete account access credentials (usernames, account numbers, or paycard numbers)	Not Collected	Not Collected	Not Collected
Precise geolocation	Not Collected	Not Collected	Not Collected
Racial or ethnic origin	7 years for employees or until applicant opts out or deletion request received	TCWGlobal collects protected classification (ex. diversity information such as age, race, color, national origin, citizenship, marital status, physical or mental disability, sex (including gender, gender identity, gender expression), and veteran or military status) to comply with local, state, and federal laws and regulations, comply with reporting requirements as your employer, and for diversity initiatives.	Not Sold. May be shared with our service providers to the extent necessary for the provision of services on our behalf

Religious or philosophical beliefs	Not Collected	Not Collected	Not Collected
Union membership	Not Collected	Not Collected	Not Collected
Genetic data	Not Collected.	Not Collected	Not Collected
Mail, email, or text message contents not directed to us	Not Collected	Not Collected	Not Collected
Unique identifying biometric information	Not Collected	Not Collected	Not Collected
Health or sexual orientation information	Not Collected	Not Collected	Not Collected

TCWGlobal's Disclosure of Personal Information to Third Parties

TCWGlobal does not sell or otherwise disclose your personal information to any third parties for any monetary consideration.

We may disclose your personal data to the following categories of recipients:

(i) TCWGlobal affiliates: TCWGlobal may disclose your personal data to other TCWGlobal affiliate entities to fulfill the purposes described in this Notice. Within TCWGlobal affiliate entities, access to, use of and other processing of personal data will generally be limited to individuals who have a need to know the information for the purposes described in this Notice, which may include personnel from: Human Resources, IT, Compliance, Legal, Information Security, Finance and Accounting and Internal Audit. Most personnel within TCWGlobal will have access to your business contact information such as name, position, telephone number, work address, and email address.

(ii) External service providers, such as (1) IT systems and support providers, account monitoring services, financial institutions, telecommunications providers, insurance companies; (2) accountants, auditors, lawyers and other outside professional advisors; and (3) other third parties engaged to assist us in carrying out business, recruiting, or human resources activities. (4) data verification services to ensure your data is accurate and to reduce errors. We do not allow third party service providers to use or disclose your personal information except as necessary to perform services on our behalf or to comply with legal requirements.

(iii) TCWGlobal Clients: TCWGlobal may disclose your personal data to Clients that the job posting for an engagement with to fulfill the purposes described in this Notice. With our Clients, access to, use of and other processing of personal data will generally be limited to individuals who have a need to know the information for the purposes described in this Notice, which may include personnel from: Human Resources, Talent Acquisition, and the Client hiring manager.

(iv) Local authorities: TCWGlobal may share your personal data with local governmental, regulatory, supervisory, and/or judicial agencies or other public or official bodies, as permitted or required under applicable law.

(v) Business investors: Your personal data may be disclosed to potential investors and their advisors, auditors and legal counsel in connection with a corporate restructuring, sale or assignment of assets, merger, divestiture or other changes of control or financial status of the TCWGlobal (including a reorganization, dissolution, or liquidation).

(vi) Other third parties: Your personal data may be disclosed to third parties in circumstances where we are required to do so by law, regulation or legal process (such as a court order or subpoena), or when we believe disclosure is necessary in order to achieve any purpose disclosed under this Notice.

Changes to This Privacy Notice

TCWGlobal reserves the right to update this Privacy Notice at any time and will provide you with a new Privacy Notice when and if any updates are made. If TCWGlobal would like to use your previously collected personal data for different purposes than those it notified you about at the time of collection, we will provide you with notice and, where required by law, seek your consent, before using your personal data for a new or unrelated purpose. TCWGlobal may process your personal data without your knowledge or consent only where required by applicable law or regulation.

If you have any questions about this Privacy Notice, our privacy policies (which can be located at www.tcwglobal.com/privacy), our practices, or the security of the Website, please contact us at privacy@tcwglobal.com or by calling toll free at (888)388-8873 or (858)810-3000.

Or:

WMBE Payrolling Inc. dba TCWGlobal
Attn: Privacy Office
3545 Aero Court
San Diego, Ca 92123
privacy@tcwglobal.com