

Privacy Notice for California Employees and Job Applicants

Effective Date: January 1, 2020

Last Reviewed On: December 16, 2019

This **Privacy Notice for California Employees and Job Applicants** supplements the information contained in other HR policies and disclosures and applies solely to all employees or job applicants who reside in the State of California (“consumers” or “you”). We have adopted this notice to comply with the California Consumer Privacy Act of 2018 (CCPA) and any terms defined in the CCPA have the same meaning when used in this notice.

Information We Collect

We collect information from our employees and job applicants that identifies, relates to, describes, references, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or device (“**personal information**”). In particular, Cohu, Inc. (“Cohu”) has collected the following categories of personal information from its employees or job applicants within the last twelve (12) months:

Category	Examples ¹	Collected	Sources	Purpose	Third Parties Shared
A. Identifiers.	A 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.	YES	(a) Directly or indirectly from you (b) From third parties	(a) Performance of a contract (b) Necessary for our legitimate interests (c) Necessary to comply with a legal obligation	(a) Human resources information and employment-related service providers (b) Financial investment service providers (c) Wellness program service providers (d) Benefits providers (e) Payroll service providers (f) Government agencies
B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	A name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver’s license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information.	YES	(a) Directly or indirectly from you (b) From third parties	(a) Performance of a contract (b) Necessary for our legitimate interests (c) Necessary to comply with a legal obligation	(a) Human resources information and employment-related service providers (b) Financial investment service providers (c) Wellness program service providers (d) Benefits providers (e) Payroll service providers (f) Government agencies

¹ Examples listed herein are illustrative of the types of personal information included in each category and may or may not be the specific types of personal information collected on an individual employee or job applicant. Additionally, some personal information included in the categories may overlap with other categories.

Category	Examples ¹	Collected	Sources	Purpose	Third Parties Shared
C. Protected classification characteristics under California or federal law.	Age, race, citizenship, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), veteran or military status.	YES	(a) Directly or indirectly from you (b) From third parties	(a) Performance of a contract (b) Necessary for our legitimate interests (c) Necessary to comply with a legal obligation	(a) Human resources information and employment-related service providers (b) Financial investment service providers (c) Wellness program service providers (d) Benefits providers (e) Payroll service providers (f) Government agencies
D. Commercial information.	Records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.	NO			
E. Biometric information.	Genetic, physiological, behavioral, and biological characteristics, or activity patterns used to extract a template or other identifier or identifying information, such as, fingerprints, faceprints, and voiceprints, iris or retina scans, keystroke, gait, or other physical patterns, and sleep, health, or exercise data.	YES	(a) Directly or indirectly from you (b) From third parties	(a) Performance of a contract (b) Necessary for our legitimate interests (c) Necessary to comply with a legal obligation	(a) Human resources information service providers (b) Wellness program service providers (c) Benefits providers
F. Internet or other similar network activity.	Browsing history, search history, personal social media activity, personal email, online transactions, information on a consumer's interaction with a website, application, or advertisement.	YES	(a) Directly or indirectly from you (b) From third parties	(a) Performance of a contract (b) Necessary for our legitimate interests	(a) Human resources information and employment-related service providers (b) Financial investment service providers (c) Wellness program service providers (d) Benefits providers (e) Payroll service providers

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Category	Examples ¹	Collected	Sources	Purpose	Third Parties Shared
G. Geolocation data.	Physical location or movements.	YES	(a) Directly or indirectly from you (b) From third parties	(a) Performance of a contract (b) Necessary for our legitimate interests	(a) Human resources information service providers (b) Wellness program service providers
H. Sensory data.	Audio, electronic, visual, thermal, olfactory, or similar information.	YES	(a) Directly or indirectly from you (b) From third parties	(a) Necessary for our legitimate interests	(a) Human resources information service providers
I. Professional or employment-related information.	Current or past job history or performance evaluations.	YES	(a) Directly or indirectly from you (b) From third parties	(a) Performance of a contract (b) Necessary for our legitimate interests (c) Necessary to comply with a legal obligation	(a) Human resources information and employment-related service providers (b) Financial investment service providers (c) Benefits providers (d) Government agencies
J. Non-public education information (per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99)).	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.	YES	(a) Directly or indirectly from you (b) From third parties	(a) Performance of a contract (b) Necessary for our legitimate interests (c) Necessary to comply with a legal obligation	(a) Human resources information and employment-related service providers
K. Inferences drawn from other personal information.	Profile or personality tests reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	YES	(a) Directly or indirectly from you (b) From third parties	(a) Necessary for our legitimate interests	(a) Human resources information service providers

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Personal information does not include:

- Publicly available information from government records.
- Deidentified or aggregated consumer information.
- Information excluded from the CCPA's scope, like:
 - health or medical information covered by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the California Confidentiality of Medical Information Act (CMIA) or clinical trial data;
 - personal information covered by certain sector-specific privacy laws, including the Fair Credit Reporting Act (FCRA), the Gramm-Leach-Bliley Act (GLBA) or California Financial Information Privacy Act (FIPA), and the Driver's Privacy Protection Act of 1994.

Cohu obtains the categories of personal information listed above from the following categories of sources:

- Directly from you. For example, from forms you complete.
- Indirectly from you. For example, from observing your interactions with company systems or our products or services.
- Third Parties. For example, from vendors used for background checks.

Use of Personal Information

We may use or disclose the personal information we collect for one or more of the following purposes:

- To fulfill or meet the reason you provided the information. For example, to conduct payroll and timekeeping activities, administer benefits or wellness programs, and complete pre-employment processes.
- To investigate and help prevent fraud or otherwise ensure compliance with policies and procedures.
- To provide you with support and to respond to your inquiries, including to investigate and address your concerns and monitor and improve our responses.
- To help maintain the safety, security, and integrity of our systems, services, databases and other assets.
- To respond to law enforcement requests and as required by applicable law, court order, or governmental regulations.
- As described to you when collecting your personal information or as otherwise set forth in the CCPA.
- To evaluate or conduct a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of Cohu's assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, in which personal information held by Cohu about our users is among the assets transferred.

Cohu will not collect additional categories of personal information or use the personal information we collected for materially different, unrelated, or incompatible purposes without providing you notice.

Changes to This Privacy Notice

Cohu reserves the right to amend this privacy notice at our discretion and at any time. When we make changes to this privacy notice, we will provide you with a copy of the updated notice and/or post the updated notice on company intranet sites including intranet.xcerra.com, inside.cohu.com/myworlds/myworld.aspx, and/or www.orbit.cohu.com, and update the notice's effective date.

Questions About This Privacy Notice

If you have any questions or comments about this notice or the ways in which Cohu collects and uses your information, please contact:

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