

CAREERS PRIVACY NOTICE FOR CALIFORNIA RESIDENTS

Last Updated: March 4, 2024

This California Careers Privacy Notice (“**Privacy Notice**”) supplements any other privacy notice or privacy policy received and applies solely to MetLife employees, contracted personnel, and job applicants (“**consumer**” or “**you**”) of MetLife Group and its affiliates (**the “Company”, “we”, “our”**) who are California residents.

The purpose of this Privacy Notice is to inform you about our online and offline practices regarding the collection, use, sharing, and retention of your personal information and the rights available to you.

This Privacy Notice is intended to comply with all applicable laws, such as the California Consumer Privacy Act of 2018 and the California Privacy Rights Act of 2022 . If any provision below conflicts with a legal requirement, then the Company will comply with the applicable law.

Personal Information We Collect

We may collect information that identifies, relates to, describes, references, is capable of being associated with, or could reasonably be linked, directly or indirectly, with you or a member of your household.

We may have collected the following categories of Personal Information about you in the last twelve (12) months:

- **Identifiers**, such as name, alias, postal address, unique personal identifier, Internet Protocol (IP) address, email address, telephone number, passport number, date of birth, Social Security number, driver's license number, or other similar identifiers.
- **Additional data subject to (Cal. Civ. Code § 1798.80(e))**, such as signature, physical characteristics or description, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information.
- **Characteristics of protected classes under California or federal law**, such as age, race, national origin, citizenship, religion, marital status, veteran or military status, medical condition, disability, sex, gender, gender identity, gender expression, and medical conditions.
- **Commercial information**, such as records of personal property, products or services purchased, including travel-related records and purchases.
- **Biometric information**, such as fingerprints and fingerprint and facial recognition scan templates.
- **Online activity, Internet or other electronic network activity information**, such as browsing history, search history, interaction with web sites, applications, or advertisements.
- **Geolocation data**, such as IP Address.
- **Sensory information, audio, electronic, visual, thermal, olfactory or similar information**, such as voice recordings, CCTV, photographs and videos.

- **Professional or employment-related information**, such as resumes, references, compensation, benefits and payroll information (e.g., salary-related information, tax-related information, benefits elections, and details regarding leaves of absence), information relating to your position (e.g., job title and job description), performance-related information (e.g., evaluations and training), talent management information (e.g., resume information, occupation details, education details, certifications and professional associations, historical compensation details, previous employment details), and pre-employment screening and background check information, including criminal records information), and emergency contact information.
- **Education information**, such as degrees, grades, certificates, licenses, and education information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. Sec. 1232g; 34 C.F.R. Part 99).
- **Inferences drawn from any of the information we collect, such as** to create a profile about you reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.
- **Sensitive Personal Information**, such as Social Security number, driver's license, state identification card, or passport number; account log-in, financial account, debit card or credit card number in combination with any required security or access code, password or credentials allowing access to an account, precise geolocation, racial or ethnic origin, citizenship, immigration status, religious or philosophical beliefs, or union membership, the processing of biometric information for the purpose of uniquely identifying a consumer, and health information.

We may have collected personal information about you from the following categories of sources:

- Directly from you
- From your devices, such as when you visit our websites and mobile applications
- Our affiliates
- Social and Professional networks (e.g., LinkedIn)
- Attorney / Legal counsel
- Consumer Report / Credit Reporting Agencies
- Court orders or legally binding documents
- Government agencies or regulators
- Medical professionals / paramedical vendors
- MetLife's service providers

How We Use Personal Information

We may use your personal information for the purposes described in the "How We Use Your Personal Information" section of other applicable Company Privacy Notices that you may have received in an employment relationship and/or as a job applicant and for one or more of the following business purposes, including as specified in the CPRA.

- Enable you to express interest in and/or allow you to apply for employment.

- Verify your identify and consider your candidacy and suitability for employment.
- Conduct a background investigation, which may include, but not limited to, criminal record check, criminal history and/or FBI background search, Social Security number and name verification, and other searches applicable to the position for which you applied, in accordance with applicable laws.
- Open and maintain your employee records, communicate with you for internal business purposes or emergencies, maintain an internal employee directory, and grant you access to internal systems.
- Manage our human resources operations, including performing analytics.
- Career planning, assessing your personal and professional development, benefits and other awards, job moves, conflict of interest reporting, and to fulfill our obligations to regulators.
- Conduct equal opportunity and diversity monitoring where permitted or required by law.
- Arrange or reimburse travel, contact you during travel, as necessary with travel service providers, or in an emergency situation.
- Maintain safety and security controls and features, including workplace safety, electronic systems and digital properties, and to comply with applicable laws.
- Monitor your compliance with our internal policies and procedures, to investigate security breaches and misuse of computer equipment and systems, to protect the safety of employees and third parties, and to protect our property from theft, vandalism, and damage.
- Assess and take action in relation to disciplinary, capability, grievance, and conduct issues.
- To comply with applicable legal and regulatory requests and obligations (including investigations and reports to government agencies).
- To establish or defend legal claims and allegations.
- To seek advice from lawyers, auditors, and other professional advisors.
- Detecting or preventing security incidents, protecting against malicious, deceptive, fraudulent, or illegal activity, and prosecuting those responsible for such activity.
- Debugging to identify and repair errors that impair existing intended functionality.
- Short-term, transient use.
- Undertaking internal research for technological development and demonstration.
- Undertaking activities to verify or maintain the quality or safety of a service or device that we own, manufacture, or control, and to improve, upgrade, or enhance the service or device.

We will only use your sensitive personal information for business purposes.

Personal Information We Disclose

We may disclose (and may have disclosed during the last twelve (12) months) the following categories of personal information, including sensitive personal information, to the following categories of third parties for business purposes.

Category	Examples	Categories of third parties to whom the category of personal information has been disclosed
A. Identifiers	Name, alias, postal address, unique personal identifier, Internet Protocol (IP) address, email address, telephone number, passport number, date of birth, Social Security number, driver's license number, or other similar identifiers.	Vendors who provide services to MetLife; Regulators or government agencies
B. Personal information in California's Customer Records Statute (Cal. Civ. Code § 1798.80(e))	Signature, physical characteristics or description, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information.	Vendors who provide services to MetLife
C. Characteristics of protected classes under California or federal law	Age, race, national origin, citizenship, religion, marital status, veteran or military status, medical condition, disability, sex, gender, gender identity, gender expression, and medical conditions.	Vendors who provide services to MetLife; Regulators or government agencies
D. Commercial information	Records of personal property, products or services purchased, including travel-related records and purchases.	Vendors who provide services to MetLife
E. Biometric information	Fingerprints and fingerprint and facial recognition scan templates.	Vendors who provide services to MetLife
F. Internet or other electronic network activity information	Browsing history, search history, interaction with web sites, applications, or advertisements.	Vendors who provide services to MetLife
G. Geolocation data	Geolocation data, such as IP Address.	Vendors who provide services to MetLife
H. Audio, electronic, visual, thermal, olfactory	Voice recordings, CCTV, photographs, videos.	Vendors who provide services to MetLife

or similar information		
I. Professional or employment-related information	Resumes, references, compensation, benefits and payroll, information relating to your position, performance-related information, talent management information, and emergency contact information.	Vendors who provide services to MetLife
J. Education information	Degrees, grades, certificates, licenses, and education information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. Sec. 1232g; 34 C.F.R. Part 99).	Vendors who provide services to MetLife
K. Inferences drawn from any of the information identified above	To create a profile about you reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	Not shared
L. Sensitive Personal Information	Social Security number, driver's license, state identification card, or passport number; account log-in, financial account, debit card or credit card number in combination with any required security or access code, password, or credentials allowing access to an account, precise geolocation, racial or ethnic origin, citizenship, immigration status, religious or philosophical; beliefs, or union membership, the processing of biometric information for the purpose of uniquely identifying a consumer, health information.	Vendors who provide services to MetLife; MetLife's Regulators or government agencies

We do not sell your personal information to non-service provider third parties. We do not share or disclose your personal information, including sensitive personal information, with non-service provider third parties, and we only use your sensitive personal information for business purposes. We do not have actual knowledge that we sell or share personal information of minors under 16 years of age.

Consumer Privacy Rights

As a California resident, you have certain privacy rights, subject to exceptions, regarding your personal information, as described below:

- **Right to Know:** You have the right to request what personal information we have collected, used, disclosed, and sold/shared about you during the past 12 months.
- **Right to Delete:** You have the right to request that we delete certain personal information we have collected about you.
- **Right to Correct:** You have the right to request that we correct inaccurate personal information we have about you.

To Submit a Request Visit <https://www.metlife.com/privacy-request> or call 1-(888) 282-5758, Monday through Friday, 9:00 a.m. to 9:00 p.m. eastern time, excluding holidays.

In order to process your request and to help protect your privacy and maintain security, we will take steps to verify your identity before granting you access to your personal information or complying with your request. We may require you to provide some personal information to us. If you are making a request on behalf of someone else, we will need to verify that you have the authority to do so.

You may also opt out of Google ad personalization via the Google Ads Settings page. For more information about our ad service provider and its cookies, including information about how to opt out of these technologies, go to <https://www.google.com/intl/en/policies/privacy/> and <https://www.aboutads.info/consumers>.

Non-Discrimination

You have a right not to receive discriminatory treatment for the exercise of your privacy rights. MetLife does not discriminate against any individual who exercise their legal rights.

Designation of an Authorized Agent

If an authorized agent submits a request to know, a request to correct, or a request to delete on your behalf, we may require that you provide the authorized agent written permission to do so. To designate an authorized agent, please visit <https://www.metlife.com/privacy-request> or call 1-(888) 282-5758.

Retention of Personal Information

MetLife's Global Record Retention Schedule establishes the retention periods for our records consistent with MetLife business needs and global legal and regulatory requirements. Our Information Lifecycle Management Program Office conducts an annual review of the Record Retention Schedule to ensure the Schedule continues to align with global business needs and legal and regulatory requirements. MetLife, consequently, will retain personal information only for as long as is necessary for the purpose set out in our policies, for as long as an account or relationship with MetLife is active, as needed to provide services to our customers, or to comply with our Global Record Retention Schedule.

Changes to this Notice

We may change this Privacy Notice from time to time and will post the revised Privacy Notice on this site. When we do, we will let you know by posting the revised Privacy Notice with a new "Last Updated" date. Any changes to this disclosure will become effective when posted unless indicated otherwise.

Contact Us for More Information

If you have questions about our privacy policies and practices or would like to receive this Privacy Policy in an alternative format, call us at 1-(877) 638-7684 or visit <https://www.metlife.com/about-us/privacy-policy/>.