

AngelList

Privacy Notice for California Resident Employees, Applicants, and Contractors

Last Updated February 2023

Introduction

AL Advisors Management, Inc. (and its applicable affiliates, collectively, “AngelList”) recognizes that privacy is very important and takes it seriously. This privacy notice (“Privacy Notice”) (i) describes AngelList’s collection and use of certain Personal Information¹ relating to employees, job applicants, and contractors who are California residents, and (ii) is intended to satisfy our applicable notice requirements under the California Consumer Privacy Act (as amended by the California Privacy Rights Act of 2020 and the California Consumer Privacy Act Regulations issued thereto (collectively, “CCPA”). Capitalized terms used but not defined herein shall have the meanings given to them under CCPA. **Note: This Privacy Notice only applies to individuals who are residents of the State of California.**

AngelList does not “sell” or “share” your Personal Information, including your Sensitive Personal Information, and we have not engaged in such activities in the 12 months preceding the date this Privacy Notice was last updated. Without limiting the foregoing, AngelList does not “sell” or “share” the Personal Information, including the Sensitive Personal Information, of minors under 16 years of age.

Categories of Personal Information Collected and Uses

When a person applies to join our team or over the course of a person’s employment/engagement, we may collect the following categories of Personal Information. The below chart details which categories of Personal Information we collect and process, as well as which categories of Personal Information we disclose to third parties for our operational business purposes, including within the 12 months preceding the date this Privacy Notice was

¹ Personal Information: does not include: (i) information that is lawfully made available from federal, state, or local government records; (ii) de-identified or aggregate consumer information (as such terms are defined in the CCPA); and (iii) information excluded from the CCPA's scope, such as: (a) 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 and (b) personal information covered by certain sector-specific privacy laws, including the Fair Credit Reporting Act (FRCA), the Gramm-Leach-Bliley Act (GLBA) or California Financial Information Privacy Act (FIPA), and the Driver's Privacy Protection Act of 1994.

last updated. We collect and use this information only as permitted or required by, and in compliance with, applicable law.

Category of Personal Information	Types of Third Parties that may Received the Information
<p>Contact information, such as name, address, phone number, email address, job title, personal email addresses, etc.</p>	<ul style="list-style-type: none"> ● Affiliates/Subsidiaries ● Service Providers (e.g., recruiters, pre-employment screening services, third-party benefits administrators, payroll processors, background check providers, etc.) ● Governmental Authorities ● Professional Advisors (e.g., auditors and law firms) ● Assignees as part of an acquisition, merger, asset sale, or other transaction where another party assumes control over all or part of our business
<p>Human resources data, such as job function, department, job type, job classification/grade, contractual details, education, data of birth, marital status, employment actions (hire/rehire/termination), reason for employment actions, assignments, training history, attendance, competencies, time collection and allocation information, vacation/personal days, work experience, education and job history, language skills, other skill categories, licenses, certifications, awards, reference letters; flexible working</p>	<ul style="list-style-type: none"> ● Affiliates/Subsidiaries ● Service Providers (e.g., recruiters, pre-employment screening services, third-party benefits administrators, payroll processors, background check providers, etc.) ● Governmental Authorities ● Professional Advisors (e.g., auditors and law firms) ● Assignees as part of an acquisition, merger, asset sale, or other transaction where another party

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requests, employee engagement surveys, etc.	assumes control over all or part of our business
<p>Payroll data, such as national ID/social security number, employee identification number, tax identification number, banking information, salary/wages, compensation details, holiday/vacation, expenses, travel details</p>	<ul style="list-style-type: none"> ● Affiliates/Subsidiaries ● Service Providers (e.g., recruiters, pre-employment screening services, third-party benefits administrators, payroll processors, background check providers, etc.) ● Governmental Authorities ● Professional Advisors (e.g., auditors and law firms) ● Assignees as part of an acquisition, merger, asset sale, or other transaction where another party assumes control over all or part of our business
<p>Compensation and benefits information, including identification data for beneficiaries and dependents (such as name, date of birth, gender, government identification numbers, address, and other data that may be required) and information related to specific benefits programs</p>	<ul style="list-style-type: none"> ● Affiliates/Subsidiaries ● Service Providers (e.g., recruiters, pre-employment screening services, third-party benefits administrators, payroll processors, background check providers, etc.) ● Governmental Authorities ● Assignees as part of an acquisition, merger, asset sale, or other transaction where another party

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	<p>assumes control over all or part of our business</p>
<p>Training and assessment information, such as work experience, education, accomplishments, career goals and type, development plans, performance, talent review meeting information, etc.</p>	<ul style="list-style-type: none"> ● Affiliates/Subsidiaries ● Service Providers (e.g., recruiters, pre-employment screening services, third-party benefits administrators, payroll processors, background check providers, etc.) ● Governmental Authorities ● Professional Advisors (e.g., auditors and law firms) ● Assignees as part of an acquisition, merger, asset sale, or other transaction where another party assumes control over all or part of our business
<p>Health/Benefit information, such as illness and accident information, health, disability information, insurance and savings plan information, including deductions, eligibility and coverage, enrollment, paid sick leave, etc.²</p>	<ul style="list-style-type: none"> ● Affiliates/Subsidiaries ● Service Providers (e.g., recruiters, pre-employment screening services, third-party benefits administrators, payroll processors, background check providers, etc.) ● Governmental Authorities ● Professional Advisors (e.g., auditors and law firms) ● Assignees as part of an acquisition, merger, asset sale, or other

² See footnote 1

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	<p>transaction where another party assumes control over all or part of our business</p>
<p>Background check information, such as criminal and credit checks, references, employment history and education</p>	<ul style="list-style-type: none"> ● Affiliates/Subsidiaries ● Service Providers (e.g., recruiters, pre-employment screening services, third-party benefits administrators, payroll processors, background check providers, etc.) ● Governmental Authorities ● Professional Advisors (e.g., auditors and law firms) ● Assignees as part of an acquisition, merger, asset sale, or other transaction where another party assumes control over all or part of our business
<p>Information Technology information, such as system access requests, system access rights, access logs, credentials, username and passwords, voice data, IP address, domain, browser type, operating system, self-service password management, click-stream data, and system logs) and electronic and non-electronic content and documents created or produced by you using AngelList systems or in the performance of your role with the AngelList</p>	<ul style="list-style-type: none"> ● Affiliates/Subsidiaries ● Service Providers (e.g., recruiters, pre-employment screening services, third-party benefits administrators, payroll processors, background check providers, etc.) ● Governmental Authorities ● Professional Advisors (e.g., auditors and law firms) ● Assignees as part of an acquisition, merger, asset sale, or other transaction where another party

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<p>Other basic identifying information, such as date of birth, gender, nickname, photograph, and interests</p>	<ul style="list-style-type: none"> ● Affiliates/Subsidiaries ● Service Providers (e.g., recruiters, pre-employment screening services, third-party benefits administrators, payroll processors, background check providers, etc.) ● Governmental Authorities ● Professional Advisors (e.g., auditors and law firms) ● Assignees as part of an acquisition, merger, asset sale, or other transaction where another party assumes control over all or part of our business
<p>Emergency contact information, which may include information about non-employees, such as family members or friends that you choose to identify as your emergency contact</p>	<ul style="list-style-type: none"> ● Affiliates/Subsidiaries ● Service Providers (e.g., recruiters, pre-employment screening services, third-party benefits administrators, payroll processors, background check providers, etc.) ● Governmental Authorities ● Professional Advisors (e.g., auditors and law firms) ● Assignees as part of an acquisition, merger, asset sale, or other transaction where another party

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<p>Diversity and inclusion data, such as veteran status, race, ethnicity, age, disability status, sexual orientation, gender, gender identity, and gender expression</p>	<ul style="list-style-type: none"> ● Affiliates/Subsidiaries ● Service Providers (e.g., recruiters, pre-employment screening services, third-party benefits administrators, payroll processors, background check providers, etc.) ● Governmental Authorities ● Professional Advisors (e.g., auditors and law firms) ● Assignees as part of an acquisition, merger, asset sale, or other transaction where another party assumes control over all or part of our business
<p>Visa/citizenship details, such as work eligibility status; entitlement to residency, citizenship, passport details, and visa details</p>	<ul style="list-style-type: none"> ● Affiliates/Subsidiaries ● Service Providers (e.g., recruiters, pre-employment screening services, third-party benefits administrators, payroll processors, background check providers, etc.) ● Governmental Authorities ● Professional Advisors (e.g., auditors and law firms) ● Assignees as part of an acquisition, merger, asset sale, or other transaction where another party

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<p>Sensory data, such as audio and visual information, for example if you use video interviewing as part of the application process</p>	<ul style="list-style-type: none"> ● Affiliates/Subsidiaries ● Service Providers (e.g., recruiters, pre-employment screening services, third-party benefits administrators, payroll processors, background check providers, etc.) ● Governmental Authorities ● Professional Advisors (e.g., auditors and law firms) ● Assignees as part of an acquisition, merger, asset sale, or other transaction where another party assumes control over all or part of our business
<p>Inferences drawn from other Personal Information, such as a profile reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities and aptitudes</p>	<ul style="list-style-type: none"> ● Affiliates/Subsidiaries ● Service Providers (e.g., recruiters, pre-employment screening services, third-party benefits administrators, payroll processors, background check providers, etc.) ● Governmental Authorities ● Professional Advisors (e.g., auditors and law firms) ● Assignees as part of an acquisition, merger, asset sale, or other transaction where another party

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<p>Other: Job interview notes, responses to screening questions, assessment results, and any other information you provide in connection with the recruitment process</p>	<ul style="list-style-type: none"> ● Affiliates/Subsidiaries ● Service Providers (e.g., recruiters, pre-employment screening services, third-party benefits administrators, payroll processors, background check providers, etc.) ● Governmental Authorities ● Professional Advisors (e.g., auditors and law firms) ● Assignees as part of an acquisition, merger, asset sale, or other transaction where another party assumes control over all or part of our business

Purposes for the Collection and Use of Personal Information

General

In general, AngelList processes your Personal Information where processing is necessary for the purposes of AngelList’s legitimate interests, which include human resources and business management, including, but not limited to the following:

- recruiting and employee on-boarding;
- payroll administration;
- health administration/health insurance/benefits;
- life insurance/benefits;
- expense reimbursement and management;
- contacting others in the event of an emergency;
- facilitating communication between and among employees;
- administration and management of your access to information technology systems;

- time entry and leave management;
- training and appraisal, including performance records and disciplinary records;
- employee and staff surveys;
- equal opportunities monitoring; and
- compliance with applicable laws and legal obligations.

Sensitive Personal Information

Additionally, we collect and use certain Sensitive Personal Information which may vary depending on the circumstances. We may use Sensitive Personal Information for purposes of performing services for our business, providing services as requested by you, and ensuring the security and integrity of our business, infrastructure, and the individuals we interact with. We do not use or disclose your Sensitive Personal Information other than as authorized pursuant to the CCPA.

Sources of Personal Information

We collect Personal Information you voluntarily provide to us during the application process or otherwise during the course of your employment/engagement. As permitted by law, we also collect certain Personal Information from third parties, such as:

- recruiters;
- prior employers and professional references;
- educational institutions;
- pre-employment screening and background check services;
- credentialing and licensing organizations;
- publicly available sources, such as public social media profiles; and
- other sources as directed by you.

Retention of Personal Information

We will retain your Personal Information, including Sensitive Personal Information, as long as necessary for purposes for which the Personal Information was collected and is used by us, as stated in this Privacy Notice. To the extent permitted by applicable law, we will retain and use your Personal Information as necessary to comply with our legal obligations, resolve disputes, maintain appropriate business records, and enforce our agreements.

Individual Rights of California Residents

As a California resident, you may, subject to applicable law, make the following requests with respect to your Personal Information:

1. Request that we disclose to you the following information covering the 12 months preceding your request:

- a. the categories of Personal Information we collected about you and the categories of sources from which we collected such Personal Information;
 - b. the business or commercial purpose for collecting Personal Information about you; and
 - c. the categories of Personal Information about you that we otherwise disclosed, and the categories of third parties to whom we disclosed such Personal Information (if applicable).
2. Request to correct inaccuracies in your Personal Information.
 3. Request to have your Personal Information deleted.
 4. Request to receive a copy of your Personal Information, including specific pieces of Personal Information, including a copy of the Personal Information you provided to us in a portable format.
 5. Request to limit the use or disclosure of Sensitive Personal Information to those uses authorized by the CCPA.

AngellList will not discriminate against an individual because the individual exercised any of the individual's rights under CCPA.

To make a request, please contact us at privacy@angellist.com or toll-free via phone at (888) 512-1306. We will verify and respond to your request consistent with applicable law, taking into account the type and sensitivity of the Personal Information subject to the request. We may need to request additional Personal Information from you, such as government issued ID (driver's license, passport, etc.) in order to verify your identity and protect against fraudulent requests.

Contacting Us about this Privacy Notice

If you have any questions or concerns regarding our use of Personal Information as described in this Privacy Notice, please contact us at privacy@angellist.com or toll-free via phone at (888) 512-1306.

Changes to this Privacy Notice

We may change or update this Privacy Notice from time to time. When we do, we will communicate changes and updates to this Privacy Notice by posting the updated notice on this page with a new "Last Updated" date.