

NOTICE TO APPLICANTS

CYRQ ENERGY LLC

Please take notice that Cyrq Energy, LLC and Affiliate Companies referred to as “Company” collects certain information about you.

The California Consumer Privacy Act (“CCPA”) and the California Privacy Rights Act (“CPRA”) provide California applicants and employees with certain rights:

- Knowledge of information collected;
- Deletion of information collected;
- Opt-out of information collected;
- Opt-in of information collected;
- Correction of information collected;
- Go to court;
- Limit use of information collected;
- Not to be discriminated or retaliated against for exercising rights under the law.

Where We Get Your Information From. The Company collects information about you from the following sources: 1) you; 2) prior employers, references, recruiters, job-related social media platforms; 3) third-party sources of demographic information; 4) third-party companies, such as background check companies, and drug testing facilities; recruiting firms. Depending on the Company’s interactions with you, we may or may not collect all of the information identified about you.

The Personal and Sensitive Personal Information We May Collect. We may collect the following information:

- Identifiers, such as name, government-issued identifier (e.g., Social Security number), and unique identifiers (e.g., employee ID);
- Personal information, such as real name, signature, Social Security Number, physical characteristics or description, address, telephone number, passport number, driver’s license or state identification card number, federal identification authorizing work in the United States, education, employment, employment history, or medical information;
- Characteristics of protected classifications under California or federal law, such as age, marital status, gender, sex, race, color, disability, citizenship, primary language, immigration status, military/veteran status, request for leave, and medical conditions;
- Commercial information, such as transaction information and purchase history (e.g., in connection with travel or other reimbursements);
- Biometric information related to access to the Company’s secured access points;
- Professional or employment-related information, such as work history and prior employer;
- Non-public education information; and

- Inferences drawn from any of the Personal and Sensitive Personal Information listed above to create a profile or summary about, for example, an individual's preferences and characteristics.

How Your Personal and Sensitive Personal Information is Used. We may use Personal and Sensitive Personal Information:

- To operate, manage, and maintain our business;
- For hiring, retention, and employment purposes;
- To otherwise accomplish our business purposes and objectives, including, for example:
 - Conducting research, analytics, and data analysis;
 - Conducting risk and security controls and monitoring;
 - Protecting confidential and trade secret information;
 - Detecting and preventing fraud;
 - Performing identity verification;
 - Performing accounting, audit, and other internal functions, such as internal investigations;
 - Complying with the law, legal process, and internal policies;
 - Maintaining records;
 - Claims processing;
 - Responding to legal requests for information and subpoenas; and
 - Exercising and defending legal claims.
- Any other purposes authorized by the California Privacy Protection Agency, California or Federal law.

We may or may not have used Personal and Sensitive Personal Information about you for each of the above purposes.

Sharing of Personal Information. We only share your information with the third-party entities as needed to effectively provide services to you and the Company to support the health and Safety of you, the applicant:

- Pre-Employment recruiting, health, safety and security services providers

A list of current service providers can be obtained from Human Resources.

Selling of Personal Information. The Company DOES NOT sell your personal information.

Data Retention. The Company retains the information it receives about you for a period of seven years, unless a shorter or longer period is required by law.

For Inquiries and/or to Submit Requests for Information, Deletion or Correction. Please contact Human Resources, at 801-875-4211, or by U.S. mail to 15 W South Temple #1900, Salt Lake City, Utah 84101.