

Notice at Collection

Koch is collecting your personal information and sensitive personal information to support its business operations, including for the business and employment purposes listed in the chart below. We are committed to properly handling the personal information collected or processed in connection with our business practices and your employment relationship with us.

Koch will not sell the personal information, including any sensitive personal information, we collect nor share it with third parties for cross-context behavioral advertising.

To view our full privacy policy, download the privacy policy available in the footer of our website.

Koch may collect the personal information and sensitive personal information categories listed in the table below. 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.

Personal Information Category	Retention Period	Business Purpose	Sold or Shared
Identifiers , such as real name, alias, postal address, email address, Social Security number, driver's license number, passport number, or other similar identifiers.	No longer than what is needed to fulfill the purpose for which the information was provided.	<p>This information may be provided by a site visitor if:</p> <ol style="list-style-type: none">1. filling-out a job application;2. seeking business information;3. requesting technical support;4. signing up for an email newsletter;5. registering for an ad promotion;6. making an online payment;7. submitting a credit check application; or8. submitting questions, concerns, or complaints. <p>Such information is then used by Koch to:</p> <ol style="list-style-type: none">1. recruit and process employment applications including evaluating a candidate for an employment position and verifying eligibility.2. contact persons in order to provide information about our services;3. respond and administer assistance to those with technical issues;4. deliver newsletters electronically;5. validate provided registration information for use in promotional services and contact recipients who have won a prize associated with a promotion;6. process a payment;7. determine credit worthiness;8. respond to questions, concerns, and/or complaints,9. fulfill the purpose for which the information was provided.	Not SOLD, Not SHARED.

<p>California Customer Records personal information, which includes a name, signature, Social Security number, address, telephone number, passport number, driver's license or state identification card number, education, employment, employment history, bank account number, credit card number, debit card number. Some personal information included in this category may overlap with other categories.</p>	<p>No longer than what is needed to fulfill the purpose for which the information was provided.</p>	<p>This information may be provided by a site visitor if:</p> <ol style="list-style-type: none"> 1. filling-out a job application; 2. seeking business information; 3. requesting technical support; 4. signing up for an email newsletter; 5. registering for an ad promotion; 6. making an online payment; 7. submitting a credit check application; or 8. submitting questions, concerns, or complaints. <p>Such information is then used by Koch to:</p> <ol style="list-style-type: none"> 1. recruit and process employment applications including evaluating a candidate for an employment position and verifying eligibility. 2. contact persons in order to provide information about our services; 3. respond and administer assistance to those with technical issues; 4. deliver newsletters electronically; 5. validate provided registration information for use in promotional services and contact recipients who have won a prize associated with a promotion; 6. process a payment; 7. determine credit worthiness; 8. respond to questions, concerns, and/or complaints, 9. fulfill the purpose for which the information was provided. 	<p>Not SOLD, Not SHARED.</p>
<p>Protected classification characteristics under California or federal law, such as age (40 years or older), race, color, citizenship, marital status, sex (including gender, gender identity) military and veteran status.</p>	<p>No longer than what is needed to fulfill the purpose for which the information was provided.</p>	<p>This information may be used to comply with federal and state equal employment opportunity laws. As well as to assist in the design, implementation, and promotion of Koch's diversity programs.</p>	<p>Not SOLD, Not SHARED.</p>
<p>Internet or other similar network activity, such as browsing history, search history, information on a consumer's interaction with a website, application, or advertisement.</p>	<p>It is removed once you close your web browser.</p>	<p>To assist Koch's marketing department measure the effectiveness of our advertising. Such information is also used to better understand how our website is used in order to enhance the user's experience, and to assist in preventing and/or resolving technical issues.</p>	<p>Not SOLD, Not SHARED.</p>
<p>Professional or employment-related information, such as</p>	<p>No longer than what is needed to fulfill the purpose for which the</p>	<p>This information may be provided by a site visitor if:</p> <ol style="list-style-type: none"> 1. filling-out a job application; 	<p>Not SOLD, Not SHARED.</p>

current or past job history.	information was provided.	Such information is then used by Koch to: 1. recruit and process employment applications including evaluating a candidate for an employment position and verifying eligibility.	
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Sensitive personal information is a subtype of personal information consisting of specific information categories. While we collect information that falls within the sensitive personal information categories listed in the table below, the CCPA does not treat this information as sensitive because we do not collect or use it to infer characteristics about a person.

Sensitive Personal Information Category	Retention Period	Business Purpose	Sold or Shared
Government identifiers , such as your Social Security number, driver's license, state identification card, or passport number.	No longer than what is needed to fulfill the purpose for which the information was provided.	<p>This information may be provided by a site visitor if:</p> <ol style="list-style-type: none"> 2. filling-out a job application; 3. registering for an ad promotion; 4. making an online payment; or 5. submitting a credit check application. <p>Such information is then used by Koch to:</p> <ol style="list-style-type: none"> 2. recruit and process employment applications including evaluating a candidate for an employment position and verifying eligibility. 3. validate provided registration information for use in promotional services and contact recipients who have won a prize associated with a promotion; 4. process a payment; 5. determine credit worthiness; 	Not SOLD, Not SHARED.

If you have any questions about this Notice or need to access it in an alternative format due to having a disability, please contact KochITDepartment@gmail.com.
Effective July 1, 2023.