



California Privacy Rights Notice for Job Applicants

Effective Date: January 1, 2020

Under the California Consumer Privacy Act (“CCPA”), Fannie Mae is required to inform any California resident who is our job applicant about the categories of “personal information” we collect about you and the purposes for which we will use this information. This notice contains disclosures required by the CCPA and applies only to “personal information” that is subject to the CCPA.

Individuals with disabilities can access this notice on FannieMae.com by clicking on the link labelled “Accessibility” at the top right of the screen. On the menu that appears, follow the instructions to adjust the site for your accessibility needs.

Categories of Personal Information We Collect. We collect the following categories of personal information about our job applicants who are California residents:

- Personal and online identifiers (such as first and last name, email address, or unique online identifiers)
- Categories of information described in Section 1798.80(e) of the California Civil Code (such as physical characteristics or description, social security number, driver’s license or state identification number, address, insurance policy number, and bank account number)
- Characteristics of protected classifications under California or federal law (such as race or gender)
- Internet or other electronic network activity information (such as browsing history, search history, interactions with a website, email, application, or advertisement)
- Geolocation information
- Professional or employment-related information
- Education information
- Inferences drawn from the above information about your predicted characteristics and preferences
- Other information about you that is linked to the personal information above

How We Use Job Applicants’ Personal Information. We use and disclose the personal information we collect for our commercial and business purposes. These commercial and business purposes include, without limitation:

- Processing, evaluating, and communicating with you about your application, including to check references and communicate with you about other jobs that may interest you.
- Other business purposes as identified in the CCPA, which include:
 - Auditing related to our interactions with you;
 - Legal compliance;
 - Detecting and protecting against security incidents, fraud, and illegal activity;
 - Debugging;
 - Performing services (for us or our service provider) such as account servicing, processing orders and payments, and analytics;
 - Internal research for technological improvement;
 - Internal operations;
 - Activities to maintain and improve our business; and
 - Other one-time uses.

Your Rights as a Consumer. We may collect information about you that is unrelated to your application to our company, if you are a consumer of our services. More information about our privacy practices and your rights as a consumer under the CCPA can be found in our [Privacy Notice](#).

Contact Us. For questions or concerns about Fannie Mae’s practices, please contact us at Privacy_Office@fanniemae.com.