



FIRST REPUBLIC
It's a privilege to serve you[®]

Job Candidate Privacy Notice

Last Updated: January 1, 2020

I. Introduction

First Republic Bank (“**First Republic**” or “**we**” or “**us**”) respects the privacy of all individuals, including candidates for employment. This Privacy Notice (the “**Notice**”) describes our policies and practices with respect to our collection, protection, use and sharing of the personally identifiable information (“PII”) of our applicants for jobs at First Republic.

If you are a job applicant but also a customer of First Republic for personal, family or household purposes (or apply for a First Republic product or service for such purposes), your PII collected in that customer-related context will be protected as described in our customer privacy notice, available at:

<https://www.firstrepublic.com/~media/frb/documents/pdfs/privacy/privacy-notice.pdf?la=en>)

For purposes of this Notice, PII about you means information that *identifies, relates to, describes, references, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with you or your communications device (computer, tablet, mobile phone, etc.) or your household.* Just as we do with our customers’ and other persons’ PII, we commit to using your PII responsibly and safeguarding it according to our detailed security standards. In no event do we sell your or others’ PII.

We may add to, delete, or change the terms of this Notice from time to time. If we make a material change affecting your privacy rights, we will send you the amended policy by mail or email.

II. How Does First Republic Collect Your PII and What Types of PII Does It Collect?

The Bank collects PII about you when you actively provide it to us, such as when you inquire by email or letter about available jobs, submit a job application to us, etc.

We also may collect PII about you from the following sources: our affiliates; the Internet, including social media websites and other websites; conferences; the press or other print media; credit reporting agencies; and other persons and organizations as permitted under applicable law or as authorized by you.

Not all information that we collect from you is PII. We may collect information about you that we cannot use to identify you specifically. Listed below are the types of information about you that we may have collected within the past 12 months. These types of information are PII only if the information identifies, relates to, describes, references, is

reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with you or your device.

- **Identifiers** such as: your name, postal address, online identifier, Internet Protocol address, email address, account name, Social Security number, driver's license number, passport number, or other similar identifiers.
- **Internet or other similar network activity**, such as browsing history, search history, information on your interaction with our website, mobile application(s), or an advertisement. This may include hardware and browser information of your computer or device, including Media Access Control (MAC) address, computer type and brand, screen resolution, operating system name and version, device manufacturer and model, browser type, and language used. It also may include mobile app usage data, such as the date and time our mobile app on your device accesses our servers, and what information and files have been downloaded to the app.
- **Geolocation data**, meaning the physical location or movements of the device you use to connect with us online. If you use a mobile device to access the internal network, servers, or applications of the Bank, we may collect the physical location of your device through the use of, for example, Bluetooth, satellite, cell phone tower, Wi-Fi signals, or other technologies.
- **Sensory data**, such as audio, electronic, visual, or similar information.
- **"Customer Records" information** (some of which may be identifiers or professional/employment-related information as well), such as your name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, education, employment, employment history, and financial or medical information.
- **Commercial information**, such as records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.
- **Biometric information**, such as fingerprints or voiceprints. Our mobile applications may allow you to use third-party authentication features, such as biometric technology (such as fingerprint scanning), to access the App on your device.
- **Professional or employment-related information**, such as your current or past job history.
- **Personal characteristics** that are related to classifications legally protected from discrimination, such as race, national origin, ethnicity, marital status, age and gender.

- ***Inferences drawn from other PII***, such as a summary we might make based on your apparent personal preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities and aptitudes. We might, for example, infer your race, ethnicity, or gender based on your name and/or postal address.

III. Our Business Purposes for Collecting Your PII; How We Use the Information

We may use the PII we collect from you for a variety of purposes permitted by law, including:

- To communicate with you, including in response to your inquiries and to fulfill your requests, and to inform you of changes to terms and conditions involving your employment, benefits, etc.;
- To allow you to apply for new positions within First Republic or any of its affiliates;
- To protect Bank security and employee data privacy, such as by confirming your identity for physical security purposes;
- To personalize our services for you by presenting and providing First Republic products and offers tailored to you;
- For legal, compliance and risk management purposes, including to monitor our compliance with fair employment laws and regulations; and
- Other legally permissible or everyday business purposes, including data analysis, compliance with law enforcement, and other legal processes.

IV. When and With Whom We Share Your Personally Identifiable Information

We may share your PII among the First Republic family of affiliates, as permitted by applicable law, and with our service providers. We engage service providers to handle some of our talent recruitment and other employment-related services. We bind our service providers to protect the confidentiality and security of the PII we share with them.

We also share PII with others as we believe to be necessary or appropriate, consistent with applicable law, including because we are a regulated financial institution that is subject to continual regulatory audit and compliance examination and oversight, for the following purposes: (a) to comply with applicable legal requirements (for example, responding to subpoenas), regulatory requirements, self-regulating organization requirements, independent portfolio audit reviewers, and other third party reviewers who work in a regulatory capacity on behalf of First Republic; (b) to respond to requests from public and government authorities; to protect our rights, privacy, safety

or property, and/or that of our affiliates, you or others; (d) to allow us to pursue available remedies or limit the damages that we may sustain; and (e) to evaluate or conduct a merger, divestiture, restructuring, reorganization, merger, sale, joint venture, assignment, transfer, or other disposition of all or any portion of our business, assets, or stock.

Other than for these purposes, we would not share your PII with third parties and in no event do we sell PII.

V. How to Contact Us

If you have any questions regarding this Notice, please contact the Privacy Office at privacy@firstrepublic.com.