



CCPA Privacy Statement

In accordance with the California Consumer Privacy Act of 2018 ("CCPA") the following notice provides information regarding the categories of personal information we collect and the business or commercial purposes for which personal information will be used.

Category of personal information	Business or commercial purpose for which it was collected
Identifiers (name, date of birth, driver's license number, Social Security number, telephone number, mailing address, email address, internet protocol address, unique number assigned to identify the device used to access our Sites)	Performing services on behalf of the business, including maintaining or servicing accounts, administering benefits, legal compliance, payroll, providing customer service, billing for service and collecting payments, verifying customer and personnel information, providing advertising or marketing services, utilizing analytic services or providing similar services on behalf of the business or service provider; detecting security incidents, protecting against malicious, deceptive, fraudulent, or illegal activity, and prosecuting those responsible for that activity; undertaking activities to verify, upgrade, enhance or maintain the quality of our products or services.
Employment Application information	To facilitate the employer-employee relationship, the following information will be collected for business purposes. This may include your resume, application form, work history, work permit information if applicable, education, degrees, academic records, languages and qualifications, references, citizenship/nationality, date of birth, gender, and other protected class data to the extent it is disclosed during the application and recruitment process, and any professional licenses, memberships, or certifications. May also include pre-screening information through a 3 rd party background vendor that includes verification of your identity, address, or references and, where permitted by local law, the verification of background checks (including criminal or judicial data) about you in accordance with applicable law.
Employment information	To facilitate the employer-employee relationship, the following information will be collected for business purposes. This may include your employee identification number, social security number, passport number, driver's license, company photo, badge number, job title and description, department and manager, reporting lines, work location, cost center, business unit or group, work status such as full time or part time, working hours, performance reviews; training information, salary history which may include commissions and bonuses.
Information in Customer/Human Resource Records	Performing services on behalf of the business or service provider, including maintaining or servicing accounts, administering benefits, legal compliance, payroll, providing customer service, processing or fulfilling orders and transactions, verifying customer and personnel information, processing payments, providing financing, providing advertising or marketing services, utilizing analytic services, or providing similar services on behalf of the business or service provider; responding, on a priority basis, to outages or trouble tickets for certain customers that provide us with limited medical information; detecting security incidents, protecting against malicious, deceptive, fraudulent, or illegal activity, and prosecuting those responsible for that activity; undertaking activities to verify, upgrade, enhance or maintain the quality of our products or services.
Internet or other electronic network activity (information regarding your interaction with our Sites or advertisements)	Performing services on behalf of the business, including providing analytic services; auditing related to a current interaction with the consumer and concurrent transactions, and auditing compliance with this specification and other standards; detecting security incidents, protecting against malicious, deceptive, fraudulent, or illegal activity, and prosecuting those responsible for that activity; short-term, transient use, although no personal information is disclosed to third parties and is not used to build a profile about a consumer or otherwise alter an individual consumer's experience outside the current interaction; undertaking internal research for technological development and demonstration.
Commercial information (products or services purchased, obtained or considered, other purchase or consuming histories or tendencies)	Auditing related to a current interaction with the consumer and concurrent transactions; performing services on behalf of the business including processing or fulfilling orders and transactions, verifying customer information and processing payments; undertaking activities to verify, upgrade, enhance or maintain the quality of our products or services.



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Biometric or sensory information	Voicemail recordings utilized to verify and archive accountholder service requests involving matters such as billing and troubleshooting.
Geolocation information	Performing services on behalf of the business, including tax and regulatory billing compliance; verifying the market location of customers in order to provision and offer services.
Characteristics of protected classifications under California or federal law (sex/gender, age (over 40))	Performing services on behalf of the business including administering benefits, legal compliance, providing advertising or marketing services, providing analytic services, and personnel information.

While we do share personal information with service providers (as defined under the CCPA) for the business purpose of performing services specified in our written contracts, we do not sell any personal information to third parties for their own business or commercial purposes and have not done so during the last 12 months. You can review our full Privacy Policy, which includes an explanation of your CCPA Rights, at <https://www.fidiumfiber.com/terms-policies/privacy-policy>. If you have questions about your CCPA rights or our privacy practices, please contact us by phone at 1-833-224-1300 or write to us at 2116 South 17th Street, Mattoon, IL 61938.