



13. California Privacy Notice (CCPA/CPRA)

This California Privacy Notice supplements the information contained in this Privacy Policy and applies solely to California residents. It is provided pursuant to the California Consumer Privacy Act of 2018 ("CCPA"), as amended by the California Privacy Rights Act ("CPRA"), and other applicable California privacy laws.

Personal Information We Collect

During the preceding twelve (12) months, Creative Foam may have collected the following categories of personal information from California residents:

Category	Examples
Identifiers	Name, email address, phone number, mailing address, IP address
Personal Information Described in California Customer Records Statute	Employment-related information, contact information
Internet or Electronic Network Activity Information	Browser type, device information, website usage data, cookies, pages visited, referring website information
Professional or Employment Information	Employer, job title, resume information, qualifications, employment history
Education Information	Educational background included in employment applications
Inferences	Preferences or interests inferred from website interactions and communications

Sensitive Personal Information

Creative Foam may collect limited Sensitive Personal Information when necessary for recruiting, employment-related inquiries, legal compliance, security purposes, or business



operations. Examples may include government-issued identifiers, employment eligibility information, or other information voluntarily provided during the recruiting process.

Creative Foam uses Sensitive Personal Information only for purposes permitted by applicable law, including:

- Processing employment applications;
- Verifying identity and eligibility for employment;
- Complying with legal or regulatory obligations;
- Detecting and preventing fraud, cybersecurity incidents, and unauthorized access;
- Maintaining the safety and security of our systems and facilities.

Creative Foam does not use or disclose Sensitive Personal Information for purposes requiring a right to limit use under CPRA.

Sources of Personal Information

We collect personal information from:

- Individuals who interact with our Website;
- Individuals who submit inquiries or contact requests;
- Job applicants;
- Service providers acting on our behalf;
- Website analytics and technology providers;
- Publicly available sources where permitted by law.

Business Purposes for Collection and Use

We collect and use personal information for the business purposes described in this Privacy Policy, including:

- Responding to inquiries and requests;
- Providing information regarding our products, services, and capabilities;
- Processing employment applications and recruiting activities;
- Operating, maintaining, and improving our Website;



- Detecting security incidents and protecting Company systems;
- Complying with legal obligations and enforcing Company policies.

Disclosure of Personal Information

During the preceding twelve (12) months, Creative Foam may have disclosed personal information to the following categories of recipients for business purposes:

Category of Recipient	Purpose
IT Service Providers	Infrastructure, hosting, cybersecurity, technical support
Recruiting and Human Resources Service Providers	Applicant processing and recruiting administration
Analytics Providers	Website performance monitoring and analytics
Professional Advisors	Legal, audit, compliance, and consulting services
Government Authorities or Law Enforcement	Compliance with applicable legal obligations
Potential Acquirers or Successors	Corporate transactions such as mergers, acquisitions, or reorganizations

Sale or Sharing of Personal Information

Creative Foam does **not sell** personal information as that term is defined under California law.

Creative Foam does **not share** personal information for cross-context behavioral advertising as defined by the CPRA.

Data Retention

Creative Foam retains personal information only for as long as reasonably necessary to fulfill the purposes for which it was collected, including:

- Providing requested services or information;
- Recruiting and employment-related activities;



- Maintaining records required by law;
- Supporting compliance, security, and audit requirements;
- Protecting Creative Foam's legal interests.

Retention periods vary depending on the nature of the information, applicable legal requirements, business needs, and record retention obligations.

California Privacy Rights

California residents may have the following rights regarding their personal information, subject to applicable legal exceptions:

Right to Know

You may request information about:

- Categories of personal information collected;
- Categories of sources from which personal information was collected;
- Business or commercial purposes for collection, use, disclosure, sale, or sharing;
- Categories of third parties receiving personal information;
- Specific pieces of personal information collected about you.

Right to Delete

You may request deletion of personal information collected from you, subject to legal and operational exceptions.

Right to Correct

You may request correction of inaccurate personal information maintained by Creative Foam.

Right to Data Portability

You may request a copy of personal information in a portable and readily usable format where required by law.

Right to Opt-Out



California residents have the right to opt out of the sale or sharing of personal information. Creative Foam does not currently sell or share personal information for cross-context behavioral advertising.

Right to Limit Use of Sensitive Personal Information

Where applicable, California residents may request limitations on certain uses of Sensitive Personal Information; however, Creative Foam generally limits its use of Sensitive Personal Information to purposes permitted by law.

Right to Non-Discrimination

Creative Foam will not discriminate against any individual for exercising privacy rights provided under California law.

Submitting a Privacy Request

California residents may submit requests regarding their personal information by:

Email: security@creativefoam.com

Phone: (810) 936-2311

Requests must provide sufficient information to enable Creative Foam to verify the identity of the requestor and understand the nature of the request.

Authorized Agents

California residents may designate an authorized agent to submit requests on their behalf. Creative Foam may require proof of authorization and may verify the identity of both the requestor and the authorized agent as permitted by law.

Verification Process

To protect personal information, Creative Foam may take reasonable steps to verify the identity of a requestor before processing privacy requests. Verification requirements may vary depending on the nature and sensitivity of the information requested.