

## **Privacy Policy - Applicant**

**Effective Date: [February 1, 2025]**

Premium Brands Services LLC, Premium Brands Opco LLC, Lane Bryant Brands Opco LLC, The Talbots LLC, and their subsidiaries and affiliates (“**Company**”, “**we**” or “**us**”) provide this privacy policy to explain our data practices for the information we collect from you as a job applicant. Company will process your personal information as described in this Privacy Policy – Applicant (“**Policy**”) and will be responsible for complying with applicable data protection laws. By disclosing your personal information to us in the context of potential employment, you accept the practices described in this Policy and consent to the application of this Policy to the collection, storage, use and disclosure of your personal information as described. Note that if you are later employed by Company, your employee information will be governed by a separate applicable privacy policy. Please also note that if you interact with one of our brands (e.g., AnnTaylor, LOFT, Lane Bryant, Talbots) as a customer or potential customer, including by visiting our websites or shopping at one of our retail stores, we may collect personal information about you in that context. Our privacy practices regarding consumers generally are described in the privacy policy posted on our brands’ websites.

### **Scope of the Policy**

The Policy is designed to cover the personal information that we collect, use, and disclose in connection with processing your application for employment with us. When we refer to “personal information,” we mean information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with you or is otherwise defined or regulated as personal information under applicable laws or regulations. This includes information that directly identifies you (e.g., your name, social security number, or other government-issued identifier), but also includes information which we may have linked to those identifiers (e.g., your date of birth, telephone number, or employment history, all of which we may have linked to your name).

Please note that we may utilize a careers portal that is operated by a third party, in which case your use of the careers portal will be subject to the third party’s privacy practices as disclosed on the portal.

### **Personal Information We Collect**

When you apply for a job with Company, we will ask you to provide us with personal information about yourself so we can evaluate your application. We may ask for additional personal information if we extend you a conditional offer of employment. If you do not provide us with this information, our ability to consider you as a candidate may be limited. You may also provide us with your personal information that we have not specifically requested, for example your resume may include information about your hobbies or social preferences. You are solely responsible for determining the extent of information that you provide to us, and all information you provide is done so voluntarily and with your consent.

Personal information we collect from you may include:

- Basic personal details (for example, your name)
- Contact details (for example, your telephone number, email address or mailing address)
- Employment details (for example, your employment background including current or previous employers, job titles, work experience, or salary)
- Education information (for example your level of schooling, degrees, certificates, or transcripts)
- Skill information (for example, specific technology system, program, or other capabilities);

- Information confirming your eligibility to work in the United States, including your citizenship and/or immigration status;
- Background information, where relevant to your application and permitted under applicable law (for example employment references or criminal background screenings, which we will only request if we extend you a conditional offer of employment)
- Any other information in your application that you elect to share with us (for example your hobbies or other interests)

In addition:

- We may ask you to provide sensitive personal information regarding race, ethnicity, gender or disability for the purposes of equal opportunity, diversity, and inclusion initiatives; however, you are not required to provide this information and if you do provide such information, it will not be considered in the hiring or selection process.
- If you have a disability and want us to consider an accommodation, you should feel free to raise them during the recruitment process; however, you are not required to do so and any such information you do provide will only be used in connection with providing you an accommodation and will not be considered in the hiring or selection process.
- Company may ask, but does not require, that applicants disclose sensitive personal information regarding religion, sexual orientation, or political affiliation. To the extent that you do provide us with such information, you expressly consent and authorize us to handle such information in accordance with this Privacy Policy and applicable law.

### **Information Collected Automatically**

We, our service providers, and/or other third parties may automatically collect and/or store certain information when you visit or interact with our employment application portal or otherwise online as a job applicant (“Usage Information”). This Usage Information may be stored and/or accessed from your computer, tablet, mobile phone, or other device whenever you visit or interact with the employment application portal. Usage Information may include, but is not limited to:

- Your IP address, mobile device identifier and other unique identifiers;
- Device information, including device model, operating system version, device date and time, mobile network information;
- Geolocation of your device;
- How you use and interact with the employment application portal, including pages you visit within the portal, content you view, and your preferences; and
- The URL or job advertisement that referred you to our employment application portal

### **Usage Information may be collected using the following technologies:**

- *Cookies*. Like many websites, our employment application portal (the “Site”) uses 'cookies', which are small data files stored on your computer's web browser, or other passive means of data collection. You can adjust your web browser to accept or reject cookies; however, if you disable all cookies, some features of the Site may not work as intended. For more information about cookies, please visit <https://www.aboutcookies.org>.
- *Pixel Tags*. We use 'pixel tags' (small graphic images also called web beacons or clear gifs) or similar technologies to track information in the aggregate about your use of the Site like the web pages you view, the links you click, and the time you spend on a page.

- *Embedded Scripts.* An embedded script is programming code that is designed to collect information about your interactions with the Site, such as the links you click on. The code is temporarily downloaded onto your device from our server or a third-party service provider, is active only while you are connected to a Site and is deactivated or deleted thereafter.
- *Analytics tools and aggregate data.* The Site uses analytics tools such as Google Analytics, a web analytics service provided by Google, Inc. Google Analytics uses cookies to help the Site analyze how you use the Site. The information generated by the cookie about your use of the Site (including your IP address) will be transmitted to and stored by Google in aggregate form. Google may use this aggregated information in order to evaluate use of the Site, compile reports on Site activity, and other services relating to Site activity and usage. You can learn more about Google Analytics and how to opt out here: <https://tools.google.com/dlpage/gaoptout>.

### **Information Collected from Third Parties**

If you connect or interact with us on third-party sites or applications such as social media platforms or other job or career sites, the third-party platform may send us your information such as your profile or resume information from that platform. The information collected and disclosed to us is controlled by the third-party platform and its terms and privacy policy or as you direct by adjusting your privacy settings on the third-party platform. By directing the third-party platform to share your information with us, you agree to our use of your information in accordance with this Policy. We may also receive information about you from other third parties, such as third-party background checking companies, sources of publicly available information, and individuals or entities whose information you provide to us as employment references.

### **How We Use Your Information**

We use your information to carry out our application, recruitment, and employment processes and other business and commercial purposes, which include:

- Assessing your skills, qualifications and interests against our career opportunities and performing activities necessary for our employment, application and recruiting processes;
- Verifying your information and carrying out reference checks (note that it is your responsibility to obtain consent from references before providing their personal information to us) and/or conducting background checks (where applicable);
- Communications with you about employment or the recruitment process and/or your application(s), or informing you of other potential career opportunities at Company;
- Creating and/or submitting reports as required under any local laws and/or regulations, or otherwise complying with applicable laws, regulations, legal processes or governmental requests;
- When requested by you, assisting you with obtaining an immigration visa or work permit or other employment-related requests;
- Making improvements to our application and/or recruitment process;
- Protecting our legal rights or the rights, safety and property of Company, our users, applicants, candidates, employees or the public as required or permitted by law;

If you are offered and accept employment with Company, the information collected during the application and recruitment process will become part of your employment record.

### **How We Share Your Information**

Except as described in this Policy, we will not share your personal information without your consent. When appropriate, we may share your information as follows:

- *Our Corporate Family of Companies.* Your information may be shared with our affiliates and subsidiaries, including in the U.S., Canada, and in other jurisdictions in which we do business.
- *Current Employees.* If you have been referred for a job by a current Company employee, with your consent, we may inform that employee about the progress of your application and the outcome of the process. In some cases, if it is identified that you have attended the same university/school or shared the same previous employer during the same period as a current Company employee, we may disclose that information while consulting with that employee for feedback to you.
- *Service Providers.* We use service providers to perform some of the activities described in this Privacy Policy, including for the purposes of information verification / background checks.
- *Third Parties.* We may sometimes be required to disclose your information to external third parties such as local authorities, courts, tribunals, regulatory bodies and/or law enforcement agencies for the purpose of complying with applicable laws and regulations, or in response to legal process. We will also share your personal information with third parties to detect, prevent or otherwise address fraud, security or technical issues, or to protect against harm to the rights, property or safety of Company, our users, applicants, candidates, employees or the public or as otherwise required by law.
- *When you agree to receive information from third parties or request that we share your information.* We will disclose your information to a third party (or parties) when you direct us to do so or you consent to the sharing, and your information will then be subject to the privacy policy and practices of that third party. For example, you may be presented with an opportunity to receive information or marketing offers from one or more third parties or to use an interactive feature or third-party application.
- *Business Transfers:* As we continue to develop our business, we might sell or buy companies, subsidiaries, or business units. In such transactions, employee data, including data relating to prospective employment and recruiting, is typically one of the transferred business assets. Any data transferred will, to the extent required by law, remain subject to the promises made in any pre-existing privacy statement unless you consent to the new privacy policy, which may be required as a condition of employment or of continuing the recruitment process, subject to applicable law in your jurisdiction.

### **Security**

Company maintains reasonable and appropriate physical, administrative, and technical security measures to help protect your personal information. However, the security of information transmitted over the Internet is not guaranteed. We suggest you take steps to help protect the confidentiality of your information, such as: using complex passwords to secure your account, using a unique password for each site on which you have an account, and keeping your password confidential; keeping the

operating system, anti-virus and other protections on your computer or mobile device up-to-date; sign out of your account when not using it; and contact us using the contact details below if you receive any suspicious mail, emails, phone calls or other communications purporting to be from us.

### **Location of Your Personal Information**

Company is based in the United States. By providing us with any information, you fully understand and unambiguously consent to the transfer to, and processing, usage, sharing and storage of your information in the United States, for which the privacy laws may not be as comprehensive as those in the country where you reside and/or are a citizen. As a result, this information may be subject to access requests from governments, courts, or law enforcement in United States jurisdictions according to the laws in those jurisdictions. Your information will also be disclosed to third parties as described in the “How We Share Your Information” section above.

### **Retention of Your Personal Information**

The length of time we retain your Personal Information depends on the status of our relationship with you and applicable legal requirements. We will retain your Personal Information for as long as your prospective employment (and, if applicable, employment) with us lasts, and for a certain period after your employment or recruitment process with us has ended. To determine that period, we use our legal and regulatory obligations (such as financial reporting obligations and equal opportunity or anti-discrimination reporting obligations) and whether we may need to retain Personal Information to resolve disputes, make and defend legal claims, conduct audits, pursue legitimate business purposes, and/or enforce our agreements.

### **Do Not Track**

Please note that your browser settings may allow you to automatically transmit a “Do Not Track” signal to websites and online services that you visit. When you choose to turn on the “Do Not Track” setting in your browser, your browser will send a signal to websites, analytics providers, advertisement networks, plug-in providers, and other web service providers you encounter while browsing to stop tracking your activity. To find out more about and set up “Do Not Track,” please visit <http://www.allaboutdnt.com>.

### **Global Privacy Control**

Global Privacy Control (“GPC”) is a technical specification in your browser settings that you can use to automatically inform websites of your privacy preferences regarding third party online tracking. To find out more about and set up GPC, please visit <https://globalprivacycontrol.org/#about>.

### **Changes to this Policy**

To the extent allowed by applicable law, we reserve the right to change this Policy at any time without prior notice. If we make material changes to this Policy, we will update the effective date and post a notice to our online website and applicant portals where this policy is displayed. We may also provide notice to you in other ways, such as through contact information you have provided, and provide you with the ability to opt-in or opt-out of the changes as required by law.

## **PRIVACY NOTICE – APPLICANT - CALIFORNIA**

**Effective Date: [February 1, 2025]**

This notice supplements the job applicant privacy policy for Premium Brands Services LLC, Premium Brands Opco LLC, Lane Bryant Brands Opco LLC, The Talbots LLC, and their subsidiaries and affiliates (“**Company**”) and applies only to California residents who are applying for a position with Company as an employee or independent contractor (“**California Applicants**”). This Privacy Notice – Applicant – California sets forth the disclosures and rights for California Consumers regarding their Personal Information, as required by the California Consumer Privacy Act of 2018 (“**CCPA**”), the California Privacy Rights Act of 2020 (“**CPRA**”), and any implementing regulations adopted thereunder. Terms (including defined capitalized terms) used in this California Applicant Privacy Notice have the same meanings given in the CCPA and CPRA and the associated regulations, unless otherwise defined.

### **EXERCISING YOUR CALIFORNIA RIGHTS**

California Applicants have the right to request: (1) that we disclose to you what Personal Information we collect, use, disclose, and sell, including the right to request that we provide to you the categories and specific pieces of Personal Information we have collected about you (“**Right to Know**”); (2) that we delete the Personal Information we collect from you (“**Right to Delete**”); and (3) that we correct inaccurate Personal Information we hold about you (“**Right to Correct**”), all subject to the meanings and exceptions set forth in the CCPA and CPRA. More information on each of these rights is below.

#### **Verifying Your Requests**

When you exercise your Right to Know, Right to Delete, and/or Right to Correct, we will take reasonable steps to verify your identity based upon the information you provide and the type of request you are making. We may ask you to log in to your applicant portal account. We may also ask that you provide us with information, beyond your full name, in order to verify your identity and fulfill your request. We will only use any such information to verify your identity and fulfill your request. If we are unable to verify that the individual submitting the request is the same individual about whom we have collected information (or someone authorized by that individual to act on their behalf), we will not be able to process the request.

#### **Authorized Agents**

If you are an authorized representative submitting a request on a consumer’s behalf, please complete the applicable request per the instructions below. You may also make a request on behalf of your minor child. We will follow up to request a signed, written permission signed by the individual who is the subject of the request authorizing you to make the request on their behalf. The written permission must state your full legal name, the full legal name of the individual who is the subject of the request and needs to be clear about the permission granted. Alternatively, you may, but are not required, to submit a copy of a power of attorney under Probate Code sections 4000-4465. In either case, please also indicate in your email the nature of your request. The consumer’s identity, in addition to your own, will need to be independently verified in order for us to be able to fulfill your request. We may also ask the consumer to directly confirm with us that they provided you permission to submit a request. Please

keep in mind that if we do not receive adequate proof that you are authorized to act on the consumer's behalf, we may deny the request.

### **Right to Know**

To exercise your Right to Know, please submit your request [here](#) (Ann Taylor/LOFT) or [here](#) (Lane Bryant) or [here](#) (Talbots) or by calling us at -1-855-436-7177.

In order to have us provide specific pieces of information, we may require a signed declaration under penalty of perjury that you are the California Applicant whose Personal Information is the subject of the request. We will not provide you specific pieces of information that include the Personal Information of other persons, nor will we disclose certain pieces of information that the law requires us not to or that we determine is a high security risk, including your social security number, driver's license number, financial account number, health insurance or medical information number, account passwords, security questions and answers, or unique biometric data, as applicable.

### **Right to Delete**

To exercise your Right to Delete, please submit your request [here](#) (Ann Taylor/LOFT) or [here](#) (Lane Bryant) or [here](#) (Talbots) or by calling us at -1-855-436-7177.

Please note that as part of the verification process, once you submit a request to delete, we may follow up and require you to confirm that you want your information deleted. Please note, further, that certain exceptions apply to this right, such as when we must retain your information to comply with law or to protect our legal interest. We will retain a record of your employment with us, and your deletion request. If your information is to be retained for any other reason, we will notify you of any such exceptions applicable to your request.

### **Right to Correct Inaccurate Information**

If you would like to exercise your Right to Correct, please submit your request [here](#) (Ann Taylor/LOFT) or [here](#) (Lane Bryant) or [here](#) (Talbots) or calling us at -1-855-436-7177.

### **Right to Limit the Use and Disclosure of Sensitive Personal Information**

As disclosed in the chart below, we may collect certain information in connection with your application for a position with us that is considered Sensitive Personal Information under California law. Under the CPRA Regulations, a business must only provide the Right to Limit The Use and Disclosure of Sensitive Personal Information when such use does not fall within the list of exceptions outlined in CPRA Regulation § 7027, subsection (m). Company's use and disclosure of applicants' Sensitive Personal Information falls within this list of exceptions and we therefore do not offer such opt-out right at this time.

### **Do Not Sell or Share**

Company does not sell, or share for cross-context behavioral advertising, the Personal Information or Sensitive Personal Information of its applicants.

### **Data Retention**

Company will not retain Personal Information for longer than is reasonably necessary for each disclosed purpose outlined in this California Privacy Notice. We store personal information for as long as

necessary for the purposes for which it was collected or for which you subsequently authorize it and otherwise to carry out the purposes described in this Privacy Policy. Company's criteria for determining the period of time in which we will retain Personal Information is outlined as follows: **Under California law, we are required to maintain all applicant files for a minimum of 4 years after creation.**



**Users Younger than 16**

We do not knowingly Sell or Share Personal Information of users younger than 16 years of age.

**Right to Non-Discrimination for the Exercise of a Consumer’s Privacy Rights**

California Applicants have the right to not receive discriminatory treatment for exercising CCPA and CPRA rights. We will not discriminate against you for exercising your CCPA and CPRA rights.

**PERSONAL INFORMATION WE COLLECT**

The Personal Information we collect about you will depend upon your application, how you interact with us, and how your application progresses through our hiring process. Accordingly, we may not collect all of the below information about you.

*In addition to the below, we may collect and/or use additional types of information and will do so after providing notice to you and obtaining your consent to the extent such notice and consent is required by the CCPA and CPRA.*

Categories of Sources from which the Information was Collected	Business or Commercial Purpose(s) for which Information is Collected	Categories of Third Parties to whom this type of Personal Information is Disclosed for a Business Purpose
<b>Identifiers</b>		
We may collect this type of information from: <ul style="list-style-type: none"> <li>You;</li> <li>Cookies and Tracking Technologies;</li> <li>Third party career portals and other business partners.</li> </ul>	We may use this type of information for: <ul style="list-style-type: none"> <li>Recruitment and hiring;</li> <li>Communication with you;</li> <li>Compliance with legal obligations, including health and safety requirements, requests for information from government agencies, and security investigations</li> </ul>	We may disclose this type of information to: <ul style="list-style-type: none"> <li>Service Providers;</li> <li>Third parties who may acquire your information as a result of a merger, acquisition or otherwise ownership transition;</li> <li>Third parties or affiliated companies when you agree to or direct that we share your information with them;</li> <li>Other third parties (including government agencies) as required by law or in connection with court proceedings (such as pursuant to subpoenas or court orders).</li> </ul>
<b>Any categories of Personal Information described in subdivision (v) of Section 1798.140</b>		
We may collect this type of information from: <ul style="list-style-type: none"> <li>You;</li> <li>Cookies and Tracking Technologies;</li> <li>Third party career portals and other business partners.</li> </ul>	We may use this type of information for: <ul style="list-style-type: none"> <li>Recruitment and hiring;</li> <li>Communication with you;</li> <li>Statistical and analytical purposes;</li> <li>Compliance with legal obligations, including health and safety requirements, requests for information from government agencies, and security investigations.</li> </ul>	We may disclose this type of information to: <ul style="list-style-type: none"> <li>Service Providers;</li> <li>Third parties who may acquire your information as a result of a merger, acquisition, or other ownership transition;</li> <li>Third parties or affiliated companies when you agree to or direct that we share your information with them;</li> <li>Other third parties (including government agencies) as required by law or in connection with court</li> </ul>

Categories of Sources from which the Information was Collected	Business or Commercial Purpose(s) for which Information is Collected	Categories of Third Parties to whom this type of Personal Information is Disclosed for a Business Purpose
		proceedings (such as pursuant to subpoenas or court orders).
<b>Commercial information</b>		
<ul style="list-style-type: none"> <li>Not collected</li> </ul>	<ul style="list-style-type: none"> <li>Not collected</li> </ul>	<ul style="list-style-type: none"> <li>Not collected</li> </ul>
<b>Internet or other electronic network activity information</b>		
<p>We may collect this type of information from:</p> <ul style="list-style-type: none"> <li>Cookies and tracking technologies;</li> <li>Third-party career portals and other business partners</li> </ul>	<p>We may use this type of information to:</p> <ul style="list-style-type: none"> <li>Administer our applications, software, and systems;</li> <li>Prevent fraud and enforce Company policies;</li> <li>Run analytics and for other statistical purposes;</li> <li>Comply with legal obligations, including health and safety requirements, requests for information from government agencies, and security investigations</li> </ul>	<p>We may disclose this type of information to:</p> <ul style="list-style-type: none"> <li>Service Providers;</li> <li>Third parties who may acquire your information as a result of a merger, acquisition or other ownership transition;</li> <li>Third parties or affiliated companies when you agree to or direct that we share your information with them;</li> <li>Other third parties (including government agencies) as required by law or in connection with court proceedings.</li> </ul>
<b>Geolocation data</b>		
Not collected	Not collected	Not collected
<b>Inferences drawn from any of the information identified above to create a profile about You</b>		
<p>We may draw these inferences ourselves or acquire them from third-party data resellers or other business partners.</p>	<p>We may use this type of information for:</p> <ul style="list-style-type: none"> <li>Recruitment and hiring;</li> <li>Statistical and analytical purposes</li> </ul>	<p>We may disclose this type of information to:</p> <ul style="list-style-type: none"> <li>Service Providers;</li> <li>Third parties who may acquire your information as a result of a merger, acquisition or other ownership transition;</li> <li>Third parties or affiliated companies when you agree to or direct that we share your information with them;</li> <li>Other third parties (including government agencies) as required by law or in connection with court proceedings.</li> </ul>
<b>Sensitive Personal Information</b>		
<p>We may collect the following information:</p> <ul style="list-style-type: none"> <li>Your racial or ethnic origin (solely for reporting purposes or analysis in the aggregate);</li> </ul> <p>We may collect this type of information from:</p>	<p>We may use this type of information for:</p> <ul style="list-style-type: none"> <li>Compliance with our legal obligations, including reporting obligations to and other requests for information from government agencies;</li> <li>Statistical and analytical purposes</li> </ul>	<p>We may disclose this type of information to:</p> <ul style="list-style-type: none"> <li>Service Providers;</li> <li>Third parties (including government agencies) as required by law or in connection with court proceedings</li> </ul>

Categories of Sources from which the Information was Collected	Business or Commercial Purpose(s) for which Information is Collected	Categories of Third Parties to whom this type of Personal Information is Disclosed for a Business Purpose
<ul style="list-style-type: none"> <li>You</li> </ul>		<p>(such as pursuant to subpoenas or court orders);</p> <ul style="list-style-type: none"> <li>Third parties who may acquire your information as a result of a merger, acquisition, or other ownership transition.</li> </ul>

**More Information**

For more information about our privacy practices for Company applicants, please refer to the general Privacy Policy - Applicant.