



## CALIFORNIA APPLICANT PRIVACY NOTICE

Pursuant to the California Consumer Privacy Act, the purpose of this Privacy Notice (“**Notice**”) is to inform California resident applicants to SiriusXM Pandora (the “**Company**” or “**we**” or “**us**”) of the categories of personal information we collect and the purposes for which we use such personal information.

### 1. Collection and Use of Personal Information for Business Purposes

The Company shall collect, use, and disclose applicant Personal Information for business purposes only and consistent with applicable laws. Where the Company discloses Personal Information to third parties, it does so for the same business purposes described below and, where appropriate, requires that such parties maintain its confidentiality and maintain appropriate systems and processes to ensure its security and protection.

We collect and use the following categories of Personal Information about you to manage your application for employment:

Category of Personal Information	How we use it
<b>Contact information:</b> such as your name, address, telephone number(s), and email address.	We will use this information to contact you if we decide to move forward with your application and throughout the recruiting process.
<b>Job-related information and qualifications:</b> such as position(s) applied for, previous job roles, education, awards, qualifications, certificates, licenses, minor work permit information (including school information), and any other information you choose to provide in your resumes and/or applications.	We will use this information to assess your application, and to fulfill our obligations to regulators (including demonstrating the disposition of applicants during the recruiting process).
<b>Results of background checks and references:</b> such as education verification and criminal record checks, and opinions/comments of any previous employers.	We will use this to determine your suitability for certain job roles (to the extent permitted by law).
<b>Equal opportunities monitoring information:</b> such as your voluntarily disclosed: race, gender, disability, and veteran status.	We will use this to conduct equal opportunity and diversity monitoring where permitted or required by law.

### 2. Additional Purposes for Using Personal Information

In addition to the uses set forth above, the Company may use and share the categories of Personal Information identified:

- To comply with applicable legal and regulatory requests and obligations (including investigations).
- To establish or defend legal claims and allegations.
- For security or the prevention, detection, or investigation of fraud, suspected or actual illegal activity, violations of company policy or rules, or other misconduct.
- To seek advice from lawyers, auditors and other professional advisers.

### 3. Questions

If you have any questions about this Notice, or to request this Notice in another format, please contact [privacy@siriusxm.com](mailto:privacy@siriusxm.com).