



Recruitment Data Protection Notice

Last Update: 4/24/2026

Dear Candidate,

This Recruitment Data Protection Notice ("Notice") is provided by Seattle Bank and applies to is referred to in this Notice as "we," "us," or "our." This Notice applies to any individual who submits Personal Information or about whom Personal Information has been acquired in order to be considered for an actual or potential job vacancy or who attends or applies to attend a career event. All applicants are referred to as "applicant," "you" or "your."

Respecting the privacy of applicants is an essential part of our privacy program. We are committed to the proper handling of the Personal Information collected or processed in connection with your potential employment relationship with us.

A. Purpose of Use and Information Collected

Seattle Bank collects, uses, stores, transfers, and processes your Personal Information during recruitment. If you live in California, check the "Applicant California Consumer Privacy Act ("CCPA") Disclosure" section below for more information under California law.

We collect Personal Information relevant to our business, necessary to meet legal obligations, or allowed by law. Directly below this paragraph is a list of the types of Personal Information we collect and our purposes, unless restricted by law. Such information may be provided by you, references, background checks, and public sources.

1. *Sensitive Personal Information.* Personal information categories include information regarding physical and/or mental health (only if required to make reasonable adjustments in the recruitment process or engage in communications related to the disability accommodations process), criminal history or unlawful behavior for recruitment and pre-employment screening purposes and for assessment of registration and licensing requirements, biometric data, information relevant to a security threat, to protect against deceptive, fraudulent or illegal activity, or other incident investigation. Examples of processing activities are for recruiting and hiring.
2. *Recruitment/Applicant Information.* Personal information categories include employment history, Employer name, language(s) spoken, Pre-employment references, I-9 documentation, previous compensation as allowable by applicable law, voice and video interview. Examples of processing activities are for recruiting and hiring, which includes the sourcing of talent (internal and external) for open roles, requisition management, screening and selecting, and facilitating the new hire process.



3. *Applicant Administration.* Personal information categories include Applicant tracking records and query management records, voice recording and video recording, reference letters, and query management records. Examples of processing activities are for the sourcing of talent (internal and external) for open roles, requisition management, screening and selecting, and facilitating the new hire process.
4. *Visa/Citizenship Details.* Personal Information categories include work eligibility status; entitlement to residency; nationality, citizenship; passport details; visa details; National ID; driver's license; social security number or other tax identifier number. Examples of processing activities are to determine and document work eligibility and establishing and documenting work authorization.
5. *Education and Training.* Personal information categories include academic and educational record, professional qualifications and memberships; professional training. Examples of processing activities are to determine whether applicant meets role requirements and where applicable appropriately talent planning for future opportunities.
6. *Employment and Job Information.* Personal information categories include job title and/or position, and description of responsibilities/duties, Job family, Location, Seniority, Department; line and sub-line of business, Local Company entity name, Employment dates, Supervisor/manager/team lead name and contact information, Termination details. Examples of processing activities are for reviewing applicant resume and determining whether applicants meet role requirements and where applicable appropriately talent planning for future opportunities.
7. *Expenses.* Personal Information categories include bank account details and credit/financial history. Examples of processing activities are to facilitate reimbursement of costs incurred for recruitment processes where applicable (for example, Applicant travel costs.)
8. *Regulatory Data.* Personal Information categories include licenses and certifications, and financial or other regulatory registration. Examples of processing activities are to determine whether applicant meets role requirements and where applicable appropriately talent planning for future opportunities.
9. *Diversity and Inclusion.* Personal Information categories include Veteran status, race, ethnicity, sexual orientation, gender, gender identity, and gender expression. Examples of processing activities are for reporting and data analytics, relating to diversity and inclusion and complying with government reporting requirements, and/or other legal obligations.
10. *Absence Data.* Personal information categories include absence details that relate to gaps in employment dates. Examples of processing activities are to assist with the new hire process and background check process.
11. *Personal Demographic Information.* Personal information categories include gender, Date and place of birth, and Name (including birth surname and any other former names). Examples



of processing activities are for facilitation of the new hire process and background check process.

12. *Contact Details.* Personal Information categories include address, telephone and email details. Examples of processing activities are to facilitate in person or online interviews, assessments, testing or arranging events.
13. *Compensation.* Personal Information categories include compensation information as allowable by applicable law, in addition to information obtained to determine eligibility for employee benefits. Examples of processing activities are to assist with determining compensation, incentives, benefits, occupational health assessments and onboarding for potential job offer.
14. *Technical Data.* Personal information categories include username, passwords and IP addresses. Examples of processing activities are to manage access to internal technology infrastructure.

You are responsible for the content of the information you provide to us and you must ensure it is legal, honest, truthful, accurate and not misleading in any way. Furthermore, it is your responsibility to ensure that the information provided by you does not contain material that is obscene, blasphemous, defamatory, infringing on any rights of any third party, or otherwise legally actionable by such third party. You acknowledge and understand that you may be subject to disciplinary action and possible dismissal if the statements contained in your application form and supporting documents prove to be untrue or inaccurate, in the event that your application is successful.

During and in connection with the recruitment and hiring process and in order to be considered for actual and potential job vacancies, Seattle Bank may collect Personal Information directly from Applicants through the completion and submission of online and paper application forms and profiles, through resumes or curricula vitae, or through interviews or other communications (both verbally and in writing) with Applicants. We may also collect Personal Information from other sources, including specialist third party providers of recruitment services and publicly available sources. Personal Information will be collected to the extent permitted by applicable laws and as appropriate for the actual or potential job vacancy or career event for which the Applicant is seeking to be considered.

Collection, use, processing, disclosure or international transfer of Personal Information may be by automated or manual means, including by hard-copy or soft-copy documents or other appropriate technology.

B. Storage and Access of Information by Seattle Bank Personnel

Seattle Bank keeps automated and hard-copy records of an Applicant's Personal Information. These records are securely stored in systems like the HR Information System, Applicant tracking systems, and other systems for background checks, physical access, and incident management. This information is



stored in Seattle Bank's headquarters.

Access to Personal Information is limited to those who need it for specific business purposes as identified above, such as members of Seattle Bank's Human Resources team, recruitment managers, and authorized representatives in areas like Compliance, Information Security, and Legal. Others may access this information only if legally allowed and necessary.

C. Security

Ensuring the security of Personal Information is one of our paramount priorities. In accordance with our obligations under relevant laws and regulations, we implement comprehensive physical, technical, electronic, procedural, and organizational safeguards. These security measures are focused on protecting personal data from accidental, unlawful, or unauthorized destruction, loss, alteration, disclosure, or access, whether processed by us or on our behalf.

D. Disclosure of Applicant Personal Information

To the extent allowed by applicable law and as necessary to fulfill the objectives outlined in this Notice, Seattle Bank may disclose relevant Personal Information to specific third parties in compliance with applicable law, in connection with the provision of services to Seattle Bank. When processing Personal Information is delegated to a third-party data processor, Seattle Bank will ensure such delegation is formalized in writing. Seattle Bank will select a data processor that provides adequate guarantees regarding technical and organizational security measures, including data protection and information security standards, for the relevant processing.

Additionally, Personal Information may be disclosed, where permitted by applicable law, in the event of a corporate restructuring, sale, asset assignment, merger, acquisition, divestiture, or other changes in the financial status of Seattle Bank. Personal Information may also be disclosed to protect the legitimate interests of Seattle Bank (provided this does not prejudice the rights, freedoms, or interests of the Applicant), or in its judgment, to comply with applicable legal or regulatory obligations, inquiries, or requests.

E. Processing and Retention of Applicant Personal Information

The collection, usage, disclosure, transfer, and other processes pertaining to Personal Information, including its storage, may be executed through electronic or manual means. These include, but are not limited to, hard-copy or soft-copy documents and other appropriate technological applications. We maintain an automated record of the Applicant's Personal Information to ensure accuracy and security. Such records are preserved within a secure environment, alongside other Applicant tracking systems, and various Seattle Bank case management systems including those for background screening, physical access, and incident management.

We are committed to retaining your Personal Information for the duration mandated by applicable laws or for as long as necessary to fulfill the purpose(s) of use and processing as outlined in this Notice,



whichever duration is longer. Any maximum storage term prescribed by applicable law will take precedence. Upon the conclusion of the applicable retention period, Seattle Bank will ensure the deletion of Personal Information in a manner that complies with relevant legal and regulatory requirements. In the event that your application is successful, the application documentation will be retained as a component of your personnel record, thereby facilitating ongoing personnel management and compliance with employment regulations.

F. Changes to this Notice and Inquiries

We reserve the right to amend this privacy notice at our discretion and at any time. We may change or update this Notice periodically. The most current Notice is posted to the Seattle Bank Careers Website.

If you have any questions about the collection and processing of your Personal Data or about the security of your Personal Data, please contact Human Resources at 1-888-500-2265.



California Consumer Privacy Act (CCPA) Applicant Disclosure

This disclosure describes categories of Personal Information we collect and the purposes for which we process that information in accordance with section 1798.100 (b) of the California Consumer Privacy Act. The Notice also explains certain rights that California residents have under the California Consumer Privacy Act (CCPA), as amended by the California Privacy Rights Act (the "CPRA"). The CCPA only applies to information about residents of California. We advise that you read the Notice in its entirety. Sections I and II of this Notice, which describes our collection and use of information, also serves as our Notice At Collection for California residents for purposes of the CCPA. You can quickly view by clicking [here](#).

Under the CCPA, "personal information" is information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular California resident or household. This information is referred to in this Notice as "Personal Data."

A. Categories of Personal Data that We Collect

Consistent with our obligations under applicable laws and regulations, we maintain physical, technical, electronic, procedural, and organizational safeguards and security measures that are designed to protect personal data against accidental, unlawful, or unauthorized destruction, loss, alteration, disclosure, or access, whether it is processed by us or elsewhere.

We collect, receive and maintain the following categories of Personal Data for business purposes, including as part of the hiring processing, as follows:

1. *Sensitive Personal Information.* Personal information categories include information regarding physical and/or mental health (only if required to make reasonable adjustments in the recruitment process or engage in communications related to the disability accommodations process), criminal history or unlawful behavior for recruitment and pre-employment screening purposes and for assessment of registration and licensing requirements, biometric data, information relevant to a security threat, to protect against deceptive, fraudulent or illegal activity, or other incident investigation. Examples of processing activities are for recruiting and hiring.
2. *Recruitment/Applicant Information.* Personal information categories include employment history, Employer name, language(s) spoken, Pre-employment references, I-9 documentation, previous compensation as allowable by applicable law, voice and video interview. Examples of processing activities are for recruiting and hiring, which includes the sourcing of talent (internal and external) for open roles, requisition management, screening and selecting, and facilitating the new hire process.
3. *Applicant Administration.* Personal information categories include Applicant tracking records



and query management records, voice recording and video recording, reference letters, and query management records. Examples of processing activities are for the sourcing of talent (internal and external) for open roles, requisition management, screening and selecting, and facilitating the new hire process.

4. *Visa/Citizenship Details.* Personal Information categories include work eligibility status; entitlement to residency; nationality, citizenship; passport details; visa details; National ID; driver's license; social security number or other tax identifier number. Examples of processing activities are to determine and document work eligibility and establishing and documenting work authorization.
5. *Education and Training.* Personal information categories include academic and educational record, professional qualifications and memberships; professional training. Examples of processing activities are to determine whether applicant meets role requirements and where applicable appropriately talent planning for future opportunities.
6. *Employment and Job Information.* Personal information categories include job title and/or position, and description of responsibilities/duties, Job family, Location, Seniority, Department; line and sub-line of business, Local Company entity name, Employment dates, Supervisor/manager/team lead name and contact information, Termination details. Examples of processing activities are for reviewing applicant resume and determining whether applicants meet role requirements and where applicable appropriately talent planning for future opportunities.
7. *Expenses.* Personal Information categories include bank account details and credit/financial history. Examples of processing activities are to facilitate reimbursement of costs incurred for recruitment processes where applicable (for example, Applicant travel costs.)
8. *Regulatory Data.* Personal Information categories include licenses and certifications, and financial or other regulatory registration. Examples of processing activities are to determine whether applicant meets role requirements and where applicable appropriately talent planning for future opportunities.
9. *Diversity and Inclusion.* Personal Information categories include Veteran status, race, ethnicity, sexual orientation, gender, gender identity, and gender expression. Examples of processing activities are for reporting and data analytics, relating to diversity and inclusion and complying with government reporting requirements, and/or other legal obligations.
10. *Absence Data.* Personal information categories include absence details that relate to gaps in employment dates. Examples of processing activities are to assist with the new hire process and background check process.
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12. *Contact Details.* Personal Information categories include address, telephone and email details. Examples of processing activities are to facilitate in person or online interviews, assessments, testing or arranging events.
13. *Compensation.* Personal Information categories include compensation information as allowable by applicable law, in addition to information obtained to determine eligibility for employee benefits. Examples of processing activities are to assist with determining compensation, incentives, benefits, occupational health assessments and onboarding for potential job offer.
14. *Technical Data.* Personal information categories include username, passwords and IP addresses. Examples of processing activities are to manage access to internal technology infrastructure.

B. Why We Collect Personal Data and How We Use and Disclose It

1. To comply with state and federal law and regulations requiring employers to maintain certain records (such as immigration compliance records, personnel files, wage and hour records, payroll records, accident or safety records, or tax records.)
2. To perform services, including maintaining or servicing accounts, providing customer service, processing or fulfilling orders and transactions, verifying California Applicant information, processing payments, providing human resource services, providing financing, providing advertising or marketing services (except for cross-context behavioral advertising, a type of targeted advertising), providing analytic services, providing research services, facilitating event management and execution, managing our real estate portfolio, or providing similar services;
3. To ensure security and integrity to the extent the use of Personal Data is reasonably necessary and proportionate for these purposes;
4. To verify or maintain the quality or safety of a service controlled by Seattle Bank, and to improve, upgrade, or enhance that service;
5. Debugging to identify and repair errors that impair existing intended functionality;
6. For internal research for technological development and demonstration;
7. To evaluate job applicants and candidates for employment or promotions;
8. To obtain and verify background checks; and
9. To evaluate, make, and communicate decisions regarding a candidate's employment, including decisions to hire, terminate, promote, demote, transfer, suspend or discipline; to communicate with candidates regarding employment-related matters.

C. Sources of Personal Data

The information below lists the categories of sources from which we collect Personal Data:

- Directly from you, or other individuals acting on their behalf.



- Indirectly from you. For example, through information we collect from you in the course of checking provided references.
- Public records or widely available sources, including information from the media, and other records and information that are made available by federal, state, and local government entities.
- Outside companies or organizations from whom we collect Personal Data to support human resource and workforce management activities. Examples may include operating systems and platforms, and social networks.
- Service Providers, Consumer Data Resellers , Credit Reporting Agencies and other similar persons or entities;
- Website/Mobile App Activity/Social Media;

D. Categories of Third Parties and Our Disclosure of Personal Data

The information below lists the categories of recipients we may disclose Personal Data to for our business or commercial purposes:

- Outside companies or organizations, including service providers subject to appropriate confidentiality and use restrictions, to whom we disclose Personal Data as part of providing products and services, completing transactions, supporting our everyday operations, or business management and development. Examples may include internet service providers, social networks, operating systems and platforms, advertising networks, and data analytics providers; companies or organizations to whom we provide products or services; other parties, partners, and financial institutions; and parties involved with mergers, acquisitions, and other transactions involving transfers of all or part of a business, or a set of assets.
- Companies or individuals that represent California residents such as an accountant, financial advisor, or person holding power of attorney on behalf of a California resident.
- Government agencies including to support regulatory and legal requirements.
- Outside companies or organizations, including service providers subject to appropriate confidentiality and use restrictions, to whom we provide Personal Data to support human resource activities and workforce management. Examples may include operating systems and platforms and data analytics providers.
- Outside companies or organizations, in connection with routine or required reporting.

The table below shows, for each Personal Data category we have collected, the categories of third parties to whom we disclosed for our business purposes information from that Personal Data category during the preceding 12 months. The table below contains briefer descriptions of the categories of Personal Data and third parties. The full descriptions of the categories of Personal Data and third parties are available above. We may also disclose any of the categories of personal information listed



below: (1) for risk, legal, or compliance purposes; (2) because of a business transfer (or potential business transfer); or (3) based on your consent or instruction.

Personal Data Type	Third Party Category to Whom We May Disclosed Personal Data for Business Purposes
Personal Identifiers	• Outside organizations in connection with providing products and services, completing transactions, supporting our everyday operations, or business management and development • Representatives of California residents, Professional Advisors, Business Partners • Government agencies • Outside organizations in connection with human resource activities and workforce management • Outside companies in connection with routine or required reporting
Personal Information	• Outside organizations in connection with providing products and services, completing transactions, supporting our everyday operations, or business management and development • Representatives of California residents, Professional Advisors, Business Partners • Government agencies • Outside organizations in connection with human resource activities and workforce management • Outside companies in connection with routine or required reporting
Characteristics of Protected Classes	• Outside organizations in connection with providing products and services, completing transactions, supporting our everyday operations, or business management and development • Representatives of California residents, Professional Advisors, Business Partners • Government agencies • Outside organizations in connection with human resource activities and workforce management • Outside companies in connection with routine or required reporting
Commercial Purchase Information	• Outside organizations in connection with providing products and services, completing transactions, supporting our everyday operations, or business management and development • Representatives of California residents, Professional Advisors, Business Partners • Government agencies



	• Outside organizations in connection with human resource activities and workforce management • Outside companies in connection with routine or required reporting
Biometric Information	• Seattle Bank does not currently collect.
Internet or Online Information	• Outside organizations in connection with providing products and services, completing transactions, supporting our everyday operations, or business management and development • Representatives of California residents, Professional Advisors, Business Partners • Government agencies • Outside organizations in connection with human resource activities and workforce management • Outside companies in connection with routine or required reporting
Geolocation Data	• Outside organizations in connection with providing products and services, completing transactions, supporting our everyday operations, or business management and development • Representatives of California residents, Professional Advisors, Business Partners • Government agencies • Outside organizations in connection with human resource activities and workforce management • Outside companies in connection with routine or required reporting
Sensory Data	• Outside organizations in connection with providing products and services, completing transactions, supporting our everyday operations, or business management and development • Representatives of California residents, Professional Advisors, Business Partners • Government agencies • Outside organizations in connection with human resource activities and workforce management
Employment Information	• Outside organizations in connection with providing products and services, completing transactions, supporting our everyday operations, or business management and development • Representatives of California residents, Professional Advisors, Business Partners • Government agencies • Outside organizations in connection with human resource activities and workforce management • Outside companies in connection with routine or required reporting



Education Information	• Outside organizations in connection with providing products and services, completing transactions, supporting our everyday operations, or business management and development • Representatives of California residents, Professional Advisors, Business Partners • Government agencies • Outside organizations in connection with human resource activities and workforce management • Outside companies in connection with routine or required reporting
Inferences	• Seattle Bank does not currently use.
Sensitive Personal Information	• Outside organizations in connection with providing products and services, completing transactions, supporting our everyday operations, or business management and development • Representatives of California residents, Professional Advisors, <i>Business</i> Partners • Government agencies • Outside organizations in connection with human resource activities and workforce management • Outside companies in connection with routine or required reporting

Additional Notes:

We only use and disclose sensitive personal information to third parties, service providers, and contractors for the business purposes outlined in this notice. The business purposes are what you would reasonably expect are in furtherance of your potential employment with us. We do not collect or use your sensitive personal information for the purpose of inferring characteristics about you.

We may disclose anonymous or aggregated information with third parties to help deliver human resources related products, services, and content that are tailored to your potential employment relationship with us and for other purposes.

E. Data Retention

We retain your Personal Data no longer than the period necessary to fulfill the purposes outlined in this Privacy Notice unless a longer retention period is required or permitted by law. We will retain copies of your personal information needed to maintain an ongoing relationship with you. Under our record retention policy, we are required to destroy Personal Data after we no longer need it according to specific retention periods. However, we may need to retain all, or a portion, of your Personal Data to comply with our legal obligations, resolve disputes, enforce our agreements, to protect against fraudulent, deceptive, or illegal activity, or for another one of our business purposes. These requirements also apply to our third-party service providers.



F. Requests Under the CCPA

The CCPA defines a “sale” as the disclosure of Personal Data for monetary or other valuable consideration. Seattle Bank does not sell and has not, within at least the last 12 months, sold Personal Data, including Sensitive Personal Data that is subject to the CCPA’s sale limitation. We do not share Personal Data for cross-context behavioral advertising within the scope of CCPA. We have no actual knowledge that we sell or share Personal Data of California residents 16 years of age and younger.

If you are a California resident, you have the right to make certain requests about Personal Data:

1. *Access:* You may have the right to request access to Personal Data and information regarding the source of that information, the purposes for which we collected it, and the third parties and service providers with whom we shared it. You can also request information concerning the categories of Personal Information (if any) we share with third parties or affiliates for those parties to use for direct marketing. In certain limited circumstances, you may also request to receive access to your data in a portable, machine-readable format.
2. *Deletion:* You may have the right to request that Personal Data be deleted. Note that in many situations, we may be permitted, or required by law, to maintain copies of your information.
3. *Correction:* You may have the right to request modification to Personal Data that we retain about you. We generally rely on you to update and correct your Personal Data. Note that we may keep historical information in our backup files as permitted by law.
4. *Opt-Out of Sale of Information:* It is Seattle Bank’s policy not to sell or share CCPA Personal Information, and we have not done so in the past 12 months. Because Seattle Bank does not sell or share your CCPA Personal Information, we do not offer an opt-out under the CCPA.

In addition, you have the right to be free from discrimination by a business for exercising your CCPA privacy rights, including the right as an applicant not to be retaliated against for exercising your CCPA privacy rights.

G. Exercising Your Rights

If you are a California resident, you or your authorized agent can use any of the following methods to make a request to access, delete, or correct personal information by:

1. Contacting us at 1-888-500-2265,
2. Emailing us at humanresources@seattlebank.com, or
3. By writing us at:
Seattle Bank
Attn: Human Resources
401 Union Street, Floor 2900
Seattle, WA 98101

Please provide the following information to identify yourself:



- First and last name
- Contact information such as email and/or physical address
- Social security or individual taxpayer identification number
- Date of birth

Once a request to access, delete, or correct has been submitted, we will attempt to verify that you are the individual the request applies to. We do that by taking the identifying information you provide (e.g., name, email address, account-related information) and using a combination of other sources of information and the information we have on file. If we are unable to verify your request with the materials you provided, we may reach out to you for additional information.

Upon receipt of a verifiable request for information from you, or an authorized agent, we will promptly acknowledge your request and complete it within 45 days. If we need an additional 45 days to process your request, we will provide you with an explanation for the extension. We may deny any CCPA request where we have already provided personal information to you more than twice in a 12-month period.

H. Responses

Privacy and data protection laws, other than the CCPA, apply to much of the Personal Data that we collect, use, and disclose. When these other laws apply, Personal Data may be exempt from, or outside the scope of, a request to access, delete, or correct. For example, information subject to certain federal privacy laws, such as the Gramm-Leach-Bliley Act or the Health Insurance Portability and Accountability, is exempt from CCPA requests. As a result, we may decline all, or part of your request related to exempt Personal Data. This means that we may not provide some, or all, of this Personal Data when you make a request to access. Also, we may not delete or correct some, or all, of this Personal Data when you make a request to delete or correct.

As examples, our processing of or response to a request to access, delete, or correct personal information may not include some or all of the following Personal Data:

- *Consumer Accounts.* Personal Data connected with consumer accounts used for personal, family, or household purposes. We have other privacy notices providing certain information on use and sharing of this data, for example, the Seattle Bank Privacy Notice, available at <https://www.seattlebank.com/privacy-center.html>.

The types of Personal Data described above are examples. We have not listed all types of Personal Data that may not be included when we respond to or process requests to access, delete, or correct personal information.

In addition to the above examples, we may not include Personal Data when we respond to or process requests to access, delete, or correct personal information when the CCPA recognizes another exception. For example, we will not provide the Personal Data about another individual when doing



so would adversely affect the data privacy rights of that individual. As another example, we will not delete Personal Data when it is necessary to maintain that Personal Data to comply with a legal obligation.

We will verify and respond to your request consistent with applicable law, taking into account the type and sensitivity of the Personal Data subject to the request.

I. Authorized Agents

If you are a California resident, you may authorize an agent to make a request on your behalf. A California resident's authorized agent may make a request on behalf of the California resident by using the submission methods listed above under "Exercising Your Rights." As part of our verification process, we may request that you provide, as applicable:

- For an individual ("requestor") making a request on behalf of a California resident:
 - The requestor's name; contact information; social security or individual taxpayer identification number; date of birth; and Driver's License, State ID, or Matricula Card.
 - The name; contact information; social security or individual taxpayer identification number; date of birth; and Driver's License, State ID, or Matricula Card of the California resident on whose behalf the request is being made.
 - A document to confirm that the requestor is authorized to make the request. We may accept, as applicable, a signed permission by the California resident on whose behalf the request is made, copy of a power of attorney, legal guardianship or conservatorship order, or a birth certificate of a minor if the requestor is the custodial parent.

J. Deidentified Information

Where we maintain or use deidentified information, we will continue to maintain and use the deidentified information only in a deidentified fashion and will not attempt to re-identify the information.

K. Changes to this Notice and Inquiries

We reserve the right to amend this privacy notice at our discretion and at any time. We may change or update this Notice periodically. The most current Notice is posted to the Seattle Bank Privacy Center at <https://www.seattlebank.com/privacy-center.html>.

If you have any questions about the collection and processing of your Personal Data or about the security of your Personal Data, please contact Human Resources at 1-888-500-2265.



Washington State Pay Transparency Disclosure

This disclosure describes the pay and benefit disclosures pursuant to Washington State's Equal Pay and Opportunities Act ("EPOA"), pursuant to RCW 49.58.110 et seq. The EPOA only applies to information about residents of Washington.

- Employers with 15 or more employees must disclose the wage scale or salary range and a general description of benefits and other compensation in job postings.
- The EPOA protects employees from retaliation for discussing or inquiring about wages.
- The EPOA prohibits wage discrimination based on gender or membership in a protected class.

If you have any questions about this Disclosure, please contact Human Resources at 1-888-500-2265.