KKW Trucking, Inc. California Applicant Privacy Notice

Effective Date: October 21, 2026

The purpose of this Applicant Privacy Notice ("**Applicant Privacy Notice**") is to inform KKW Holdings, Inc., its subsidiaries and affiliates, including KKW Trucking, Inc. and Furniture Transportation Systems, Inc. (collectively, "**KKW**," "**Company**," "**us**," "**we**," or "**our**") California workforce Applicants of our practices regarding the collection, use, and disclosure of their personal information ("**Applicant Personal Information**"), and the rights they have under the California Consumer Privacy Act, as amended (the "**CCPA**"). "**Applicant**" means California residents applying for workforce jobs with KKW.

As used in this Applicant Privacy Notice, the term "**Applicant Personal Information**" means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with KKW Applicants. Applicant Personal Information does not include information that is publicly available, de-identified, or aggregated.

Unless otherwise noted, the disclosures herein cover our activities in the twelve (12) months preceding the Effective Date, as well as our current practices.

I. Collection, Use, and Disclosure of Applicant Personal Information

KKW may collect, use, and disclose Applicant Personal Information for business purposes consistent with applicable laws as identified below. Where KKW discloses applicable Applicant Personal Information to recipients, such as our service providers, it does so for the same business purposes described below. These examples may vary depending on the nature of your interactions with us.

Category of Applicant Personal Information	Business Purposes for Collection, Use, or Disclosure	Categories of Recipients to whom Applicant Personal Information is Disclosed for a Business Purpose
Identifiers such as name, alias, telephone number, email address, mailing address, IP address, signature, professional licenses, driver's license number, or other similar identifiers	• To open and maintain your application records • To assess your eligibility to work with us • To communicate with you regarding your application • To comply with applicable laws and regulations • To detect and prevent fraud against you and/or us	• Service providers • Background check vendors • Information technology vendors
Personal information described in Cal. Civ. Code § 1798.80(e) such as name, physical and electronic signature, address, telephone number, education, employment, employment history *Some of these pieces of information may overlap with other categories.*	• To open and maintain your application records • To assess your eligibility to work with us • To communicate with you regarding your application • To comply with applicable laws and regulations	• Service providers • Background check vendors • Information technology vendors

	• To detect and prevent fraud against you and/or us	
Protected classification characteristics such as age and date of birth, sex, gender, race, marital status, disability, military or veteran status, immigration, visa status, and work authorization information	• To comply with applicable laws and regulations • To assess your eligibility to work with us	• Service providers • Background check vendors
Internet or other electronic network activity information such as browser type and language, operating system, website usage, emails, or text message communications	• To communicate with you • To improve our website • To protect the security of our website • To detect and prevent fraud against you and/or us	• Service providers • Information technology vendors
Sensory information, such as security camera recordings, photographs to the extent contained on documents you provide, audio recordings of phone calls and/or phone interviews	• To open and maintain your application records • To detect and prevent fraud against you and/or us • For safety and security	• Service providers • Background check vendors
Professional or employment-related information such as skills, qualifications, work experience, references, recommendations, and other information included in a resume, CV, or application form; Answers to behavioral or other screening questions in an application or interview; Information contained in any websites or documents you choose to share with us; Information relating to professional licenses, training, or disciplinary actions.	• To open and maintain your application records • To assess your eligibility to work with us • To comply with applicable laws and regulations • To detect and prevent fraud against you and/or us • For safety and security	• Service providers • Background check vendors
Non-public education information such as school(s) attended, area of study, dates attended, and other information relating to your secondary and post-secondary education, including any graduate or professional degrees	• To open and maintain your application records • To assess your eligibility to work with us • To comply with applicable laws and regulations	• Service providers • Background check vendors
Personal Information that does not fall directly within the categories listed in the CCPA such as driving record, criminal records, background check	• To open and maintain your application records • To assess your eligibility to work with us	• Service providers • Background check vendors

information, drug and alcohol screening history, and languages spoken	• To comply with applicable laws and regulations • To detect and prevent fraud against you and/or us • For safety and security	

In addition, we may receive and collect additional categories or examples of information from you that you may provide on a voluntary basis which we would not otherwise request or collect. For example, information you provide to us in communications, during your interviews, on your CV, or in your cover letter.

II. Collection, Use, and Disclosure of Applicant Sensitive Personal Information

KKW may collect, use, and disclose Applicant sensitive Personal Information for business purposes consistent with applicable laws as identified below. Where KKW transfers applicable Applicant sensitive Personal Information to recipients, such as our service providers, it does so for the same business purposes described below. These examples may vary depending on the nature of your interactions with us.

Category of Applicant Sensitive Personal Information	**Purposes for Collection or Use**	**Categories of Recipients to whom Applicant Sensitive Personal Information is Disclosed for a Business Purpose**
Social security, driver's license, passport number, or state identification card	• To assess your eligibility to work with us • To comply with applicable laws and regulations • To manage the security of our premises and systems	• Security providers • Background check vendors • Information technology vendors
Personal Information collected and analyzed concerning a consumer's health (i.e., drug-screening information)	• To assess your eligibility to work with us	• Background check vendors • Service providers

III. Disclosing Your Applicant Personal Information

In addition to the disclosures identified above, we may disclose Applicant Personal Information for the following purposes:

- Helping to ensure security and integrity;
- Debugging, repairing, and improving functionality;
- Performing services on our behalf;
- Providing advertising and marketing services, except for cross-context behavioral advertising;

- Internal research for technological development; and

- Verifying quality and/or safety.

In addition to the other purposes for collection, use, and disclosure of Applicant Personal Information described in this Applicant Notice, we may collect, use, and disclose Applicant Personal Information as required by law, regulation or court order; to respond to governmental and/or law enforcement requests; to identify, contact or bring legal action against someone who may be causing injury to or interfering with our or others' rights or property; to support any actual or threatened claim, defense or declaration in a case or before any jurisdictional and/or administrative authority, arbitration or mediation panel; or in connection with disciplinary actions/investigations. Likewise, we may use and disclose Applicant Personal Information to other parties in connection with the sale, assignment, merger, or reorganization.

IV. Sources of Applicant Personal Information

We may collect Applicant Personal Information from the following sources:

- **Directly from you.** For example, throughout the application process with us, including through our IT systems, company forms, and other processes where you submit information to us.
- **Automatically when using our electronic systems.** For example, we may collect your usage history when you use our websites, systems, and applications.
- **Automatically when you visit our facilities.** For example, security camera footage.
- **From service providers that help us run our business.** For example, information technology vendors, background check agencies, and other service providers.
- **From other external sources**. For example, social media pages, and data providers.

We may also collect publicly available information about you, including information that is lawfully made available to the general public from federal, state, or local government records.

V. Cookies and Other Tracking Technologies

We and our vendors may use a variety of tracking technologies, including cookies, beacons, and pixels that collect certain information when you interact with the Services. Depending on your device and browser settings, these tracking technologies may collect your IP address, device identifiers, user preferences, approximate geolocation, the pages you click on, and the website you visited immediately beforehand. Additionally, these technologies may collect details about how you interact with the website.

We may use these technologies for various purposes, including to provide functionality to the website, help us route traffic between servers, understand how the website is performing, how visitors use the website, improve features and content on the website, and for advertising purposes. We may combine certain information collected through tracking technologies with other information we obtain about you, which may include information we obtain from our vendors. We or other parties may collect Applicant Personal Information about your online activities over time when you use the website.

Many of our websites and apps use Google Analytics. You can learn more about how Google Analytics collects and processes data at "How Google uses information from sites or apps that use our services" and in the Google Privacy Policy. Information about Google Analytics' current opt-outs for web is available here.

In some cases, we may integrate the analytics services we use with certain advertising services that are also made available by our analytics providers. For example, we integrate Google Analytics with the following Google advertising features:

- Remarketing with Google Analytics
- Cross Device Remarketing & Reporting
- Google Analytics Demographics & Interest Reporting
- Google Display Network Impression Reporting

You can opt out of Google Analytics advertising features directly with Google through its Ads Settings, Ad Settings for mobile apps functionality, or downloading the Google Analytics Opt out Browser Add-on.

Certain advertising tracking technology vendors may participate in the Digital Advertising Alliance ("DAA") AdChoices Program and may display an Advertising Option Icon for Interest-based Ads that links to an opt out tool which allows you to exercise certain choices regarding targeting. You can learn more about the DAA AdChoices Program at http://www.youradchoices.com/.

You may be able to adjust your browser settings to remove or reject cookies. Some browsers may have a "Do Not Track" setting. Please note that the websites are not designed to respond to "Do Not Track" settings.

We are not responsible for the effectiveness of, or compliance with, external-parties' opt out options or programs or the accuracy of their statements regarding their programs.

VI. Sales and Sharing of Applicant Personal Information

We may sell and/or share with third parties for cross-context behavioral advertising the following categories of Applicant Personal Information:

- Identifiers;
- Internet or other electronic network activity information; and
- Geolocation data.

We sell and/or share this Applicant Personal Information to third-party advertisers and some analytics vendors solely via cookies and tracking technologies deployed on our website. The purposes for which we sell and/or share this information include: showing you relevant ads while you browse the internet or use social media, marketing, certain types of analytics, or similar purposes. We do not have actual knowledge that we sell or share the Personal Information of consumers under 16 years of age.

We offer you the ability to opt out of sales and sharing of your Personal Information as set forth below.

VII. How Long We Keep Your Applicant Personal Information

We generally maintain Applicant Personal Information according to our retention obligations and policies, operational business purposes, and other legal and regulatory requirements. For example, the Applicant Personal Information you provide may be retained and used to consider whether your skills are suitable for other opportunities with KKW. We discard this type of Applicant Personal Information when reasonably practicable.

We keep the categories of Applicant Personal Information described above for as long as is necessary for the purposes described in this Notice or otherwise authorized by law. This generally means holding the information for as long as one of the following reasons apply:

- Your Applicant Personal Information is reasonably necessary to manage our operations, to manage your relationship with us, or to satisfy another purpose for which we collected the information;

- Your Applicant Personal Information is reasonably necessary to carry out a disclosed purpose that is reasonably compatible with the context in which the Personal Information was collected;

- Your Applicant Personal Information is reasonably required to protect or defend our rights or property (which will generally relate to applicable laws that limit actions in a particular case); or

- We are otherwise required or permitted to keep your Applicant Personal Information by applicable laws or regulations.

Where Applicant Personal Information is used for more than one purpose, we will retain it until the purpose with the latest period expires. For more information about our retention policies, please contact us using the contact details below.

VIII. Submitting Requests Relating to Your Applicant Personal Information

If you are a resident of California, you have the right to submit certain requests relating to your Personal Information as described below. To exercise any of these rights, please contact us at PCN@kkwtrucks.com or call us at 1-800-955-4559. Please note that, if you submit a request to know, request to delete or request to correct, you will be asked to verify your identity in accordance with the law. You may designate an authorized agent to make a request on your behalf; however, you will still need to verify your identity directly with us before your request can be processed.

Right to Know. You have the right to know what Applicant Personal Information we have collected about you, which includes:

(1) The categories of Applicant Personal Information we have collected about you, including:

   a. The categories of sources from which the Applicant Personal Information was collected;

b. Our business purposes for collecting, selling, sharing, or disclosing Applicant Personal Information;

c. The categories of recipients to which we disclose, sell, or share Applicant Personal Information;

d. The categories of Applicant Personal Information that we disclosed for a business purpose, and for each category identified, the categories of recipients to which we disclosed that particular category of Applicant Personal Information; and

e. The categories of Applicant Personal Information that we sold or shared, and for each category identified, the categories of third parties to which we sold or shared that particular category of Applicant Personal Information.

(2) The specific pieces of Applicant Personal Information we have collected about you.

Right to Delete Your Personal Information. You have the right to request that we delete Applicant Personal Information we collected from you, subject to certain exceptions.

Right to Correct Inaccurate Information. If you believe that Applicant Personal Information we maintain about you is inaccurate, you have the right to request that we correct that information.

Right to Opt Out of Sales and Sharing of Personal Information. You have the right to opt out of the sale of your Applicant Personal Information and the sharing of your Applicant Personal Information for cross-context behavioral advertising. To opt out, please click the "Do Not Sell or Share Your Personal Information" link in the footer of our website. You may also exercise your right to opt out of sales and sharing via an opt out preference signal. If you choose to use the Global Privacy Control (GPC) browser signal, you will need to turn it on for each browser that you use.

Right to Limit Use and Disclosure of Sensitive Personal Information. We do not use or disclose Applicant sensitive Personal Information for purposes to which the right to limit use and disclosure applies under the CCPA.

We will not discriminate or retaliate against you if you choose to exercise any of your privacy rights under the CCPA.

IX. Text/SMS Messages

You have the choice to opt-in to receiving text messages on the mobile phone number(s) you share with us during the application process. By participating, you consent to receive text messages sent by an automatic telephone dialing system, which may contain recruiting/advertising messages. Consent to these terms is not a condition of being hired, contracted, or leased. You may opt out at any time by texting STOP to unsubscribe. You also agree that KKW's service providers receives in real time and logs your text messages with KKW.

X. Social Media Features

We may collect Applicant Personal Information that you share publicly on Facebook or that is part of your Facebook profile and that you allow Facebook to share with us. We receive your Facebook

profile data when you use Facebook Connect, or when you interact with us on Facebook. To learn more about how we obtain Personal Information from Facebook, or to opt out of the disclosure of such data, please review Facebook's privacy policy or update your Facebook account settings.

XI. How to Contact Us

If you have any questions about how KKW handles your Applicant Personal Information or if you need to access this notice in an alternative format or language, please contact us at:

Phone: 1-800-955-4559
Email: PCN@kkwtrucks.com