

APPENDIX B
Notice At Collection
For Applicants Residing In California

PERSONAL & CONFIDENTIAL

Notice At Collection For Applicants Residing In California

Benihana Brands (the “**Company**”) is providing you with this Notice at Collection for Applicants Residing in California (“**Notice**”) to inform you about:

1. the categories of Personal Information that the Company collects about applicants who reside in California; and
2. the purposes for which the Company uses that Personal Information.

For purposes of this Notice,

- “**Personal Information**” means information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a natural person that the Company collects about its applicants, who reside in California, in their capacity as applicants for positions with the Company.

Assistance For Disabled Applicants

Alternative formats of this Notice are available to individuals with a disability. Please contact the Director of Employee Relations and Compliance or AskHR@benihana.com for assistance.

You will find 7 categories of Personal Information listed below Identifiers And Professional Or Employment-Related Information

- 1.1 **Personal Information Collected:** The Company collects identifiers and professional or employment-related information, including the following:

Identifiers: real name, nickname or alias, postal address, telephone number, e-mail address, Social Security number, signature, online identifier, Internet Protocol address, and bank account name and number for direct deposits.,

Professional or Employment-Related Information: membership in professional organizations, professional certifications, and employment history.

1.2 **Purposes of Use:**

Recruiting:	
<ul style="list-style-type: none">• To evaluate applicants' qualifications for employment with the Company• To communicate with applicants• For diversity and inclusion purposes• To arrange and manage Company-sponsored events• To create a talent pool for future job openings• For recordkeeping purposes	<ul style="list-style-type: none">• To demonstrate applicants' agreement to, or acceptance of, documents presented to them, e.g., employment arbitration agreement, acknowledgement of employment application, offer letter• To evaluate and improve the recruiting process
Monitoring, Security, And Compliance:	
<ul style="list-style-type: none">• To monitor use of Company information systems and other electronic resources• To conduct internal audits• To conduct internal investigations• To protect the safety and security of the Company's facilities	<ul style="list-style-type: none">• To report suspected criminal conduct to law enforcement and cooperate in investigations

Note: To comply with CCPA, the Company will require vendors to have a written contract that ensure any identifying data is only used for specific business purposes outlined.

2. **Personal Information Categories From Cal. Civ. Code §1798.80(e)**

The Company collects categories of Personal Information listed in Cal. Civ. Code §1798.80(e) (other than those already listed in "Identifiers," above) as follows for the corresponding purposes listed below:

- Medical information: (a) for occupational health surveillance; (b) for occupational health and safety compliance and record-keeping; (c) to conduct fitness-for-duty examinations; and (d) to respond to an applicant's medical emergency.

3. Characteristics Of Protected Classifications Under California Or Federal Law

This category relates to the collection of Personal Information related to protected classifications under federal and California law. Below we have included common uses of such information.

The Company collects information about race, age, national origin, disability, sex, and veteran status as necessary to comply with legal obligations, including the reporting requirements of the federal Equal Employment Opportunity Act, the federal Office of Contracting Compliance Programs (applicable to government contractors), and California's Fair Employment and Housing Act, and for purposes of diversity analytics.

The Company also uses this Personal Information for purposes including: (a) with respect to disability and/or medical condition, as necessary, to comply with Federal and California law related to accommodation; and (b) with respect to age, incidentally to the use of birth date for identity verification.

The Company collects this category of Personal Information on a purely voluntary basis, except where collection is required by law, and uses the information only in compliance with applicable laws and regulations.

4. Internet Or Other Similar Network Activity

4.1 **Personal Information Collected:** The Company collects information about applicants' use of application system.

4.2 **Purposes of Use:** to monitor use of the Company's information systems and other electronic resources or information systems, to conduct internal audits, to conduct internal investigations, and to protect the safety and security of the Company's facilities.

5. Non-Public Education Information

5.1 **Personal Information Collected:** The Company collects education information, such as: graduation records from high schools, colleges and universities.

5.2 **Purposes of Use:** to evaluate applicants' qualifications for employment with the Company and to conduct a pre-employment background check.

6. Background Screening Information

6.1 **Personal Information Collected:** The Company collects background screening information, including results of the following types of background screening: criminal history; sex offender registration; motor vehicle records; credit history; employment history; drug testing; and educational history. Note: This Notice does not cover background screening governed by the Fair Credit Reporting Act, which is subject to other notice requirements. **Purposes of Use:** to evaluate applicants' qualifications for employment with the Company.

Purposes Potentially Applicable To Any Of The Categories Of Personal Information Listed Above

The Company also may use applicants' Personal Information to facilitate administrative functions and information technology operations and for legal reasons and corporate transactions. These functions include, but are not limited to the following:

- to manage litigation involving the Company, and other legal disputes and inquiries and to meet legal and regulatory requirements;
- in connection with a corporate transaction, sale, or assignment of assets, merger, divestiture, or other changes of control or financial status of the Company or any of its subsidiaries or affiliates; and

Requests:

Under CCPA, California employees are permitted to request access to the personal information that the employer has collected and request the deletion of the personal information that the employer has collected about the employee. If you have questions or have a request for access or to request deletion of personal information you may do so by writing to the Company's People Resources Department, 21500 Biscayne Boulevard, Suite 900, Aventura, FL 33180, Telephone: (833-391-0491), or AskHR@benihana.com. Requests will be responded to within 45 days, and if necessary, the Company may notify you that an additional 45 days may be required to provide the personal information. **We do not sell information to third parties.**