

**APPLICANT PRIVACY NOTICE**

Dollar General Corporation, together with its affiliates and subsidiaries (collectively, “**Dollar General**,” “**we**,” or “**us**”), provides this notice (the “**Notice**”) to inform you (“**you**”) about the personal information we collect during the recruitment and hiring process, including, without limitation, when you visit, create an account on, or apply for a job on our Careers website. Personal information is information that identifies you or that can reasonably be linked to information that identifies you (“**Personal Information**”).

For information about how we collect, use, and disclose your Personal Information as a California employee of Dollar General, please see our Employee and Third Party Privacy Policy.

**Collection and Disclosure of Personal Information**

The following chart details the categories of Personal Information we collect, as well as which categories of Personal Information we disclose for our operational business purposes and “share” with third parties for cross-context behavioral advertising purposes, including within the 12 months preceding the date this Notice was last updated.

<b>Categories of Personal Information</b>	<b>Disclosed to Which Categories of Recipients for Operational Business Purposes</b>	<b>Shared with Which Categories of Third Parties for Cross-Context Behavioral Advertising</b>
<b>Identifiers</b> , such as name, contact information, IP address, and Social Security numbers	Our affiliates; service providers and contractors that provide services such as advertising, analytics, recruiting, talent acquisition, background checks, consulting, IT, administrative, and other services; professional advisors, such as accountants, auditors, bankers, and lawyers; public and governmental authorities, such as regulatory authorities and law enforcement; business partners	Recruiting partners
<b>Personal information as defined in the California customer records law</b> , such as name, contact information, education, and employment history	Our affiliates; service providers and contractors that provide services such as recruiting, talent acquisition, background checks, consulting, IT, administrative, and other services; professional advisors, such as accountants, auditors, bankers, and lawyers; public and governmental authorities, such as regulatory authorities and law enforcement; business partners	None
<b>Protected Class Information</b> , such as characteristics of protected	Our affiliates; service providers and contractors that provide services such as recruiting, talent acquisition, background	None

classifications under California or federal law, such as citizenship	checks, consulting, IT, administrative, and other services; professional advisors, such as auditors and lawyers; public and governmental authorities, such as regulatory authorities and law enforcement; business partners	
<b>Internet or network activity information</b> , such as access and usage information regarding websites, applications and systems, information about online communications, including browsing and search history, timestamp information, and access and activity logs	Our affiliates; service providers and contractors that provide services such as advertising, analytics, recruiting, IT, administrative, and other services; professional advisors, such as accountants, auditors, bankers, and lawyers; public and governmental authorities, such as regulatory authorities and law enforcement; business partners	Recruiting partners
<b>Education Information</b> subject to the federal Family Educational Rights and Privacy Act such as student records	Our affiliates; service providers and contractors that provide services such as recruiting, talent acquisition, background checks, consulting, administrative, and other services; professional advisors, such as auditors and lawyers; public and governmental authorities, such as regulatory authorities and law enforcement; business partners	None
<b>Professional or employment-related information</b> , such as work history, prior employer, information relating to references, CV, details of qualifications, skills and experience, human resources data and data necessary for benefits and related administration services	Our affiliates; service providers and contractors that provide services such as advertising, analytics, recruiting, talent acquisition, background checks, consulting, IT, administrative, and other services; professional advisors, such as accountants, auditors, bankers, and lawyers; public and governmental authorities, such as regulatory authorities and law enforcement; business partners	None
<b>Sensitive Personal Information.</b> Personal Information that reveals an individual's Social	Our affiliates; service providers and contractors that provide services such as advertising, analytics, recruiting, talent acquisition, background checks, consulting, administrative, and other services; professional advisors, such as	None

Security number; precise geolocation; and citizenship	accountants, auditors, bankers, and lawyers; public and governmental authorities, such as regulatory authorities and law enforcement; business partners	
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**We do not sell Personal Information (including Sensitive Personal Information) and we have not done so in the 12 months preceding the date this Notice was last updated. We do not “sell” or knowingly “share” for purposes of cross-context behavioral advertising as defined by the California Consumer Privacy Act (“CCPA”) the Personal Information (including the Sensitive Personal Information) of minors under 16 years of age.**

**Sources of Personal Information**

We may collect this Personal Information directly from you; from a device associated with you or your household; from our affiliates; from references you provide; from recruiting firms; from prior employers or schools; from clients; from background check providers; from; social media networks; from other third parties; and from publicly available information.

**Purposes for the Collection and Use of Personal Information**

We may collect or use Personal Information for the purposes of operating, managing, and maintaining our business, managing our recruitment process, workforce management and other personnel-related purposes, and accomplishing our business purposes and objectives, including, for example, using Personal Information to:

- Create and maintain your account on our Careers website;
- Plan and manage workforce activities generally, including for recruitment, onboarding, and employment;
- Receive and process job applications and manage the applicant selection process;
- Conduct reference and background checks, consistent with applicable law;
- Contact you about your job application and/or about future work opportunities;
- Conduct research, analytics, and data analysis; and
- Comply with law, legal process, requests from governmental or regulatory authorities, internal policies and other requirements such as income tax deductions, record-keeping, work permit and immigration regulations and reporting obligations, and the exercise or defense of legal claims.

**Purposes for the Collection, Use, and Disclosure of Sensitive Personal Information**

We collect, use, and disclose Sensitive Personal Information for purposes of: performing services on behalf of our business; performing services and providing goods as requested by you; processing your job application; ensuring the quality or safety of services we control or improving those services; ensuring the security and integrity of our infrastructure; preventing, detecting, and investigating security incidents; resisting and responding to fraud or illegal activities; and other collection and processing that is not for the purpose of inferring characteristics about an individual. We do not use or disclose Sensitive Personal Information for additional purposes.

**Retention Period**

We retain Personal Information for as long as needed or permitted in light of the purpose(s) for which it was collected. The criteria used to determine our retention periods include:

- The duration of the job application process, whether your job application is approved, and whether you want to be notified of future job opportunities;
- The length of time we have an ongoing relationship with you and the length of time thereafter during which we may have a legitimate need to reference your Personal Information to address issues that may arise;
- Whether there is a legal obligation to which we are subject, for example, certain laws may require us to keep your records for a certain period of time; and
- Whether retention is advisable in light of our legal position, such as in regard to applicable statutes of limitations, litigation or regulatory investigations.

### **Individual Requests**

If you are a California resident, you may make the following requests:

1. Request to Know: You may request that we disclose to you the following information:
  - a. The categories of Personal Information we collected about you and the categories of sources from which we collected such Personal Information;
  - b. The business or commercial purpose for collecting or “sharing” Personal Information about you;
  - c. The categories of Personal Information about you that we “shared” and the categories of third parties to whom we “shared” such Personal Information;
  - d. The categories of Personal Information about you that we disclosed for a business purpose and the categories of service providers or contractors to whom we disclosed such Personal Information; and
  - e. The categories of third parties to whom we disclosed Personal Information about you.
2. Request to Delete: You may request that we delete your Personal Information.
3. Request to Correct: You may request that we correct inaccuracies in your Personal Information.
4. Request to Opt Out of “Sharing”: You may request to opt out of any future “sharing” of your Personal Information for cross-context behavioral advertising (as defined by the CCPA).

You have the right to be free from unlawful retaliation for exercising your CCPA rights.

### **How to Make Requests**

You may make a Request to Know, Delete, or Correct by:

1. Submitting the form available [here](#); or
2. Contacting us by phone at 1-800-678-9258.

You may also make a Request to Know, Delete, or Correct by following the directions on in-store signage.

We will verify and respond to your request consistent with applicable law, taking into account the type and sensitivity of the Personal Information subject to the request. When you make a Request to Know, Delete, or Correct, you will be asked to provide your name, email address, and telephone number. All three must match Dollar General’s records. When you submit your request, you will receive an email prompting you to validate your email address, in order to verify your identity and protect against

fraudulent requests. You must validate your email address, or Dollar General will not respond to your request.

You may make a Request to Opt Out of “Sharing,” by completing and submitting the form available at the “Your Privacy Choices” link in the footer of our [Careers Site](#).

You may also use an opt-out preference signal to opt-out of online “sharing” of your Personal Information. An opt-out preference signal sets your opt-out preferences only for the particular browser you are using. At present, the Global Privacy Control is the only opt-out preference signal our site detects. For information about how to use the Global Privacy Control, please visit <https://globalprivacycontrol.org/>.

If we have detected an opt-out preference signal from your browser, you will automatically be opted out of online “sharing” for the particular browser you are using. If you are also currently logged into your Dollar General account, you will also be automatically opted out of offline “sharing.” If you either do not have a Dollar General account or are not currently logged into your Dollar General account, then you will need to complete and submit the form available at the “Your Privacy Choices” link on the homepage of the Websites in order to be opted out of offline “sharing.”

### **Authorized Agents**

If you are an authorized agent who would like to submit a Request to Opt Out of Sharing, Know, Delete, or Correct on behalf of a California resident, please either contact us by phone at 1-800-678-9258 or select the option on the form [here](#) to indicate that you are submitting this request for “someone else.” As part of our verification process, we will contact you by email to request that you provide proof of your status as an authorized agent. In addition, we may require that the resident on whose behalf you are making the request verify their identity directly with us or confirm directly with us that they provided you permission to submit the request.

### **Changes to this Notice**

We may change or update this Notice from time to time. When we do, we will communicate changes and updates to this Notice by posting the updated Notice on this page with a new “Last Updated” date.

### **Contact Us**

Please contact the HR Service Center at 1-855-275-3447 if you have any questions regarding this Notice.