

CALIFORNIA EMPLOYEE AND THIRD PARTY PRIVACY POLICY

Dollar General Corporation, together with its affiliates and subsidiaries (collectively, “Dollar General,” “we,” or “us”) provides this California Employee and Third Party Privacy Policy (the “Policy”) to inform you (“you”) about the personal information (as described below, “Personal Information”) we collect from our employees, directors, officers, and/or independent contractors. This Policy also informs you about how we may collect, use, and disclose your Personal Information.

This Policy pertains only to the Personal Information that we may have collected about a California resident in the course of such person acting as an employee, director, officer, or contractor of Dollar General. For information about how we collect, use, and disclose your Personal Information as an applicant of Dollar General, please see our Applicant Privacy Notice. If you are an employee, the Policy also applies to the beneficiaries of your employment benefits, such as the individuals who are on your health plan and the beneficiaries of your retirement accounts, as well as your emergency contacts. It is your responsibility to inform any such individuals about this Policy and ensure that you have the right to provide their Personal Information to us.

Collection and Disclosure of Personal Information

To the extent applicable to your working relationship with us, the following chart details which categories of Personal Information we may collect and process, as well as which categories of Personal Information we may disclose for our operational business and personnel management purposes, including within the 12 months preceding the date this Policy was last updated.

Categories of Personal Information	Disclosed to Which Categories of Recipients for Operational Business Purposes
<p>Identifiers, such as name, contact information, IP address, and Social Security numbers and other government-issued ID numbers</p>	<p>Our affiliates; service providers and contractors that provide services such as payroll, benefits, consulting, training, expense management, medical/health, 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</p>
<p>Personal information as defined in the California customer records law, such as name, contact information, insurance policy number, education, employment, employment history financial information, medical information and health insurance information</p>	<p>Our affiliates; service providers and contractors that provide services such as payroll, benefits, consulting, training, expense management, medical/health, 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</p>

Categories of Personal Information	Disclosed to Which Categories of Recipients for Operational Business Purposes
<p>Protected Class Information, such as characteristics of protected classifications under California or federal law, such as age, gender, race, disability, citizenship, military/veteran status, primary language, immigration status, marital status, and requests for leave</p>	<p>Our affiliates; service providers and contractors that provide services such as payroll, benefits, consulting, training, expense management, medical/health, 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</p>
<p>Internet or network activity information, 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</p>	<p>Our affiliates; service providers and contractors that provide services such as 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</p>
<p>Audio, electronic, visual and similar information, such as images and audio, video or call recordings created in connection with our business activities</p>	<p>Our affiliates; service providers and contractors that provide services such as training, IT, administrative, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement; business partners</p>
<p>Education Information subject to the federal Family Educational Rights and Privacy Act such as student records</p>	<p>Our affiliates; service providers and contractors that provide services such as consulting, training, administrative, and other services; professional advisors, such as auditors and lawyers; public and governmental authorities, such as regulatory authorities and law enforcement; business partners</p>
<p>Professional or employment-related information, 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</p>	<p>Our affiliates; service providers and contractors that provide services such as payroll, benefits, consulting, training, expense management, medical/health, 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</p>

Categories of Personal Information	Disclosed to Which Categories of Recipients for Operational Business Purposes
<p>Sensitive Personal Information.</p> <ul style="list-style-type: none"> Personal Information that reveals an individual’s Social Security, driver’s license, state identification card, or passport number; precise geolocation; racial or ethnic origin, citizenship, or immigration status; the contents of mail, email, and text messages unless Dollar General is the intended recipient of the communication 	<p>Our affiliates; service providers and contractors that provide services such as payroll, benefits, consulting, expense management, medical/health, 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</p>

We may also disclose the above categories of Personal Information to a third party in the context of any reorganization, financing transaction, merger, sale, joint venture, partnership, assignment, transfer, or other disposition of all or any portion of our business, assets, or stock (including in connection with any bankruptcy or similar proceedings).

We do not “sell” or “share” your Personal Information, including your Sensitive Personal Information, as defined under the California Consumer Privacy Act of 2018, as amended by the California Privacy Rights Act. We have not engaged in such activities in the 12 months preceding the date this Policy was last updated. Without limiting the foregoing, we do not “sell” or “share” the Personal Information, including the Sensitive Personal Information, of minors under 16 years of age.

Sources of Personal Information

We collect this Personal Information from you and from our affiliates, your colleagues and managers, references you provide, recruiting firms, prior employers or schools, , and 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, workforce management and other personnel-related purposes, and accomplishing our business purposes and objectives, including, for example, using Personal Information to:

- Plan and manage workforce activities and personnel generally, including onboarding, appropriate staffing, performance management, training and career development, payments and benefit administration, training, leaves and promotions;
- Conduct workforce assessments, including determining physical or mental fitness for work and evaluating work performance;
- Process payroll, manage wages and other awards such as stock options, stock grants and bonuses, reimburse expenses and provide healthcare, pensions, savings plans and other benefits;
- Operate, maintain, monitor and secure our facilities, equipment, systems, networks, applications and infrastructure;
- Manage attendance, timekeeping, leaves of absence and vacation;
- Facilitate communication and workforce travel;
- Undertake quality and safety assurance measures, protect the health and safety of our workforce and others, and conduct risk and security control and monitoring;

- Conduct research, analytics, and data analysis, such as to assist in succession planning and to ensure business continuity, as well as to design retention programs and diversity initiatives;
- Perform accounting, budgeting, audit, and other internal functions, such as internal investigations, disciplinary matters and handling grievances and terminations;
- Operate and manage IT and communications systems and facilities, allocate Company assets and human resources, and undertake strategic planning and project management; 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 for our business, providing services as requested by you, and ensuring the security and integrity of our business, infrastructure, and the individuals we interact with. This includes, without limitation, establishing and maintaining your working relationship with us, complying with legal obligations, managing payroll and corporate credit card use, administering and providing benefits, securing the access to, and use of, our facilities, equipment, systems, networks, applications, and infrastructure, 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 including, without limitation, Sensitive 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 your employment or your contract with us;
- The length of time we have an ongoing relationship with you or your dependents/beneficiaries 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

You may, subject to applicable law, make the following requests:

1. 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 Personal Information about you;
 - c. 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
 - d. The categories of third parties to whom we disclosed Personal Information about you (if applicable).
2. You may request to correct inaccuracies in your Personal Information.

3. You may request to have your Personal Information deleted.
4. You may request to receive the specific pieces of your Personal Information, including a copy of your Personal Information in a portable format.

We will not unlawfully retaliate against you for making an individual request. To make a request, please visit us [here](#) or contact us at 1-855-275-3447. 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. We may need to request additional Personal Information from you, such as your name, employee identification number, date of birth, phone number and/or mailing or physical address, in order to verify your identity and protect against fraudulent requests. If you make a request to delete, we may ask you to confirm your request before we delete your Personal Information.

Authorized Agents

If an agent would like to make a request on your behalf as permitted by applicable law, the agent may use the submission methods noted in the section entitled “Individual Requests.” As part of our verification process, we may request that the agent provide, as applicable, proof concerning their status as an authorized agent. In addition, we may require that you verify your identity as described in the section entitled “Individual Requests” or confirm that you provided the agent permission to submit the request.

Changes to this Policy

We may change or update this Policy from time to time. When we do, we will communicate changes and updates to this Policy by posting the updated Policy 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 Policy.