

GENERAL DYNAMICS

Bath Iron Works

General Dynamics Bath Iron Works Corporation
CALIFORNIA RESIDENT APPLICANT PRIVACY NOTICE
Effective Date: August 5, 2024

This Privacy Notice describes the types of personal information General Dynamics Bath Iron Works Corporation (“BIW”, “we”, “us”, or “our”) collects about BIW job applicants and candidates (“applicant” or “applicants”) who are California residents (“you” or “your”), how that information is used and disclosed, and your rights with respect to such personal information. BIW is committed to being transparent about how it collects and uses your personal information and to meeting its data protection responsibilities. BIW job applicants may access this notice in an alternative format at gdbiw.com/privacy under the header of “California Resident Applicant Privacy Notice.”

To the extent that you provide BIW with the personal information of other individuals (e.g., information of your professional and personal references, emergency contact information, etc.), you are responsible for ensuring that you are authorized to provide us with such information.

As used in this Privacy Notice, “personal information” means information that identifies, relates to, or describes, or is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular California resident and includes the categories listed below in the section titled “What personal information does BIW collect?”. This Privacy Notice does not apply to information that is publicly available, or information that is de-identified or aggregated.

What personal information does BIW collect?

BIW collects a range of personal information about you. This includes personal information collected at the time you submit your application for employment, during the recruitment and interview process, and during the post-offer pre-employment time frame (e.g., when you are providing verification that you have met the conditions of your offer). The particular categories of information that we collect about you varies and may include:

Personal Identifiers and Related Information: legal name, alias name, signature, current and past addresses; email address, telephone and cell phone numbers; Social Security number, driver’s license number or state identification card number, passport number, or other similar identifiers; date of birth, marital status, birth location, country of citizenship; education, licenses and certification history; employment history, medical information, names of relatives employed by BIW; military and government service information; names and contact information of references provided at the time of application; and invention disclosures (if any).

Characteristics of Protected Classifications: sex, gender, age, race or color, ethnicity, medical condition (including pregnancy), disability status, marital status, familial status, citizenship and national origin, and military and veteran status.

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Health Information: medical history, job restrictions and medical limits; substance abuse testing; and other information to determine reasonable accommodations during the post-offer pre-assignment onboarding process.

Criminal Background and Consumer Credit Report Information: personal identification information (see paragraph titled “Personal Identifiers and Related Information” above), copies of identity documents, gap or travel activities, driver’s license information (including driving records, penalties, and restrictions); opinions from references provided, civil court records, sanctions with professional bodies, criminal history; financial information such as credit history, bankruptcy, financial judgments or tax information; appearance on global sanctions or terrorist watch lists and/or restricted-denied party screening.

Emergency Contact Information: name and contact information and relationship to employee.

Legal and Contractual Information: information necessary to respond to law enforcement and governmental agency requests, comply with legal and contractual obligations, exercise legal and contractual rights; and initiate or respond to legal claims.

Video Recordings: video images from cameras (i.e., CCTV) located in and around BIW premises.

Sensitive Personal Information: social security, driver’s license, state identification card, and passport numbers; race, ethnicity, union-membership status and related information; and personal information collected and analyzed concerning an applicant’s health. Some, but not all, of this information may constitute “sensitive personal information” under the CCPA.

From what sources does BIW collect personal information?

BIW collects the above personal information from various sources. In many cases we collect the information directly from you, including, for example, when you: submit your resume and/or application for employment; provide your passport, driver's license, or other identity document; or participate in in-person or telephonic interviews. BIW and its personnel, service providers, and subcontractors may also generate information about you during the recruitment process.

BIW may also collect personal information about you from third parties, such as former employers and references supplied by you or your former employers; personnel of General Dynamics and other BIW affiliates (e.g., General Dynamics business units) with whom you interact; the U.S. Navy (including applicable subunits of the U.S. Navy (such as NAVSEA and SUPSHIP)) and the U.S. Coast Guard; and others (such as homeport officials and persons coordinating ship checks).

In addition, BIW conducts a standard background check of each applicant after extending a job offer, and more extensive background checks for roles requiring security clearances or positions carrying substantial responsibility (e.g., responsibility for the strategic, policymaking, or company-wide operational decisions). In order to fulfill its national defense obligations and to adhere to federal contractual provisions, BIW may collect additional information about citizenship and immigration status during the pre-employment application process.

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Why does BIW process personal information?

BIW processes your personal information prior to entering into an employment relationship with you in order to evaluate and confirm your qualifications for employment, to decide to whom to offer a job, and to manage the recruitment and onboarding process.

BIW may also process your personal information in order to ensure that we are complying with our legal and contractual obligations, and to establish, exercise, and defend legal and contractual rights and claims. For example, BIW processes your personal information when the U.S. Navy requires BIW to restrict access to vessels.

BIW processes certain categories of “sensitive personal information” in connection with our hiring practices and processes, to operate our business, and to comply with applicable laws. For example, BIW processes certain health information to maintain a safe workplace, assess applicants’ working capacity and make reasonable accommodations for applicants with disabilities during the post-offer pre-assignment onboarding process, and comply with applicable laws. We do not use or disclose your sensitive personal information for purposes other than those set out in Cal. Code Regs. tit. 11, § 7027(m).

In what circumstances does BIW disclose personal information?

BIW may share your personal information with your former employers or other persons you’ve provided as part of your application for employment for the purpose of obtaining references for you.

BIW partners with third-party service providers that may process your personal information on BIW’s behalf in connection with your application for employment at BIW and to assist BIW with the operation of our business. For example, BIW may share your personal information with a third-party background check provider to obtain necessary background checks prior to extending an offer of employment, and with third-party software and technology providers who assist BIW with data processing and storage. BIW may also partner with third-party service providers engaged by General Dynamics to provide certain shared resources to General Dynamics business units, and which service providers will process your personal information in connection with your application for employment at BIW.

We may also share your personal information with General Dynamics and other BIW affiliates, such as General Dynamics business units, in the ordinary course of our business, and with the U.S. Navy (including applicable subunits of the U.S. Navy, such as NAVSEA and SUPSHIP) when appropriate for the operation of our business, including, for example, where the Navy requires security clearances for employees working on a particular project or with access to certain sensitive information.

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BIW will also share your personal information: if we are required to do so by law or by the terms of a collective bargaining agreement or other agreement with your union; if we believe it necessary to protect BIW, our customers, our employees, or the public; and for any other purpose with your consent or at your direction.

BIW does not sell your personal information and does not share your personal information for purposes of cross-context behavioral advertising.

How does BIW protect personal information?

BIW takes the security of your personal information seriously. BIW has internal policies and controls in place that are designed to ensure that your data is not lost, accidentally destroyed, misused, or disclosed without authorization, and is not accessed except by specific employees and agents of BIW based upon their roles and in the proper performance of their duties.

How long does BIW keep personal information?

If your application for employment is unsuccessful, BIW will keep your personal information on file for (3) three years after the end of the particular recruitment process for the position to which you have applied (the date the job is filled) in order to consider you for other positions that may become available. At the end of that period, your file will be removed from active consideration. BIW may retain the personal information of unsuccessful applicants for the period of time necessary to fulfill BIW's business purposes and in accordance with BIW data retention policies and applicable law.

If your application for employment is successful, the personal information collected and generated during the recruitment process will be transferred to your Human Resources personnel file (these may be digital or paper-based) and maintained in accordance with the applicable BIW Employee Privacy Notice, BIW data retention policies, and applicable law.

What rights do you have with respect to your personal information?

The California Consumer Privacy Act, effective January 1, 2020, as amended by the California Privacy Rights Act, effective January 1, 2023 ("CCPA"), provides California "consumers" (including employees) with specific rights regarding their personal information. You have the right to request that BIW:

- Disclose to you the following information:
 - The categories of personal information we have collected about you and the categories of sources from which we collected such personal information;
 - The specific pieces of personal information we have collected about you, subject to certain exceptions;
 - The business or commercial purposes for collecting personal information about you; and

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- The categories of third parties to whom we have disclosed your personal information;
- Delete personal information we have collected from you, subject to certain exceptions; and
- Correct inaccurate personal information that we maintain about you, or supplement such personal information, subject to certain exceptions.

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

To make a request for the disclosures described above, or the deletion or correction of your personal information described above, please contact the Director of Human Resources Services at caeprivacy@gdbiw.com using the subject line “CCPA Consumer Request” or by calling 1-800-453-0604. To ensure we can verify your identity and help us respond to your request, please include in your email submission your full name, BIW badge number, telephone number, and your email and home addresses, and clearly state the request(s) you’d like to make.

In order to help ensure that your personal information is not disclosed to any person who does not have the right to receive it, and to help ensure your personal information is not mistakenly deleted or changed, we will attempt to verify that you are the subject of the personal information you are requesting to access, delete, or correct. We will compare the information you provide to any information we may have in our possession in order to verify your identity. We may also contact you at the email address you’ve provided to request additional information in relation to your request. We will use the information collected through the request process only for verification purposes and responding to your request.

We will confirm receipt of your request within 10 business days. If you do not receive confirmation within the 10-day time frame, please email us at your-privacy@gdbiw.com.

We endeavor to substantively respond to a verifiable request within 45 days of its receipt. If we require more time (up to another 45 days), we will contact you at the email address you provided.

You may also choose to authorize an agent to make the above requests or exercise your rights. If you use an agent, we will take measures to verify your agent’s authorization to act on your behalf and we may require more information to ensure proper verification of both you and your agent’s identity and authorization.

Please note that we may not be able to respond to your request if we cannot verify your identity, or your agent’s identity and authority to make the request, and confirm the personal information relates to you.

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What if you do not provide personal information to BIW?

You are under no statutory or contractual obligation to provide personal information to BIW during the recruitment or onboarding process. However, if you do not provide the information, BIW may not be able to process your application properly or at all. In such cases, you will not be eligible for employment with BIW.

Contact Information:

If you have any questions about this Notice, how BIW handles your personal information, or believe that BIW has not complied with your rights, please contact the Director of Human Resources Services at caeprivacy@qdbiw.com or by calling 1-800-453-0604.

Other **BIW Privacy Notices** can be found at www.qdbiw.com/privacy.