



Notice At Collection For Applicants Residing In California

KB Home, on behalf of itself and KB Home California LLC, KB Home Coastal Inc., KB Home Greater Los Angeles Inc., KB Home Sacramento Inc., KB Home South Bay Inc., KB Home North Bay LLC, KB Home Insurance Agency Inc. (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 corporatebenefits@kbhome.com for assistance.

1. 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: legal name (current and prior), nickname or alias, postal address (current and prior), telephone number(s), e-mail address, signature, Internet Protocol address, driver’s license number or state identification card number, and job location.

Professional or Employment-Related Information: Position applied for, employment authorization eligibility confirmation, names of friends/relatives employed by the company, relocation willingness, ability to perform position applied for, prior work history with company, prior application history with company, emergency contact name/address/telephone number, education, foreign language abilities, membership in professional organizations, professional licenses/certifications, clerical/administrative proficiencies, and employment history (including company information, supervisor information, title, duties, dates employed and reason for leaving).

- 1.2 **Purposes of Use:**

Recruiting:	
<ul style="list-style-type: none"> • To evaluate applicants' qualifications and abilities 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., pre-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 • To conduct background and reference checks • To confirm rehire eligibility for those applicants who have previously worked for the company 	<ul style="list-style-type: none"> • To administer the Company's whistleblower hotline • To report suspected criminal conduct to law enforcement and cooperate in investigations • To ensure Company Ethics Policy is followed by confirming whether the applicant has family/friends who work for the company

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 purposes listed below:

- Photograph and physical description: for security and internal identification purposes. For pre-employment testing purposes and to maintain the integrity of pre-employment testing results.
- Medical information: to respond to an applicant's medical emergency.

3. **Characteristics Of Protected Classifications Under California Or Federal Law**

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. Commercial Information

4.1 **Personal Information Collected:** The Company collects commercial information, including the following: products or services purchased or obtained.

4.2 **Purposes of Use:** reimbursement of travel expenses.

5. Biometric Information

5.1 As noted in Section 2 above, the Company collects Applicant photographs, but the Company does not extract faceprints or other identifying metrics from Applicant photographs.

6. Internet Or Other Similar Network Activity

6.1 **Personal Information Collected:** The Company collects information about applicants' use of the Internet or other similar network activity, including the following: browsing history, search history, log in/out and activity on the Company's electronic resources, information regarding an applicant's interaction with an Internet web site, application, or advertisement, and publicly available social media activity.

6.2 **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.

7. Geolocation Data

7.1 **Personal Information Collected:** The Company collects geolocation data, including the following: information that can be used to determine an applicant's physical location, for example, through a radio frequency identification (RFID) chip in a security badge.

7.2 **Purposes of Use:** to confirm that an applicant has arrived and left Company facilities when scheduled, to manage applicant-related emergencies, to monitor the safety of the applicant, and to protect the safety and security of the Company's facilities.

8. Sensory Or Surveillance Data

8.1 **Personal Information Collected:** The Company collects sensory or surveillance data, including the following: audio/visual recordings of interviews and footage from

video surveillance cameras and during pre-employment testing to ensure compliance and maintain integrity of pre-employment testing results.

- 8.2 **Purposes of Use:** to protect the safety and security of the Company's facilities and personnel through video surveillance, to evaluate the applicant's suitability for employment, to monitor compliance with Company policies, to maintain integrity of pre-employment testing results and to provide training.

9. Profile Data

- 9.1 **Personal Information Collected:** The Company collects profile data, including the following: position specific pre-employment testing assessing general aptitude and abilities in relation to the position that the applicant is applying for.
- 9.2 **Purposes of Use:** to evaluate applicants' qualifications for employment with the Company.

10. Background Screening Information

- 10.1 **Personal Information Collected:** The Company collects background screening information, including results of the following types of background screening: criminal felony and misdemeanor history, federal criminal history, civil upper and lower history, SSN trace history, widescreen plus national criminal history, national sex offender registration; motor vehicle records and employment history.
- 10.2 **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 and operate information technology and communications systems, risk management and insurance functions, budgeting, financial management and reporting, and strategic planning;
- 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
- to manage licenses, permits and authorizations applicable to the Company's business operations.