

PRIVACY NOTICE TO CALIFORNIA JOB APPLICANTS REGARDING THE COLLECTION OF PERSONAL INFORMATION

Alston Construction Company, Inc. and its operating groups, subsidiaries and affiliates, (“the Company”) are committed to protecting the privacy and security of personal information of all individuals including job applicants. The Company collects personal information of job applicants in connection with its recruitment and hiring activities. The Company does not sell or otherwise disclose this personal information for monetary consideration or a business purpose to any third parties.

The Company is committed to complying with the California Consumer Privacy Act (CCPA”) effective January 1, 2020; and all data privacy and laws in the jurisdictions in which it recruits and hires employees. Job applicants with disabilities may access this notice in an alternative format by contacting Toni Gruber at tgruber@alstonco.com or (404) 921.2014.

WHAT CATEGORIES OF JOB APPLICANT INFORMATION DO WE COLLECT AND HOW DO WE USE THIS INFORMATION?

We collect the following categories of personal information for the purposes described below:

- Name and contact information;
- Job preference and work availability;
- Education and qualifications;
- Employment history and experience;
- References;
- Background check information, including relevant criminal history (and post-offer credit history for applicable positions-you will be informed in advance if a credit check applies);
- Social media information (e.g. LinkedIn);
- Post-offer drug test results;
- Voluntary self-disclosure information regarding minority, veteran, and disability status; and
- Information provided by you during the hiring process.

The Company collects this information to hire the best qualified applicants and to comply with applicable employment laws.

The Company’s Privacy Policy is located at: 3500 Lenox Rd. Ste. 501, Atlanta, GA 30326. If you have any questions or concerns regarding this Privacy Notice, the Company’s Privacy Policy or the collection of your personal information, please contact:

Toni Gruber, SPHR, SHRM-SCP, HRSM,
Human Resources Director
tgruber@alstonco.com
(404) 921.2014