



# Workforce Notice at Collection for California Consumers

Thrivent and select affiliates (collectively “Thrivent”) are providing this Workforce Notice at Collection for California Consumers (the “Workforce Notice at Collection”) as required under the California Consumer Privacy Act of 2018 and its implementing regulations (collectively, the “CCPA”). The information provided herein is applicable to individuals involved in recruitment activities, applying for employment, have been hired, or were previously a member of Thrivent’s workforce. For purposes of this Workforce Notice of Collection, “workforce” and “employment” are limited to the above-identified individuals and groups, individuals who are serving on a Thrivent board of directors, and individuals who are performing services for Thrivent as an independent contractor. The information provided in this Workforce Notice at Collection applies only to California residents.

For a full overview of Thrivent’s privacy practices, including how you can exercise your rights under the CCPA, please see our [Workforce Privacy Policy](https://www.thrivent.com/privacy-and-security/workforce-privacy-policy), available at [thrivent.com/privacy-and-security/workforce-privacy-policy](https://www.thrivent.com/privacy-and-security/workforce-privacy-policy).

## Categories of Personal Information and Sensitive Personal Information collected.

Thrivent may collect the following categories of personal information and sensitive personal information for the business purposes listed below. Most of this information is collected directly from you or others you have authorized to provide information to us on your behalf. We may also collect publicly available information about you from social media (e.g., LinkedIn) and websites (e.g., job boards).

Categories of personal information/ sensitive personal information collected	Purpose for collection and use
<b>Identifiers</b> (e.g., name, postal address, email address, phone number, and Social Security number. We may also collect dependent information and Thrivent ID)	Identifiers are collected so we can contact you, to verify your identity and employment eligibility, or provide you access to Thrivent systems. We may disclose your identifiers to others, such as meeting organizers, other Thrivent employees, and for marketing purposes with any client preferences being honored.
<b>Protected Classifications</b> (e.g., age, gender, race, religious affiliation, or other classification data)	Thrivent is an Equal Opportunity Employer. Protected classifications may be collected and used to fulfill legal requirements such as reporting on the demographic makeup of our workforce, to complete background checks, verify citizenship status, complete internal pay equity studies or to determine eligibility for certain benefits. We may also request information regarding your religious affiliation, such as church congregation, for certain positions on one or more of our board of directors. Religious information may be necessary to ensure that we are meeting the criteria to retain our status as a fraternal benefit society.

Categories of personal information/ sensitive personal information collected	Purpose for collection and use
<p><b>Commercial Information</b> (e.g., information related to your commercial affairs, including records of personal property, products or services purchased, obtained, or other purchasing or consuming histories or tendencies)</p>	<p>This information may be requested or collected to ensure compliance with Thrivent policy or regulatory obligations, such as expense reimbursement, investment practices, background checks, garnishment actions, and adoption assistance.</p>
<p><b>Biometric information</b> (e.g., fingerprints)</p>	<p>This information may be collected and disclosed to comply with specific legal requirements, such as when fingerprints are collected and provided to the FBI and FINRA to complete background check requirements.</p> <p>Certain applications you may have access to as part of your employment relationship with Thrivent may allow for use of biometrics for more expedited authentication. In these cases, Thrivent relies on a service provider to determine authenticated access. Concerning authentication through Thrivent owned equipment, biometric information will be collected. Images of your fingerprints are not stored.</p>
<p><b>Internet or electronic network activity</b> (e.g., browsing history, search history, interactions with a website, application or advertisement)</p>	<p>This information could include items such as browsing history, search history, and information regarding your interactions with a website, application, or advertisement. When you apply for a position at Thrivent we ask if you would like to provide us with a link to your LinkedIn profile. It is not required that you do so. This information is reviewed for additional hiring criteria only. This information is not disclosed.</p>
<p><b>Geolocation</b> (e.g., IP address registered to a geographic location)</p>	<p>Information, such as precise geolocation, may be collected to ensure that certain documents and restricted areas are accessed only by authorized personnel; precise geolocation is utilized by Thrivent only as a security validation tool.</p>
<p><b>Sensory</b> (e.g., audio, electronic, visual information)</p>	<p>Thrivent collects audio information in the form of call recordings. While Thrivent will not record calls for employment-related inquiries, if you work in one of our client call centers or interact with a call center as part of your job duties, your voice will be recorded as part of any transaction. Voice recordings are not disclosed, except by legal request. Virtual or video meetings may be recorded with the knowledge and agreement of all participants. Participating in recorded meetings may result in your voice and image being recorded.</p> <p>Thrivent also uses silent monitoring techniques to monitor its workforce. All activities conducted while on premises or while using Thrivent equipment, including email, are subject to monitoring. Monitoring provides Thrivent the ability to: assure quality service, protect the company, conduct investigations, and centrally organize business-related materials and records across users.</p>

<b>Categories of personal information/ sensitive personal information collected</b>	<b>Purpose for collection and use</b>
<p><b>Professional or employment information</b> (e.g., previous employment, information about licenses or training to perform specific roles, outside business activities, background checks, military service)</p>	<p>This information may be collected so we can validate you have the necessary experience and credentials to perform a role.</p>
<p><b>Education Information</b> (e.g., name, location, years attended, degrees obtained, etc. from educational institution)</p>	<p>We may collect this information to validate you have the necessary educational qualifications to perform the job responsibilities.</p>
<p><b>Other categories of personal information</b> (e.g., information not covered in other categories such as signatures, bank account numbers, financial information, medical information or health insurance information)</p>	<p>These other categories of information allow us to collect information about you during the onboarding process, for direct deposit of your paycheck and expense reimbursement, to respond to requests or claims made under the Family and Medical Leave Act, Americans with Disabilities Act, workers' compensation statutes, the Occupational Safety and Health Act, etc. The specific pieces of information collected and the detail necessary varies depending on the circumstances.</p>
<p><b>Employment Profile</b> (e.g., any or all information in the categories listed above, including your preferences, aptitudes, abilities, attitudes or behaviors that we can determine from the information you provide, background check results, performance or quality assurance reviews, and/or analysis of data related to your Thrivent work history and sales practices, as applicable)</p>	<p>This information is collected so Thrivent may ensure it has individuals in the roles that align with their skills and Thrivent, as an employer, can assure our regulators that those members of our workforce who represent it have the necessary skills, training and values.</p>
<p><b>Sensitive Personal Information</b> (e.g., Social Security number (SSN), driver's license, state identification card, or passport number; precise geolocation; racial or ethnic origin, religious or biometric information; health information)</p>	<p>As part of your employment relationship with Thrivent, we may collect one or more of these data elements, as discussed above. Thrivent does not use sensitive personal information to infer characteristics about you. Therefore, no additional rights are provided to you regarding the use of your sensitive personal information.</p>

If we need to collect additional categories of personal information and/or sensitive personal information or use this information for a new or different purpose than provided in this Notice at Collection, we will notify you before taking any action.

### **Sharing and/or Selling Personal Information.**

Thrivent does not share or sell, as those terms are defined in the CCPA, your personal information. If you opt in to Thrivent placing Targeting Cookies on your device for the purpose of allowing third-party advertising and social media purposes, you can change this election by either:

- Clearing cookies from your browser, or
- Visiting the Cookies Settings link in our cookie banner or in the footer of Thrivent.com.  
The cookie settings link will take you to Thrivent's cookie preference center where you can turn off targeting cookies.

### **Retention of Personal Information.**

Thrivent retains your personal information and/or sensitive personal information for as long as it is needed for our business purposes.

### **Accessibility and Questions.**

If you have questions about this Notice at Collection or need to access it in an alternative format due to having a disability, please contact Thrivent at 800-847-4836 or send a written request to:

Thrivent  
Attn: Privacy Office  
4321 N. Ballard Rd.  
Appleton, WI 54919

