



California Consumer Privacy Act/California Privacy Rights Act Notice

This Notice is provided pursuant to the California Consumer Privacy Act, as amended by the California Privacy Rights Act of 2020, including regulations promulgated thereunder (collectively, “CCPA”) and it includes the notice at collection and disclosures applicable to the Company.

Notice at Collection

Under California law, California residents have specific rights regarding their Personal Information and must be provided a particular notice when Personal Information is collected (the “Notice at Collection”).

Our Notice of Collection is comprised of the following links:

- The section of this Notice entitled “Personal Information Defined.”
- The section of this Notice entitled “Why the Company Uses Your Personal Information” and “Disclosures Regarding Collection, Disclosure, Sale and Sharing of Personal Information.”

Personal Information Defined

Yosemite Farm Credit, ACA, Yosemite Land Bank, FLCA, and Yosemite Production Credit, PCA (collectively, the “Company”), during the course of a natural person’s acting as an employee, officer, director, job applicant, or contractor of Company (collectively “Person”), may collect a Person’s Personal Information for business purposes (both electronically and in hard copy) directly from the Person, indirectly from the Person via automated technologies, or from external parties (including publicly available sources). “Personal Information” includes information that identifies the Person, relates to the Person, or is reasonably capable of being associated with the Person, and includes “Sensitive Personal Information” as such term is defined by CPRA. The Company may collect Personal Information, as described below.

Sensitive personal information is a subtype of personal information consisting of specific information categories. While we collect information that falls within the sensitive personal information categories listed in the table below, the CCPA does not treat this information as sensitive because we do not collect or use it to infer characteristics about a person.

Category	Examples of Information Under This Category <i>(Note: Not all of the information identified is collected by the Company in all instances)</i>	Whether this Information is Collected or Used	Retention Period
A. Identifiers	A real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, Social Security number, driver’s license number, government issued	We collect and/or use Personal Information within this category.	During your term of employment and for as long as the Company has a business need or is legally required to maintain/use such information.

Category	Examples of Information Under This Category (Note: Not all of the information identified is collected by the Company in all instances)	Whether this Information is Collected or Used	Retention Period
	identification number, or other similar identifiers.		
B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code section 1798.80(e))	A name, signature, Social Security number, physical characteristics or description, address, telephone number, government issued identification number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information.	We collect and/or use Personal Information within this category.	During your term of employment and for as long as the Company has a business need or is legally required to maintain/use such information.
C. Protected classification characteristics under California or federal law	Age (40 years or older), race, color, ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth, and related medical conditions), sexual orientation, veteran or military status, and genetic information (including familial genetic information).	We collect and/or use Personal Information within this category.	During your term of employment and for as long as the Company has a business need or is legally required to maintain/use such information.
D. Commercial information	Records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.	We do not collect or use any Personal Information within this category.	N/A
E. Biometric information	Genetic, physiological, behavioral, and biological characteristics, fingerprints, faceprints, and voiceprints.	We collect and/or use Personal Information within this category.	During your term of employment and for as long as the Company has a business need or is legally required to maintain/use such information.
F. Internet or other similar network activity	Browsing history, search history, information on a consumer's interaction with a website, application, or advertisement.	We collect and/or use Personal Information within this category.	During your term of employment and for as long as the Company has a business need or is legally required to maintain/use such information.
G. Geolocation data	Physical location and time related to use of an internet website, application, or device, and GPS location data from mobile device.	We collect and/or use Personal Information within this category.	During your term of employment and for as long as the Company has a business need or is legally required to

Category	Examples of Information Under This Category <i>(Note: Not all of the information identified is collected by the Company in all instances)</i>	Whether this Information is Collected or Used	Retention Period
			maintain/use such information.
H. Sensory data	Audio, electronic, visual, thermal, olfactory, or similar information, call monitoring or video surveillance.	We collect and/or use Personal Information within this category.	During your term of employment and for as long as the Company has a business need or is legally required to maintain/use such information.
I. Professional or employment-related information	Current or past job history.	We collect and/or use Personal Information within this category.	During your term of employment and for as long as the Company has a business need or is legally required to maintain/use such information.
J. Non-public education information (per the Family Educational Rights and Privacy Act (20 U.S.W. Section 1232g, 34 C.F.R. Part 99))	Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.	We collect and/or use Personal Information within this category.	During your term of employment and for as long as the Company has a business need or is legally required to maintain/use such information.
K. Inferences drawn from other personal information	Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	We collect and/or use Personal Information within this category.	During your term of employment and for as long as the Company has a business need or is legally required to maintain/use such information.
L. Sensitive Personal Information means certain types of Personal Information, such as:	Social security, driver's license, state identification card, or passport number, account log-in, financial account, debit card, or credit card number in combination with any required security or access code, password, or credentials allowing access to an account, precise geolocation, including any data that is derived from a device and that is used or intended to be used to locate a consumer within a geographic area that is equal to or less than the area of a circle with a radius of 1,850 feet, except as prescribed by regulations, racial or ethnic origin, citizenship or immigration information, religious or philosophical beliefs, or union	We collect and/or use Personal Information within this category.	During your term of employment and for as long as the Company has a business need or is legally required to maintain/use such information.

Category	Examples of Information Under This Category (<i>Note: Not all of the information identified is collected by the Company in all instances</i>)	Whether this Information is Collected or Used	Retention Period
	membership, the contents of a consumer's mail, email, and text messages unless the business is the intended recipient of the communication, genetic data, unique biometric information used for identification, health information, and sex life or sexual orientation information.		

Personal Information does not include publicly available information from government records, lawfully obtained, truthful information that is a matter of public concern, information that a business has a reasonable basis to believe is lawfully made available to the general public by the Person or from widely distributed media, or by the Person, information made available by a person to whom the Person has disclosed the information if the Person has not restricted the information to a specific audience de-identified or aggregated information, or other information specifically exempted by California law (such as health or medical information covered by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and other sector-specific privacy laws (including the Fair Credit Reporting Act, the Gramm-Leach-Bliley Act, the California Financial Information Privacy Act, and the Driver's Privacy Protection Act of 1994).

Why the Company Uses Your Personal Information

The Company may use Personal Information collected from you for the following reasons:

- to verify a Person's identity for work authorization in compliance with all federal, state, and local laws.
- to maintain and administer benefits and payment of wages on the Person's and/or his or her dependents' behalf, including enrollment and claims handling.
- to maintain personnel records and comply with record retention requirements.
- to fulfill or meet the reason the Person provided the information.
- to track work hours.
- to verify a Person's background and qualifications for the position(s).
- to respond to law enforcement requests and as required by applicable law, court order, or governmental regulations.
- health or other related information for purposes of making reasonable accommodations.
- to recruit and process employment applications.
- to conduct employee onboarding.
- to prevent unauthorized access to or use of Company property, including information systems, electronic devices, network, and data.
- as described to the Person when collecting the Personal Information.

Personal Information is used for the Company's legitimate business needs only. We will not sell the personal information, including any sensitive personal information, we collect or share it with third parties for cross-context behavioral advertising.

Finally, Farm Credit Foundations (“Foundations”) may also collect Personal Information as the payroll and benefit support provider for Company. Please refer to the California Consumer Privacy Act Notice on the Foundations website.

Disclosures Regarding Collection, Disclosure, Sale and Sharing of Personal Information.

In the preceding twelve (12) month period, the Company has collected the following categories of Personal Information directly and indirectly from you from various external parties such as service providers: Identifiers, Personal information listed in the California Customer Records statute, Protected classification characteristics under California or federal law, Biometric information, Internet or other similar network activity, Professional or employment-related information, and Sensitive Personal Information.

In the preceding twelve (12) month period, the Company has disclosed Personal Information within the following categories for a business purpose: Identifiers, Personal information listed in the California Customer Records statute, and Sensitive information is disclosed to service providers, such as payroll processing companies and benefits providers.

In the preceding twelve (12) month period, the Company has not sold any Personal Information of employees or shared any Personal Information for cross-context behavioral advertising, to any third parties.

Your Rights Under California Law.

You have specific rights regarding your Personal Information under California law. This section describes your CCPA rights and how to exercise those rights by submitting a consumer request (“**Consumer Request**”).

- **Access to Specific Information and Data Portability Rights.** You have the right to request that the Company disclose certain or all the following information to you about our collection and use of your Personal Information over the past twelve (12) months. Once we receive a verifiable Consumer Request, we will be able to disclose to you
 - the specific pieces of Personal Information we collected about you (also may be called a data portability request).
- **Deletion Request Rights.** You have the right to request that we delete any or all of your Personal Information that we collected from and about you, subject to certain statutory exceptions. Once we receive a verifiable Consumer Request, we will identify the Personal Information, confirm that you want that Personal Information deleted, and then delete (and notify our service providers to delete) your Personal Information from our records, unless an exception applies.
- **Right to Correct.** You have the right to request inaccurate Personal Information be corrected.
- **Right to Restrict Sensitive Personal Information Processing.** You have the right to restrict how your Sensitive Personal Information is used and disclosed, subject to certain uses permitted by California law (such as, the use necessary for the performance of services, use to ensure security and integrity).
- **Non-Discrimination.** We will not discriminate against you for exercising any of your legal rights regarding Personal Information, unless permitted by law.

- **Other California Privacy Rights.** California residents may also request certain information regarding our disclosure of Personal Information to third parties for their direct marketing purposes. To make such a request, use the contact information set forth below for general inquiries and requests.

Procedures for Submitting Requests.

To exercise your rights, please submit a Consumer Request to the Chief Financial Officer and Chief Administrative and Human Resources Officer by email at 00adminhrconfidential@yfc.ag or by telephone at (209) 667-2366 or toll-free at (866) 837-1838 and identify the request as a “Consumer Request.” The Consumer Request must describe the request with sufficient detail that allows us to properly understand, evaluate, and respond to it. Please specify if your Consumer Request pertains to all specific pieces of your Personal Information, or only in general to the categories of Personal Information. You may only make a Consumer Request twice within a twelve (12) month period.

How We Will Verify Consumer Requests. Only you, or a person that you authorize to act on your behalf, may make a Consumer Request related to your Personal Information. To designate an authorized agent, we will ask you to provide us with legal documentation (such as power of attorney documentation) or written permission and verify your identity, and the agent will need to verify their own identity with us.

We reserve the right to require you to provide additional information to enable us to reasonably verify that you are the person about whom the Personal Information pertains in order to release the requested information to you (or your authorized agent). We cannot respond to your request if we cannot verify your identity or authority to make the request, and confirm the Personal Information relates to you. We will only use Personal Information provided in a verifiable Consumer Request to verify the requestor’s identity or authority to make the request.

How We Will Respond to Consumer Requests. We endeavor to respond to verifiable Consumer Requests within forty-five (45) days after receipt. If we require more time (up to 45 days) we will inform you of the reason and extension in writing. We will deliver our written response(s) by mail or electronically, at your option. Any disclosures we provide will only cover the 12-month period preceding receipt of the verifiable Consumer Request. If we deny (or cannot comply with) the Consumer Request, we will explain why. We do not charge a fee to process or respond to your Consumer Request unless such request is excessive, repetitive, or manifestly unfounded. If we determine that the request warrants a fee, we will tell you why and provide you with a cost estimate before completing your request.

Questions; Alternative Formats.

If you have any questions about this Notice or need to access it in an alternative format due to having a disability, please contact the HR Department at 00AdminHRConfidential@yfc.ag and or (209) 667-2366.

Last Modified: February 28, 2024