

California Consumer Privacy Notice

Effective Date: January 1, 2020

Last Reviewed: May 2023

This California Consumer Privacy Notice for California residents (“Notice”) supplements the [HubKor Privacy Policy](#) and applies solely to the personal information collected online and offline of California consumers (excluding HubKor employees, contractors and other personnel). This Notice uses certain terms that have the meaning given to them in the California Consumer Privacy Act of 2018 (as amended by the California Privacy Rights Act of 2020) and its implementing regulations (collectively, the “CCPA”). Nothing in this Notice is intended to contradict or limit the applicability of the information provided in the HubKor Privacy Policy.

Notice of Collection and Use of Personal Information

We may collect (and may have collected during the 12-month period prior to the Last Reviewed Date of this Notice), the following types of personal information:

Identifiers

First and last name, postal address, email address, username, IP address, online identifier, and similar identifiers.

Additional data subject to Cal. Civ. Code § 1798.80

First and last name, signature, Social Security number, physical characteristics or description, address, telephone number, passport 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. Some personal information included in this category may overlap with other categories.

Commercial information

Records of HubKor products licensed or used.

Online activity

Browsing history, search history, information on a consumer's interaction with a website, application, or advertisement.

Employment information

Professional or employment-related information such as résumé information, occupation details, education details, certifications and professional associations, historical compensation details, previous employment details, emergency contact information, and pre-employment screening and background check information, including criminal records information.

Geolocation data

Location data based on an IP address.

We may use (and may have used during the 12-month period prior to the Last Reviewed Date of this Notice) your personal information for the purposes described in the HubKor Privacy Policy and for the following business purposes:

- Performing services, including maintaining or servicing accounts, providing customer service, processing or fulfilling orders and transactions, verifying customer information, processing payments, providing financing, providing analytics services, providing storage, or providing similar services;
- Providing advertising and marketing services;
- Auditing related to counting ad impressions to unique visitors, verifying positioning and quality of ad impressions, and auditing compliance;
- Short-term, transient use, such as non-personalized advertising shown as part of your current interaction with us;
- Helping to ensure security and integrity;
- Undertaking activities to verify or maintain the quality or safety of our services or devices and to improve, upgrade, or enhance them;
- Debugging to identify and repair errors;
- Undertaking internal research for technological development and demonstration;
- Managing career opportunities with Infor; and
- Managing our relationships with current or prospective partners, corporate customers and vendors and other business partner personnel.

We do not collect or process sensitive personal information for purposes of inferring characteristics about individuals.

To the extent we process deidentified information, we will maintain and use the information in deidentified form and will not attempt to reidentify the information unless permitted by applicable law.

Retention of Personal Information

We retain personal information as described in the “How Long We Retain Your Personal Data” section of the HubKor Privacy Policy.

Sources of Personal Information

During the 12-month period prior to the effective Last Reviewed date of this Notice, we may have obtained personal information about you from the following categories of sources:

- Directly from you, such as when you complete forms on our website
- From your devices, such as when you visit our website
- Our parent, subsidiary and affiliated entities

Sale or Sharing of Personal Information

We do not sell your personal information in exchange for monetary compensation. We may share your personal information by allowing certain third parties (such as online advertising services) to collect personal information via automated technologies on our websites and apps for cross-context behavioral advertising purposes. This kind of sharing may be considered a “sale” or “sharing” of personal information under California law. You have the right to

opt out of these types of disclosures of your information.

We may sell or share for cross-context behavioral advertising purposes (and may have sold or shared during the 12- month period prior to the Last Reviewed date of this Notice) the following categories of personal information about you to online advertising services:

- Identifiers
- Commercial Information
- Online Activity
- Inferences

You have the right to opt-out of this disclosure of your information, as detailed below. We do not have actual knowledge that we sell or share the personal information of minors under 16 years of age.

Disclosure of Personal Information

We may disclose (and may have disclosed during the 12-month period prior to the Last Reviewed date of this Notice) your personal information with certain categories of third parties, including as described in our Privacy Policy and below, including for the business purposes described above.

CATEGORIES OF PERSONAL INFORMATION	CATEGORIES OF THIRD PARTIES
Identifiers	<ul style="list-style-type: none">• HubKor affiliates and subsidiaries• Vendors, partners, and service providers• Corporate business partners (such as parties involved in a transfer of our assets, attorneys and consultants)• Law enforcement agencies, courts, regulators and government authorities
Additional data subject to Cal. Civ. Code § 1798.80	<ul style="list-style-type: none">• HubKor affiliates and subsidiaries• Vendors, partners, and service providers• Corporate business partners (such as parties involved in a transfer of our assets, attorneys and consultants)• Law enforcement agencies, courts, regulators and government authorities
Commercial information	<ul style="list-style-type: none">• HubKor affiliates and subsidiaries• Vendors, partners, and service providers• Corporate business partners (such as parties involved in a transfer of our assets, attorneys and consultants)• Law enforcement agencies, courts, regulators and government authorities
Online activity	<ul style="list-style-type: none">• HubKor affiliates and subsidiaries• Vendors, partners, and service providers

	<ul style="list-style-type: none"> • Corporate business partners (such as parties involved in a transfer of our assets, attorneys and consultants) • Law enforcement agencies, courts, regulators and government authorities
Employment information	<ul style="list-style-type: none"> • HubKor affiliates and subsidiaries • Vendors, partners, and service providers • Corporate business partners (such as parties involved in a transfer of our assets, attorneys and consultants) • Law enforcement agencies, courts, regulators and government authorities
Geolocation data	<ul style="list-style-type: none"> • HubKor affiliates and subsidiaries • Vendors, partners, and service providers • Corporate business partners (such as parties involved in a transfer of our assets, attorneys and consultants) • Law enforcement agencies, courts, regulators and government authorities

California Consumer Rights

You have certain choices regarding our use and disclosure of your personal information, subject to relevant exceptions under applicable law, as described below.

Access: You may have the right to request, twice in a 12-month period, that we disclose to you the personal information we have collected, used, disclosed and sold or shared about you.

Correction: You have the right to request that we correct the personal information we maintain about you, if that information is inaccurate.

Deletion: You have the right to request that we delete certain personal information we have collected from you.

Opt-Out of Sale or Sharing: You have the right to opt-out of the sale of your personal information or the sharing of your personal information for cross-context behavioral advertising purposes.

Shine the Light Request: If you are a California resident and have provided us with your personal information, you may ask us to refrain from sharing your personal information with third parties, including our affiliates if they are separate legal entities, for direct marketing purposes.

How to Make a Request

You may make a request to exercise your rights under CCPA or opt out of the sale or sharing of your personal information [here](#), or call [303-416-0032](tel:303-416-0032). To help protect your privacy and maintain security, we will take steps to verify your identity before actioning your request.

To submit a request as an authorized agent on behalf of a consumer, please click [here](#). If you designate an authorized agent, we may require proof of identity and authority before actioning your request.

Additional Information

If you choose to exercise any of your rights under the CCPA, you have the right to not receive discriminatory treatment by us. To the extent permitted by applicable law, we may charge a reasonable fee to comply with your request.

For End Users of HubKor's Software

As explained in our Privacy Policy, through our software platforms, we provide products and services to our customers that enable them to engage with end users. When our customers collect information from their end users through our products and services, this privacy notice does not apply to that collection of information. This is because our customers, as the data controllers, are directing the collection of that information, and HubKor has no direct relationship with our customers' end users. HubKor does not control our customers' collection or use of the end users' personal information.

Updates to this Notice

From time to time, HubKor may update this notice. When the notice is updated, we will provide information about the changes we have made, as well as the date of the update.