



Notice at Collection of Personal Information Job Applicants and Employees

Cryogenic Industries, Inc. and its California affiliates, ACD, LLC; Cosmodyne, LLC; Cryoquip, LLC, Cryogenic Industries Service Companies, LLC and Cryogenic Industries, LLC (collectively, “Cryogenic Industries, Inc.”) collect personal information from and about you at the time you apply for a position with us and during the course of your employment. We want you to understand the categories of personal information we collect and what we do with that information. We do not sell your personal information.

Categories of Personal Information We Collect	Business or Commercial Purpose For Which The Information Will Be Used
Identifiers such as your name, mailing address, e-mail address, telephone number(s) and emergency contact number.	We use this information to identify you, to communicate with you, and to communicate with your emergency contact in the event of an emergency.
Identifiers such as your Social Security Number, Tax Identification Number, date of birth, driver’s license number, passport number, tax status, and signature.	We use this information to comply with federal and state laws, to verify your eligibility to work in the United States, to process our payroll, to manage and support company-related travel arrangements, and to provide you with company-sponsored benefits.
Your bank account information.	We use this information to direct deposit funds to your bank account, if you so instruct.
Medical information and information regarding your marital status, dependents and beneficiaries.	We use this information to provide you with company-sponsored benefits.
Educational information, such as the educational institutions you have attended, your degrees and certifications.	We use this information to determine whether you have the qualifications and skills to perform the duties and functions of the job for which you are applying, to determine whether to offer you employment, and to determine the amount of your compensation. We may also use this information to promote and manage our business relationships, such as by publishing your profile and background on our website or in promotional materials.

Categories of Personal Information We Collect	Business or Commercial Purpose For Which The Information Will Be Used
Professional information, such as your employment history, professional licenses, certifications, references from your previous employer(s), whether you have ever been sanctioned by a professional or regulatory body, whether you are subject to any restrictive covenants, and information from your public social media accounts (such as LinkedIn).	We use this information to determine whether you have the qualifications and skills to perform the duties and functions of the job for which you are applying, to determine whether to offer you employment, and to determine the terms of your employment, including compensation and appropriate supervisory measures.
Professional information, such as your employment history, professional licenses, and certifications.	We may use this information to promote and manage our business relationships, such as by publishing your professional information on our website and in our promotional materials.
Information reported to us as a result of a consumer report or investigative consumer report that you authorize.	We use this information to help us determine whether to entrust you with confidential information and to determine whether to offer you employment.
Biometric information, such as imagery of the iris and/or retina, fingerprints, facial recognition, and voice recordings.	We have time clocks that have the ability to collect biometric information to verify the time you have worked, your work location, and to prevent fraud. The biometric feature may not always be enabled.
Visual information, such as photographic images and closed circuit television obtained from security cameras in certain locations in our facilities, offices and surrounding areas.	We use this information to maintain the security of our premises, to detect illegal activity, and to prosecute those responsible for that activity.
Visual information, such as your photograph.	We use this information to publish in our marketing materials, for the purpose of promoting our business. We also use this information to create an identification card for you, to promote the safety and security of our premises, equipment and personnel, to detect fraud or illegal activity, and to prosecute those responsible for that activity.
Information regarding your electronic network activity using our equipment, such as internet browsing history, usage and e-mail content.	We use this information to monitor employee activities, to maintain the security of our systems, and to detect improper activity.

Categories of Personal Information We Collect	Business or Commercial Purpose For Which The Information Will Be Used
Commercial information in connection with business-related expenses that you submit to us for reimbursement, such as your credit card number, travel documents, and receipts.	We use this information to evaluate your expense report and to reimburse you for appropriate and authorized business-related expenses.
Voluntary identification of your race/ethnicity, gender, age, disability status and veteran status (you have the option to choose not to self-identify).	We use this information to comply with government reporting requirements, and to respond to diversity questionnaires from the government and our clients.
Additional information as described in our Employee Manual.	We use this information to maintain the security and safety of our employees and property, to protect the confidentiality of our and our clients' information, to detect illegal activity, and to prosecute those responsible for that activity.
Medical information (such as your responses to health questions) and biometric information, including your temperature.	We use this information to maintain a safe work environment and to evaluate the risk that an employee's presence may pose to others in the workplace as a result of the COVID-19 pandemic.