

**Fuller & Thaler Asset Management, Inc.**  
**Applicant Privacy Notice**

The privacy and security of your personal data (the “Personal Information”) which we collect from you is very important to us. It is equally important that you understand how we handle this data.

By applying for employment with F&T, you expressly acknowledge that you have read, understand and agree to all of the terms of this Privacy Notice as outlined below and as it may be modified by us from time to time with or without prior notice.

***Collection of Information***

In the course of conducting our business and complying with federal, state, and local government regulations governing such matters as employment, tax, insurance, etc., we must collect Personal Information from you. The nature of the Personal Information collected varies somewhat for each applicant, depending on the position responsibilities, your citizenship, the location of the facility where you may work, and other factors. We collect Personal Information from you solely for business purposes, including those related directly to your application and prospective employment with F&T, and those required by governmental agencies.

Data collected may include, without limitation, such things as:

- Your name
- Phone number(s)
- Email address(es)
- Mailing address
- Current and past residential addresses
- Information contained in background checks
- Resume with employment history and education information
- Government identification documents and numbers, e.g., Social Security number, driver’s license number
- Date of birth

Anyone who sends unsolicited Personal Information to F&T by any means, e.g., mail, email, or fax, expressly consents to the storage, destruction, processing, or disclosure of the data, as well as any other reasonable business-related use by F&T or any government agency of the unsolicited data.

F&T will not knowingly collect or use Personal Information in any manner not consistent with this Notice, as it may be amended from time to time, and applicable laws.

**Because the Personal Information collected by F&T is necessary for business purposes, you are required to provide it. Your refusal or failure to provide the requested Personal Information may, therefore, disqualify you from employment with F&T or from receipt or enjoyment of certain corporate benefits.**

***Use of the Information We Collect***

We will not sell your Personal Information to any third party. The primary purposes for collection, storage and/or use of your Personal Information include, but are not limited to:

- **Human Resources Management.** We collect, store, analyze, and share (internally) Personal Information in order to attract, retain and motivate a highly qualified workforce. This includes recruiting, compensation planning, succession planning, reorganization needs, performance assessment, training, employee benefit administration, compliance with applicable legal requirements, and communication with applicants and/or their representatives.

- **Business Processes and Management.** Personal Information is used to run our business operations including, for example, scheduling work assignments, managing company assets, and populating employee directories. Information may also be used to comply with government regulation.
- **Safety and Security Management.** We use such Personal Information as appropriate to ensure the safety and protection of applicants, assets, and resources.
- **Communication and Identification.** We use your Personal Information to identify you and to communicate with you.

### ***Disclosure of Data***

F&T acts to protect your Personal Information and ensure that unauthorized individuals do not have access to your Personal Information by using security measures to protect Personal Information. We will not knowingly disclose or otherwise distribute your Personal Information to any third party without your knowledge and, where appropriate, your express written permission, except under the following circumstances.

- **Legal requests and investigations.** We may disclose your Personal Information when such disclosure is reasonably necessary (i) to prevent fraud; (ii) to comply with any applicable statute, law, rule or regulation; or (iii) to comply with a court order.
- **Third-party vendors and service providers.** We may, from time to time, outsource services, functions, or operations of our business to third -party service providers. When engaging in such outsourcing, it may be necessary for us to disclose your Personal Information to those service providers, e.g., a payroll service or a benefits provider. In some cases, the service providers may collect Personal Information directly from you on our behalf. We will work with any such providers to restrict how the providers may access, use and disclose your Personal Information.  
When using a third party provider to whom we must furnish your Personal Information, we will select reliable third parties and we will require them to enter into written agreements with F&T which will (i) specify the rights and obligations of each party; (ii) provide that the third party has adequate security measures in place to protect the Personal Information; and (iii) the provider will only process Personal Information on the specific written instructions of F&T.
- **Protection of F&T and Others.** We may release Personal Information when we believe release is necessary to comply with the law; enforce or apply our policies and other agreements; or protect the rights, property, or safety of F&T, our employees, or others. This disclosure will never, however, include selling, renting, sharing or otherwise disclosing your Personal Information for commercial purposes in violation of the commitments set forth in this Privacy Policy.

### ***Security of Your Personal Information***

We employ reasonable security measures and technologies, such as password protection, encryption, physical locks, etc., to protect the confidentiality of your Personal Information. Only authorized employees have access to Personal Information.

F&T will make reasonable efforts to secure Personal Information stored or transmitted electronically secure from hackers or other persons who are not authorized to access such Information.

### ***Your Rights and Choices***

You have the right to request that we disclose certain information to you about the Personal Information collected and used over the past 12 months. Once we receive your verifiable request, we will disclose to you:

- The categories of and specific Personal Information collected about you
- The sources of the Personal Information we collected about you
- The business purpose for collecting your Personal Information
- The categories of third parties with whom we share your Personal Information

- Whether or not any information has been sold or disclosed in the past 12 months and the relevant categories

You may send a request by e-mail, telephone or mail at the following:

Chief Compliance Officer  
Fuller & Thaler Asset Management, Inc.  
411 Borel Avenue, Suite 300  
San Mateo, CA 94402  
Toll Free Tel: 866-204-0769  
[hzanoni@fullerthaler.com](mailto:hzanoni@fullerthaler.com)  
[www.fullerthaler.com/contact](http://www.fullerthaler.com/contact)

***Non-Discrimination***

F&T will not discriminate against you for exercising any of your rights and choices related to your Personal Information.

Any questions regarding this Privacy Notice may also be directed to the Chief Compliance Officer.