

## Disclosure to Third Parties

Staffmark does not sell or otherwise disclose your personal information to any third parties for any monetary consideration. Staffmark only shares your personal information with service providers to the extent necessary in order to administer employee benefits, including for payment of wages, tax processing, health insurance, benefits administration, and in connection with its human resource activities, including running background checks, screening for benefit, employment, and disability eligibility, to determine employment verification, and for drug screening. Staffmark also discloses your information when required to by local, state, or federal law.

<b>Category of Third Party with Whom Information Is Shared</b>	<b>Categories of Information Shared</b>	<b>Purpose</b>
Service Providers such as, but not limited to, payroll processors	Personal Identifiers, Benefit Selections, Demographic Information, Health Information, Financial Information, Beneficiary Information, Geolocation Data, Biometric information when you give us express consent	To fulfill human administration and employment purposes including, but not limited to, payroll processing, to provide benefits and benefit administration, scheduling, listing of available assignments
Third party or service provider websites and apps such as WorkNOW and Indeed Flex	Limited personal identifiers such as name, email, and relationship status with Staffmark, shared with service providers or with your consent	For employment and benefits purposes, including to assist you in signing up for an account or to create a record of your relationship with Staffmark to allow you to create an account with the app or website to allow you access to see available assignment opportunities, to assist you in applying for temporary assignments, to schedule yourself for assignments and possible work, and to receive perks and benefits from employments (such as access to discounts and events)
Third Party agencies used to obtain background checks, E-Verify	Personal Identifiers, Benefit Selections, Demographic Information	To verify your eligibility for employment
Benefit Providers such as, but not limited to, health insurance companies	Benefit Selections, Health Information, Beneficiary Information	To provide you benefits including health insurance
Clients and Customers	Personal Identifiers, Professional Information, Education	To obtain you placement for temporary employment at a client

	Information, Demographic Information	or customer and for purposes relating to that position
Government Agencies such as the Equal Employment Opportunity Commission	Demographic Information*, Health conditions* (*some information may be provided anonymously)	To fulfill our legal obligations
Internet Service and Analytic Tool Providers	Internet or other similar network connectivity* (*information may be provided anonymously or in aggregate form)	To maintain operate, and improve our websites and applications, personalize your browsing experience, and run analytics on our websites, portals, and apps