

Privacy Notice for Recruitment

Last Updated: January 1, 2020

PLEASE READ THIS PRIVACY NOTICE FOR RECRUITMENT ("NOTICE") BEFORE PROVIDING PERSONAL INFORMATION TO THE BANK

Purpose of this Notice

In accordance with the California Consumer Privacy Act, this Privacy Notice for Recruitment ("Notice") describes how and why the Federal Home Loan Bank of San Francisco (the "Bank" or "us" or "we") collects and uses personal information about you when you apply for an open position at the Bank and during the recruitment process with us, and with whom we might share such information. Please note that the usage of personal information may also be subject to other laws and the Bank's legal and regulatory obligations.

This Notice is for California residents only, supplements the information contained in the privacy statements of the Bank and applies solely to current and former job applicants. It is important that you, as a job applicant, read and understand this Notice. If you have questions or do not understand it fully, please seek additional information from the Director of Human Resources.

Personal Information We May Collect About You

Personal information, means any information or combination of information about an individual from which that person can be identified. We will collect, store, and use the following categories of personal information about job applicants as listed below:

- personal contact details such as name, title, addresses, telephone numbers, and personal email addresses
- name, gender and birth date
- information of your qualification and education
- information of your work experiences, employment history and current position
- information relating to the evaluation your suitability for the position as well as personal qualities relevant in respect of the position
- information received from references you have named relating to your former performance and suitability as well as personal qualifications relevant for the position
- any information you have provided us during the interviews
- assessment information relating to the position
- ethnicity
- veterans' status
- disabilities
- nationality
- information about criminal background

Purposes for Which the Information Will Be Used

We use the information noted above to inform us about you, your qualifications and work history, which will allow us to perform a diligent and appropriate evaluation of you and your qualifications enabling us to make informed employment decisions. In the case the recruitment is concluded with a decision to offer you a job, the personal information and data collected during the recruitment process may be used to address any employment agreements, accommodations and arrangements. Personal information and

data collected from you may also be used to assess and address requirements under applicable equal opportunity employment laws and Bank diversity and inclusion programs and policies.

How the Personal Information is Collected About You

We collect personal information provided by you in your job application, CV, cover letter and/or related documents, or any subsequent information you have provided during the recruitment process, including interviews. Information may also be collected through the following means:

- recruitment service providers or consultants providing recruitment services, e.g. pre-screening and interviewing applicants and handling candidates testing or assessments as a part of the recruitment process
- reference persons whose contact details you have provided to us
- social media designed for networking or recruitment purposes, e.g., LinkedIn and Glassdoor
- publicly-available websites

Also, subject to the applicable laws and your consent, information may be obtained through background checks, security clearances and other similar information sources deemed necessary due to the nature and security requirements related to the open position in question.

Personal Information Sharing

As a matter of course, we treat job applicant personal information as confidential and do not share such personal information with others except to Bank personnel involved in the hiring and recruitment process. We may share your personal information with different governmental authorities, institutions or agencies, or insurance companies where required by law for the purpose of their tasks or on a need-to-know basis.

In cases where your personal information is shared with a service provider, it is safeguarded by contractual agreements, committing outsourced service providers to process your personal information for specified purposes and in accordance with our instructions, and apply appropriate security measures to protect your personal information in line with our policies. We do not allow our service providers to use your personal information for their own purposes. We may share your personal information with other third parties to fulfill our contractual obligations. In such cases we limit personal information shared to absolute minimum required.

Reasonable Security of Personal Information

We have put in place appropriate security measures to prevent your personal information from being accidentally lost, used or accessed in an unauthorized way, altered or disclosed without proper approval. We limit access to your personal information to those employees, agents, contractors and other third parties on a need-to-know basis, i.e., those individuals who need the access in order to fulfill the tasks and duties relating to authorized service delivery. All job applicant personal information is considered confidential and the Bank has an Information Security Policy that classifies, among other things, sensitive personal information (e.g., social security numbers) to ensure such information is properly controlled and protected. Our IT systems are protected against unauthorized access with various levels of preventative and detective security tools and processes.