

**COLLECTION NOTICE FOR CALIFORNIA RESIDENTS WHO ARE JOB APPLICANTS, EMPLOYEES, OWNERS, DIRECTORS, OFFICERS, MEDICAL STAFF, CONTRACTORS, OR BENEFICIARIES OF U. S. STEEL**

**Updated January 1, 2020**

This Collection Notice (“Notice”) provides specific information for residents of California who are job applicants, employees, owners, directors, officers, or contractors of U. S. Steel (including their beneficiaries). The list below identifies categories of personal information about California residents that we may collect or disclose for a business purpose.

- Basic Identifiers such as a real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, social security number, driver’s license number, passport number, or other similar identifiers.
- California Code 1798.80 Information such as signature, physical characteristics or description, telephone number, and education, employment, financial, medical, or health insurance information.
- Characteristics of protected classifications under California or federal law such as race, color, sex, age, religion, national origin, disability, and citizenship status.
- Commercial Information such as products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.
- Network activity information such as browsing history, search history, and information regarding interaction with an internet web site, application, or advertisement.
- Geolocation data.
- Professional or employment-related information, such as corporate service dates, emergency contact information, and job information.
- Education information, defined as information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act.<sup>1</sup>

**Uses of Personal Information**

We may use or disclose the types of personal information described above for one or more of the following purposes:

- To communicate with you or your company. For example, we may use contact information to provide email alerts and other notices concerning our company, products, or services, or events or news, that may be of interest to you.
- To facilitate transactions. For example, we may use personal information for shipping, delivery, or distribution, or to make or receive payments.
- As part of ordinary business processes. For example, we may use payroll or work history information as part of Human Resources processes.
- To improve internal processes. For example, we use data collected from website visitors to improve our website and better present its contents to you.

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<sup>1</sup> This list does not include information publicly available in government records, de-identified or aggregated California resident information, or information excluded from the CCPA’s scope, such as health or medical information covered by HIPAA or personal information covered by certain other privacy laws, including the Fair Credit Reporting Act (FRCA), the Gramm-Leach-Bliley Act (GLBA) or California Financial Information Privacy Act (FIPA), and the Driver’s Privacy Protection Act of 1994.



- For research, analysis and product development.
- As necessary or appropriate to protect the rights, property or safety of us, our customers, or others.
- In cooperation with law enforcement and/or as required or permitted by applicable law, court order, or regulations.
- As described to you when collecting your personal information or as otherwise set forth in the CCPA.

We will not collect additional categories of personal information or use the personal information we collected for materially different, unrelated, or incompatible purposes without providing you notice, except as required or permitted by law.

### **Disclosures of Personal Information**

U. S. Steel may disclose the personal information described above to various third-parties. Such disclosures may be made to service providers who use the information in compliance with our instructions, to companies and individuals as necessary to facilitate the operation of U. S. Steel's business, and to other entities, such as government authorities, as required or permitted by law. For example, U. S. Steel may disclose certain personal information as part of background checks or due diligence, or as necessary to make or receive payments. U. S. Steel seeks to limit disclosures to only the information necessary to fulfil the legal or business purpose for which the information is being disclosed.

### **Our Privacy Policy**

Our complete California resident Privacy Policy can be found at [www.ussteel.com/CAPrivacy](http://www.ussteel.com/CAPrivacy). We reserve the right to amend this Notice and/or our Privacy Policy at our discretion and at any time. To ask questions or comment regarding this Notice or our Privacy Policy, please contact us at: [privacy@uss.com](mailto:privacy@uss.com).